

Overview

Agency Priority Goals (APGs) are specific, implementation-focused goals that identify a tangible, near-term result or achievement that leadership wants to accomplish within a two-year period. Agency heads select a limited number of these goals, identify goal leaders and organize implementation teams to deliver on these outcomes, regularly conduct data-driven reviews of progress, and report results on a quarterly basis. APGs harness the organization's focus on the specific actions needed to achieve the goal while providing routines that ensure accountability and transparency 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 chooses and adequately supports them.

OMB Circular A-11, Part 6 requires Federal agencies covered by the Chief Financial Officers (CFO) Act of 1990 to set and submit APGs.

What makes an ideal APG?

- Advances priorities for agency leadership and the Administration
- Relies primarily on strong execution to be accomplished (not legislation or new funding)
- Supports improvement in near-term mission outcomes, customer experience, or efficiencies
- Includes indicators and quarterly milestones to track progress
- Is ambitious yet achievable within a 24-month period
- Organizes efforts in areas where cross-component/bureau or joint-agency coordination is needed to advance common outcomes

Leadership role in APGs

Agency leadership (including Deputy Secretaries, Performance Improvement Officers, Chief Financial Officers, Evaluation Officers, Program Management Improvement Officers, and Chief Human Capital Officers) have notable roles to play in developing and delivering on APG outcomes.

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 (impact statement) and have a set completion date, target, and indicator (achievement statement).

Make homelessness rare, brief, and non-recurring. By September 30, 20XX, decrease the number of people experiencing homelessness by 15% from [20XX-2] levels.

