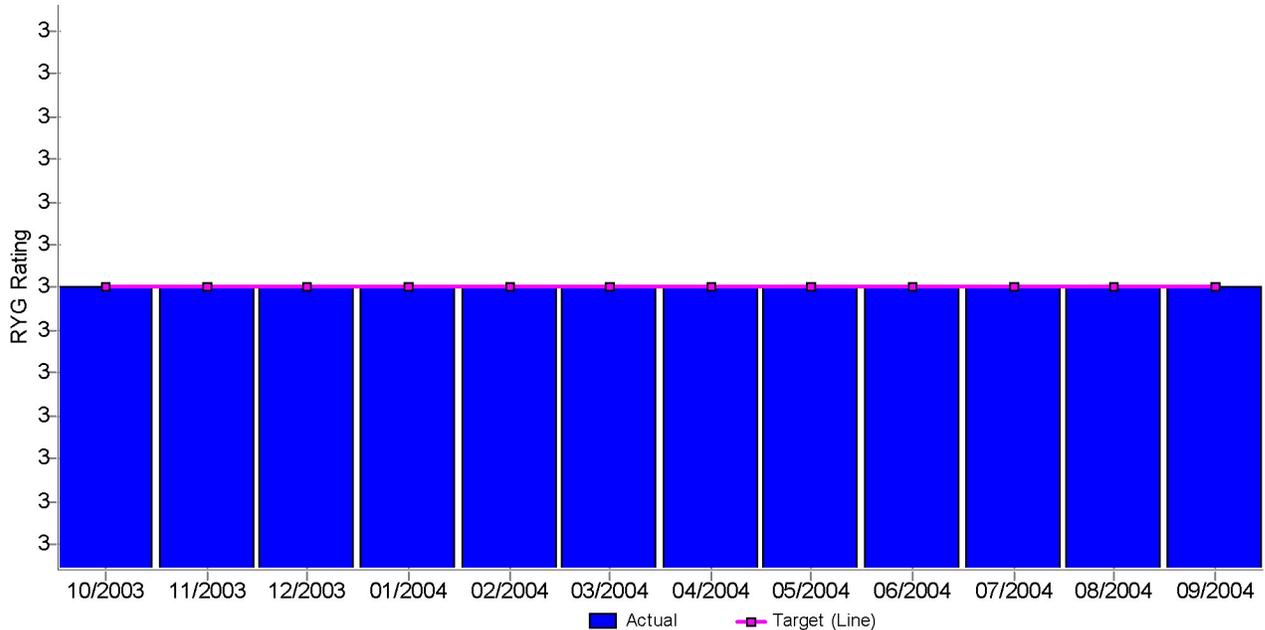


Status of FAA Performance Targets

TGT: Perf Plans Aligned (FAA) This Year to Date (Last Value)



Description

TGT: Directly relate all employee performance plans to FAA strategic goals and their organization's performance plans (2008). (FY 2004 goal is to align 80% of plans. Until firm information is available on performance plan alignment, this target is being rated as 3=Green, 2=Yellow, or 1=Red.)

Period Table

	Actual	Target (Line)	Target (Line) - Index Range
10/2003	3	3	Green
11/2003	3	3	Green
12/2003	3	3	Green
01/2004	3	3	Green
02/2004	3	3	Green
03/2004	3	3	Green
04/2004	3	3	Green
05/2004	3	3	Green
06/2004	3	3	Green
07/2004	3	3	Green
08/2004	3	3	Green
09/2004	3	3	Green

Commentary (2003)

September 2004: This Organizational Excellence performance target is assessed "green."

This target requires 100 percent of employee performance plans to be directly related to FAA strategic goals and the employees' organization's performance plans by 2008. For fiscal year 2004, the target is 80 percent with a 5-percent increase each fiscal year thereafter.

End of FY 04 Status: This Organizational Excellence performance target is assessed "green". The final analysis of the reports from the agency's organizations show that 84.56% of all FAA employees, managers, and executives had individual performance plans linked to the FAA Flight Plan.

Accomplishments during FY 04: The process developed to assess performance of this performance target has been validated and will be used, as is, for the FY 05 assessment.

Steps to achieve "green" for FY 05:

Status of FAA Performance Targets

1.The organizations, which had the greatest impact on the 84.56%, have been notified of the need to establish individual performance plans which are linked to the FAA Flight Plan to start the FY 05 performance cycle.

2.Those same organizations have been offered assistance from the agency's performance management Program Manager to understand how individual performance plans are linked to the FAA Flight Plan through the Business Plan of the organization.

3.The assessment for FY 05 will be conducted during the second quarter. Hence, organizations who don't meet 85% (new goal for FY 05) will have time to review, revise, and re-distribute individual performance plans for the second half of the FY.