

State of Alaska Comprehensive Integrated Performance Management

Issue:

State agencies must ensure that they produce results efficiently, effectively, and transparently. The State of Alaska implemented a comprehensive process designed to manage agency performance that includes strategic planning, purposeful budgeting, process design, and information-based decision-making.

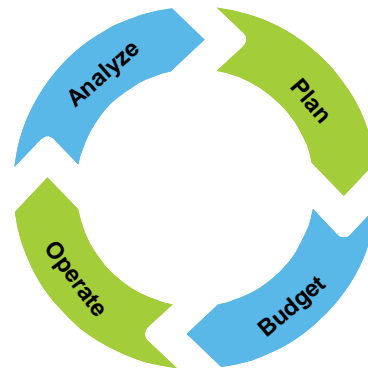
Background:

The current budget procedures and performance framework incorporates this comprehensive process. The State prepares a 10-year fiscal plan, compiles a detailed annual budget, and manages an extensive performance website. These tasks are not separate administrative requirements. Consolidating and organizing these tasks forms a single statewide performance management system.

Performance Management is a systematic approach to achieving results that uses evidence from measurement to support planning, budgeting, and operations. This cyclical approach composed of four equally important steps; planning, budgeting, operating, and analyzing, is an ongoing effort to achieve meaningful results with payoffs that increase over time.

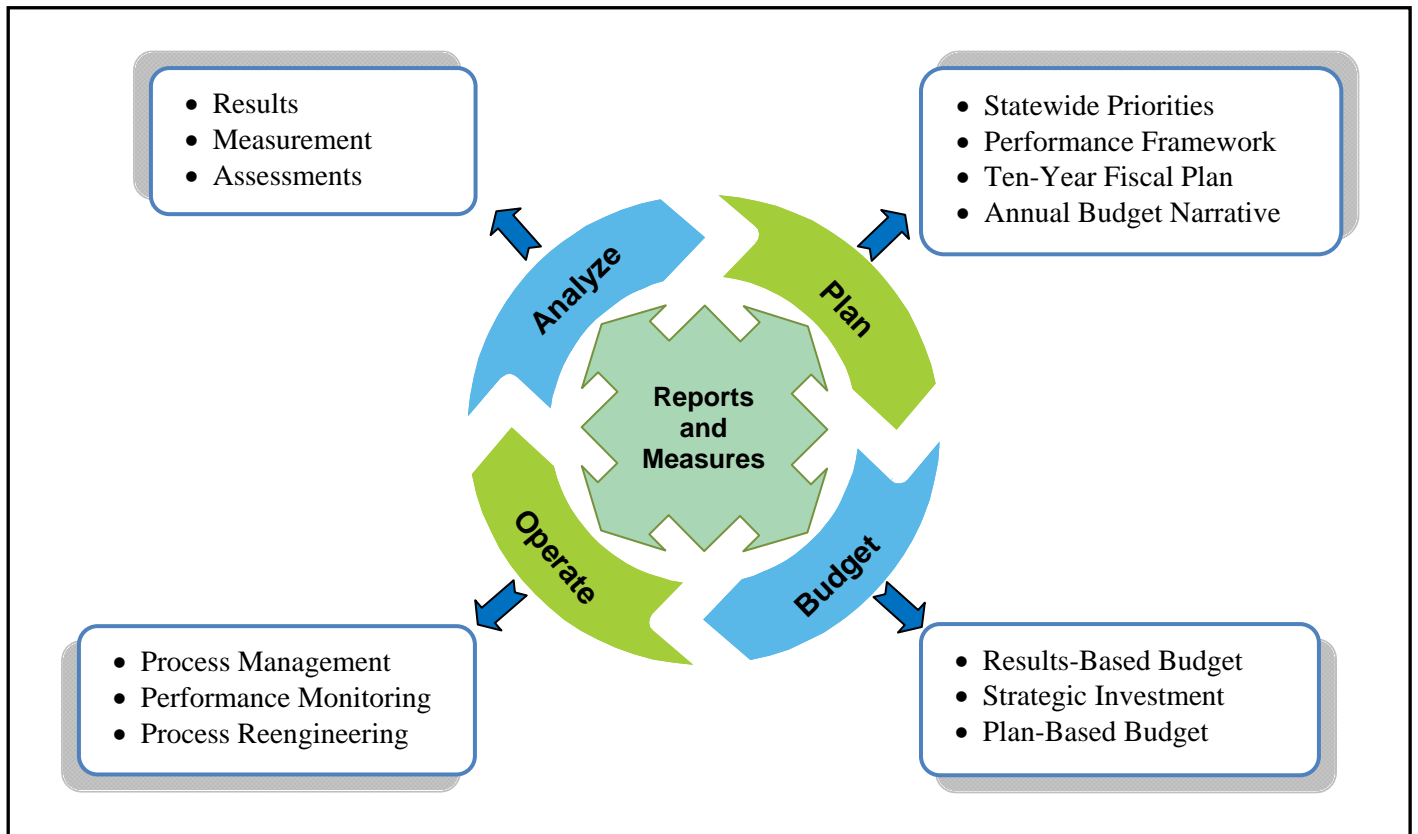
The **Performance Management Cycle** is an iterative process to achieving results in which you:

1. develop a plan,
2. budget for that plan,
3. implement/operate according to the plan,
4. analyze your situation,
5. go back to step 1.



In order to fully transform Alaska's current approach into a comprehensive performance management system, agencies must understand and engage in analysis and planning. Analysis and planning is the foundation of performance management. It provides crucial links between annual budgeting and 10-year fiscal planning, strategic rationale and resource needs, and program evaluation and future direction. Articulating the results of analysis and planning provides executive leadership an opportunity to vet agency strategic investments and initiatives.

Alaska's Comprehensive Integrated Performance Management



Comprehensive Performance Management Ongoing Training Cycle

Year 1

- Training: Reinforce Performance Management – Focus on Performance Measurement
- Introduce Process Management
- Develop Performance Management Guide

Year 2

- Training: Review Performance Measurement – Focus on Process Management
- Introduce Analysis

Year 3

- Training: Review Process Management – Focus on Analysis
- Revise and update Performance Management Guide