Agency Strategic Plans

Overview

The Agency Strategic Plan, aligned or realigned at the beginning of each Presidential term, defines the agency’s mission, long-term goals, strategies, and the approaches that are used to monitor progress in addressing specific national problems, needs, challenges, and mission-related opportunities.

The strategic plan showcases the agency’s purpose across its component agencies and over the long-term. Being intentional about both provides a unified vision to which programs and mission support functions can align.

Process

The strategic planning process is intended to engage stakeholders. This includes internal stakeholders, other federal agencies, and delivery partners. Agencies must also consult with Congress during the planning process.

Content

Strategic Plans contain multiple levels of goals and strategies. It shows how they fit together to form a cohesive strategy.

Implementation

Strategic plans serve as roadmaps to help guide decisions around resourcing. This includes human capital, acquisitions, information technology priorities, and other mission support needs.

As the environment changes, the Plan should be updated to reflect strategic shifts so it can be used as an implementation tool.

Communication

Strategic plans serve as important communication tools within and outside the agency. Specifically, they improve communication by providing a clear mission and vision. This serves as a guide to allow multiple parties to collaborate towards shared goals.

Annual Strategic Plans

Each year, agencies assess the implementation of their strategic plan and report the highlights of their findings to the Office of Management and Budget and the public. This process is called the Strategic Review. Each agency builds and customizes their Strategic Review processes to best meet the needs of agency leadership.

Example Strategic Plan

Department of Homeland Security’s FY 2012 – 2016 Strategic Plan

Mission 1: Preventing Terrorism and Enhancing Security

Goal 1.1: Preventing Terrorists Attacks

Objective 1.1.1: Understanding the threat

Objective 1.1.2: Deter and disrupt operations

The Performance Improvement Council (PIC) shares best practices and builds capacity across the federal government to set, plan, and achieve priorities for the American Public. The PIC is supported by the Office of Shared Solutions and Performance Improvement (OSSPI) at the General Services Administration (GSA) and can be reached at picstaff@gsa.gov.