

## SECTION 220—CROSS-AGENCY PRIORITY GOALS AND FEDERAL PERFORMANCE PLAN

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**Summary of Changes**

New section on Cross-Agency Priority Goals (CAP Goals) updates information previously published in OMB [Memorandum-11-31](#) issued in August 2011

**220.1 To which agencies does this section apply?**

This section applies to all Executive Branch agencies. Agencies that contribute directly to [Cross-Agency Priority Goals](#) (CAP Goals) are identified by OMB and the CAP goal leader.

**220.2 What is a Cross-Agency Priority Goal (CAP Goal)?**

The GPRA Modernization Act of 2010 requires that the Federal Government set two types of CAP Goals (referred to as Federal Government priority goals in the GPRA Modernization Act):

- outcome-oriented goals that cover a limited number of crosscutting policy areas; and
- management improvements across the Federal Government in the areas of information technology, financial management, human resources, and real property.

Cross-Agency Priority Goals are identified in areas where increased cross-agency coordination on outcome-focused areas is likely to improve progress.

**220.3 What is the Federal Performance Plan?**

The GPRA Modernization Act requires that the Federal Government Performance Plan define the level of performance to be achieved for each of the CAP Goals, including associated [targets](#), action plan, goal leader, and contributing programs. The website [Performance.gov](#) provides the components of the Federal Performance Plan and will continue to be developed to provide information on agency performance in accordance with the GPRA Modernization Act.

**220.4 When are CAP Goals established and what time period do they span?**

The GPRA Modernization Act requires CAP Goals to be made publicly available concurrently with the submission of the President's Budget in the first full fiscal year following any year in which the term of the President commences. CAP Goals are required to be set every four years, but can address goals requiring longer timeframes. Performance targets will be reviewed and considered for updates at least annually with the President's Budget. A new set of CAP Goals will be established with the FY 2015 President's Budget and will be published in February 2014.

**220.5 Where can I find information on the existing, interim CAP Goals?**

In accordance with the GPRA Modernization Act, interim CAP Goals were published concurrent with the FY 2013 President's Budget on Performance.gov in February 2012 and will be active until February 2014 when a new set of goals must be established with the FY2015 budget.

Beginning this fall, Performance.gov will be updated on a quarterly basis for each CAP Goal. The website will include the information required by law, such as goal leader(s), contributing agencies, organizations, programs, targets, key milestones, major management challenges, and plans to address these challenges. Quarterly Performance Updates (QPUs) for the website on progress will be provided by the goal leader in coordination with the PIC, OMB and contributing agencies.

**220.6 How does OMB engage with Congress and other partners in setting CAP Goals?**

The GPRA Modernization Act requires OMB to consult the following congressional committees during the development of CAP Goals:

- Appropriations of the Senate and the House of Representatives;
- Budget of the Senate and the House of Representatives;
- Homeland Security and Governmental Affairs of the Senate;
- Oversight and Government Reform of the House of Representatives;
- Finance of the Senate;
- Ways and Means of the House of Representatives; and
- Other committees as appropriate

OMB reached out to these committees to discuss the interim CAP Goal areas during the development of the FY 2013 Budget. OMB also worked closely with the President's Management Council (PMC), the Performance Improvement Council (PIC), other offices within the Executive Office of the President, and Executive Branch agencies to identify problems where cross-agency coordination could significantly improve performance. OMB will reach out to these stakeholders when the next set of CAP Goals must be developed for the FY 2015 Budget.

**220.7 What is the relationship between the CAP Goals and APGs?**

While some [Agency Priority Goals](#) may be linked to CAP Goals, most APGs will focus on core agency missions and do not always cascade directly from a CAP Goal. In order for the government to make progress on its CAP Goals, OMB has identified contributing agencies or programs under each goal. In all cases, agencies and contributing programs that are responsible for making progress on CAP Goals will be required to contribute to the development of the overall action plan and identify clearly their respective agency contributions to the overall goal. The CAP goal leader will work the Performance Improvement Council, OMB and agencies to determine each agency's contribution to the overall plan.

**220.8 How should agencies address CAP Goals in the agency Strategic Plan or Annual Performance Plan?**

Each agency that is asked by OMB to contribute to a CAP Goal must include in the agency Strategic Plan, Annual Performance Plan and Annual Performance Report: 1) a list of the CAP Goals to which the agency is contributing, and 2) a reference to the central website, Performance.gov, where agencies and OMB will be providing CAP Goal progress updates. Agencies will continue to report details related to their contributions centrally via Performance.gov as coordinated by the goal leader, PIC and OMB.

The agency must direct the public to CAP Goal information by stating in their agency-specific plans and reports the following: *“Per the GPRA Modernization Act requirement to address Cross-Agency Priority Goals in the agency strategic plan, the annual performance plan, and the annual performance report please refer to [www.Performance.gov](http://www.Performance.gov) for the agency’s contributions to those goals and progress, where applicable. The [Department or agency] currently contributes to the following CAP Goals: [add list here].”*

**220.9 How will CAP Goals be managed?**

Each Cross-Agency Priority Goal has a goal leader(s) and deputy goal leader(s) who will manage the processes by which goals are executed. Goal leaders are given flexibility in how to manage CAP Goals and are encouraged to leverage existing structures as much as practicable, (e.g., existing working groups, inter-agency policy committees, councils). Every CAP Goal will have a governance team chaired by the goal leader and deputy goal leader and consisting of representatives from agencies contributing to the goal, OMB, and others as determined by the goal leader.

Each governance team will develop an action plan explaining how the Federal Government will execute on the goal, including agencies’ contributions, areas where cross-agency coordination is needed, and anticipated risks or obstacles. The action plan will be updated as experience is gained and new information is learned.

**220.10 What information will be published on the CAP Goals?**

In the fall of 2012, Performance.gov will be updated to reflect information on CAP Goals according to the GPRA Modernization Act. See section [200.22](#) for expected publication timeframes; this will be supplemented by a Technical Users Guide with more detail for Performance.gov.

**220.11 How will OMB assess progress on CAP Goals?**

OMB will run reviews on the progress of the interim CAP Goals, at least once a quarter, starting with the performance data for the quarter ending June 30, 2012. OMB is working with individual CAP goal leaders to develop the review process for each CAP Goal, and will follow up with agencies, by goal, as needed.

