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Overview

Agency Priority Goals (APGs) are specific, challenging goals that can be accomplished in a two-year period, offering a high priority opportunity for improvement. Agency leaders select a small handful of these goals, identify responsible individuals, and review progress on them on a quarterly basis. This effectively motivates agency staff to work harder and smarter to improve performance and ensure accountability for outcomes.

Why APGs?

APGs are a known effective mechanism for advancing priorities. The three-pronged approach includes public goal setting, quarterly leadership discussions, and regular public updates.

These three factors have been shown to advance mission outcomes when leadership appropriately choses and adequately supports them.

What makes an ideal APG?

- Advances Presidential Administration and federal agency leadership priorities
- Relies primarily on strong execution to be accomplished (not legislation or new funding)
- Focuses on mission outcomes, customer service, or efficiency
- Uses data to inform decision-making and makes measurable progress in a two-year time frame
- Focuses on improving collaboration across components or scales up a previously successful model

Leadership role in APGs

Agency leadership (including Deputy Secretaries, Performance Improvement Officers, Chief Financial Officers, and Chief Human Capital Officers) have notable roles to play in creating APGs.

Specifically, leadership should set goals that reflect agency priorities and align with mission accomplishment, spearhead efforts to review progress on those goals, and make sure program leaders are course correcting. Leadership should also promote a culture of using data and evidence to make decisions and monitor progress.

Anatomy of an APG

Successful APGs address a problem, have a set completion date, a target, and an indicator.

Support the global effort to prevent child and maternal deaths. By September 30, 2019, U.S. global leadership and assistance to prevent child and maternal deaths will annually reduce under-five mortality in 25 maternal and child health U.S. Government-priority countries by an average of 2 deaths per 1000 live births per year as compared to 2017.

SET
- ✓ Set the goal
- ✓ Refine the goal statement
- ✓ Build the goal team

PLAN
- ✓ Assess the landscape
- ✓ Identify key stakeholders
- ✓ Identify strategies
- ✓ Determine how to measure progress
- ✓ Manage for success
- ✓ Develop a communication strategy

ACHIEVE
- ✓ Assess progress and identify improvement opportunities
- ✓ Innovate
- ✓ Celebrate progress
- ✓ Adjust strategies, activities, measures, and milestones
- ✓ Communicate strategically
- ✓ Capture lessons learned