



# **Governor Tim Kaine's 2007 Management Scorecard for Agency Head Performance**

Agency Head Meeting  
Virginia Commonwealth University Campus  
May 23, 2007

Presented by Tim Bass, Senior Advisor  
Office of the Governor

Scorecard = Agency Head Performance

*Big “Thank You” ...*

*For all your questions, comments,  
challenges, data and (most of all)  
performance!*

# Scorecard Performance Categories

- Human Resource Management (5)
- Government Procurement (3)
- Financial Management (5)
- Information Technology (2)
- Performance Management (4)
- Resource Stewardship (1)
  
- 20 Scorecard Outcomes (Goals) Total

# How 1Q/2Q Compares to 3Q 2007

- 81 Agency Heads are invited to participate, this includes Executive Branch (minus Higher Ed) and Independents
- For 1Q/2Q, 69 Agency Heads provided self-assessments (85%)
- For 3Q, thus far 51 Agency Heads have provided self-assessments (63%)
- April and May have been a little unusual in terms of attention-getting events!

>>> Mid-June, Scorecard closes for 3Q input <<<

# Comparison continued ...

- 1Q/2Q
  - Overall
    - 83% "Met" expectations
    - 17% "Progress Towards" expectations
    - Most difficulties = HR, IT
  - Of the 17% ...
    - Most difficulties = HR, IT, PM, RS

# Comparison continued ...

- 3Q thus far
  - Overall
    - 86% "Met" expectations
    - 14% "Progress Towards" expectations
    - Most difficulties = IT, RS
  - Of the 14% ...
    - Most difficulties = IT, RS, GP/PM, HR

# Scorecard = Agency Head Performance

- Executive Orders (Telework, SWAM, etc)
- Operational Reviews (Mail, Fleet, Energy, etc)
- Projects for Productivity Investment Fund (Mail Presort, No Wrong Door)
- Continuous Improvement Training (Genworth methodology)
- Daily agency-specific operational processes ...

Using your data, asking questions, seeing opportunities to improve performance!

# Scorecard comments ...

- 7 Agency Heads provided comments
- Comments were reviewed by the Performance Leadership Team (B. Leighty, W. Turnage, J. Kusiak, D. Darr, R. Davis, K. Farrar, T. Bass)
- Mostly clarifications will be issued and/or addressed in Aug 7 & Aug 9 training
- Several outcomes will be adjusted pending approval by the Governor, communicated via the Leadership Communique'
- 2008 Scorecard to be published in June

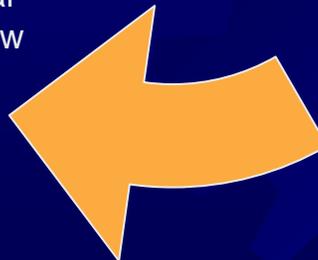
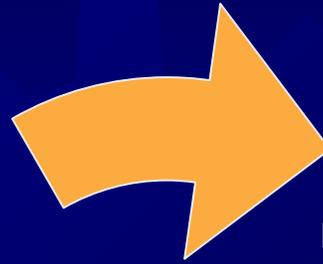
# Scorecard Performance "Cycle"

Governor  
Reviews  
Agency Head  
Performance  
& Makes  
Evaluation

**Year begins!**  
Agency Heads  
Enter Grades for  
Each of 20  
Outcomes  
(Quarterly)

After Cabinet  
Review, Central  
Agencies Review  
And Modify

At Year End  
Cabinet  
Secretaries  
Review/Modify



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