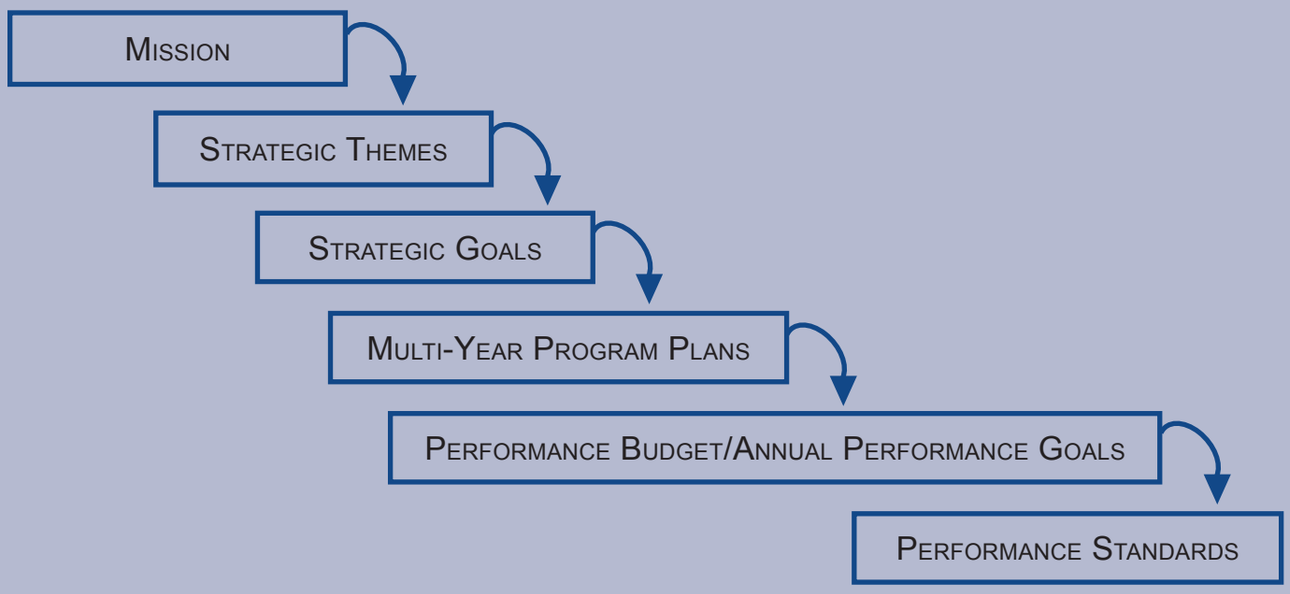
Linking Strategic Goals to Annual Performance Goals

The Department's strategic plan flow is highlighted in the cascade below beginning with the mission statement which flows to the strategic themes. The strategic themes connect to the broader strategic goals and are linked to the annual performance goals in the performance budget through the multi-year program plans. The multi-year program plans allow DOE to strategize over a five-year period how each program will implement the strategic goals of the Department. Annual performance goals and assessment of performance against prior-year goals are included in the budget justification materials each year, to demonstrate that actual and expected performance is considered in the budget process. In addition, these annual performance goals are linked to individual employee and contractor performance standards, thus creating an accountability model for mission achievement.



The Department's annual budget justification is based on projected performance for the requested funding. The Department reports actual performance against targeted performance annually in its Performance and Accountability Report. This report provides the basis for evaluating the Department's progress toward achieving its mission.

ACHIEVING

Program Assessment

DOE uses a variety of methods and tools to assess its programs. Internally, programs are required to report quarterly on their progress in meeting annual performance metrics. The data is then consolidated for senior management review.

Since 2002, the Department of Energy has been working in conjunction with the Office of Management and Budget to assess its programs using the Program Assessment Rating Tool (PART). Through a series of targeted questions with requirements for specific evidentiary documentation, PART assesses each program's purpose, links to the Strategic Plan, management decision-making, and performance results. Essential for assessing program results is the use of meaningful performance measures that clearly tie to the Department's mission. The Department is committed to increasing the use of key PART measures and associated quantitative targets as annual performance goals in the cascade shown above.

As of 2006, DOE has assessed over 94 percent of its programs using PART and has received over 120 recommendations for program improvement through this process. The Department is committed to continuing to use PART as a vital program assessment tool.

Each of the individual programs within DOE and its National Laboratories undergo reviews for performance and accountability on an annual basis. The results of these evaluations are published in the Performance and Accountability Report which details goals and progress towards meeting those goals.

On an annual basis, the Office of Inspector General (OIG) provides the Department with an objective assessment of program performance. The OIG conducts specific reviews of programs, grants, and contracts at the request of the Department and provides management with recommendations for improvement.

RESULTS

M I S S I O N

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