

**Strategic Goal**

**Perform as a Model Organization**

**Performance Goal (from Strategic Plan)**

*M-1: Achieve management excellence through leadership, accountability, and personal responsibility.*

*M-2: Infuse learning as an essential element of the NSF culture with emphasis on professional development and personal growth.*

**FY 2011 Performance Goal**

Attain essential elements of a model Equal Employment Opportunity program, as defined in EEOC requirements.

Include temporary staff (IPAs) under NSF's performance management system.

Pilot use of OPM's 360 degree evaluation instrument to provide feedback to NSF leaders and managers on skills and abilities.

Pilot process for assessing developmental needs and addressing them.

**FY 2011 Target**

Three elements.

80 percent of all IPAs and 90 percent of IPAs in executive-level positions have performance plans as of 7/1/11.

By 7/1/11, at least 20 NSF managers use OPM's 360 instrument.

By 9/30/11, at least 20 NSF managers who used OPM's 360 instrument establish a plan for improving performance.

By 3/31/11, commence survey of administrative support staff.

By 9/20/11, obtain contract support for assessment of non-administrative-support staff.

**Target achieved?**

Yes

Yes

Yes

No

Yes

No