

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 approaches 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 bureaus and over the long term. Being intentional about both aspects creates 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** aligned to the agency's mission:

- Strategic goals
- Strategic objectives
- Agency Priority Goals (APGs)
- Performance goals
- Other indicators

The plan's structure shows how these **goals and strategies fit together** to form a cohesive whole.

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, the plans **improve communication by providing a clear mission and vision**. They serve as a guide to allow multiple parties to collaborate towards shared goals.

Annual Reviews

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 Excerpt

Small Business Administration Strategic Plan FY 2022-2026

Strategic Goal 2: Build Resilient Businesses and a Sustainable Economy

- **Objective 2.2:** Prepare small businesses and rebuild communities affected by natural disasters
- **Strategy 1:** Leverage technology to expedite disaster application processing
- **Measure:** Increase the customer satisfaction rate for disaster loan approvals