



NSF Strategic Plan Update

Links to NSF and Employee Performance Plans

Office of Information and Resource Management
Your Success is Our Success!

Administrative Services
Human Resource Management
Information Systems
Chief Information Officer



Topics

- **New Federal SES System**
- **GEAR**
- **PAAT**
- **Cascade Alignment**
- **Questions for Committee**



New Federal SES System

- **Provides for government-consistency**
- **Emphasis on Results-driven Performance Element**
 - Must be 80% measurable
 - Must be weighted at least 20%



GEAR

(Goals, Engagement, Accountability, Results)

- GEAR: Government-wide framework
- Relevant principles:
 - Align employee with organizational performance management
 - Articulate a high performance culture



PAAT

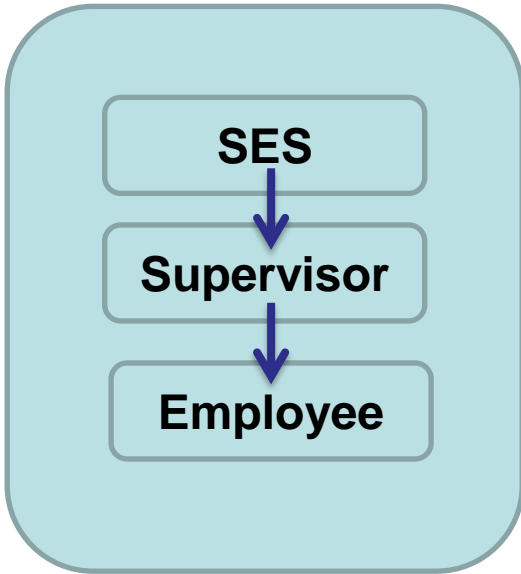
(Performance Appraisal Assessment Tool)

- PAAT: Government-wide performance management evaluation tool
- PAAT findings reveal that NSF could improve alignment of performance plans with agency goals



Cascade Alignment

To what level should performance plans align?



Strategic Goal

Transform the Frontiers across All Fields of Science & Engineering

Strategic Objective

Invest in frontier research to ensure a continuing stream of advances across the NSF science, engineering, and education portfolios

FY 2014 Performance Goal

Monitor Key Program Investments

Make Timely Award Decisions



Question for B&O

- What would be the ideal way to bridge the gap between NSF's high-level strategic plan and the results-oriented objectives developed for SES and employee performance plans?



Question for B&O

- If an organization rates a majority of its employees as Outstanding (5), should there generally be data demonstrative of organizational goals having been achieved?



Question for B&O

- What sort of collaboration could you envision between the agency performance groups (e.g. Performance Improvement Office (PIO), Chief Human Capital Officer (CHCO), etc.)?



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