



USDA FY2003 Agency Scorecard

USDA AGENCY / DA	FY03 SCORECARD						
Human Capital Management Critical Success Factors	1st Q	2nd Q	3rd Q	4th Q	FY03 Agency Target (1)	HC Plan Goal	Status
1. STRATEGIC ALIGNMENT & HUMAN CAPITAL PLANNING <i>(Human Capital Management Standard; USDA Major Management Challenge)</i>							
1a Human Capital Strategies integrated into the Agency's 5 year Strategic Plan and/or Annual Performance Plans, (as evidenced in Agency SP/APP per GPRA/OMB Circular A-11, Part 6). (YES or NO) (Mission Critical) USDA Strategic Plan Measure						YES FY04	
2. WORKFORCE PLANNING & DEPLOYMENT <i>(Human Capital Management Standard)</i>							
2a Agency / Mission Area Workforce Plan developed and implemented, using the USDA endorsed model components. (YES or NO) USDA Strategic Plan Measure						YES FY04	
3. ACCOUNTABILITY SYSTEM <i>(Human Capital Management Standard)</i>							
3a Number of USDA Human Capital Plan Improvement Goals the Agency / Mission Area shows progress as determined from Quarterly Accountability Report. (__ of 9)						9 FY04	
4. TALENT MANAGEMENT <i>(Human Capital Management Standard; USDA Major Management Challenge)</i>							
4a Skills Gap Rate of Mission Critical Occupations (n = # MCOs). (5 year look ahead Skills Gap / 5 year look ahead requirements) (Mission Critical) USDA Strategic Plan Measure and FY04 Annual Performance Plan Indicator						1.34** FY07	
5. LEADERSHIP DEVELOPMENT & SUCCESSION PLANNING <i>(Human Capital Management Standard; USDA Major Management Challenge)</i>							
5a Retention Rate of employees in career GS-15 and SES positions. (100 minus separation % of career GS15 and SES) (Mission Critical)						95.0** FY07	
5b Leadership Pool Ratio. (# of employees, GS-14 and above, enrolled in or completed a management development program or SESCO compared to total career SES positions) (Mission Critical)						3 : 1** FY07	
6. KNOWLEDGE MANAGEMENT & EMPLOYEE DEVELOPMENT <i>(Human Capital Management Standard)</i>							
6a OPM Government Wide Survey (GWS) results for Agency / Mission Area 'Knowledge Management' questions (responses #45 through #50) at or above mean (3.00).						3.00 FY07	
6b Number of Knowledge Management strategies developed, implemented and in use, (using the USDA endorsed KM Best Practices list). FY04 Annual Performance Plan Indicator						1 FY07	
7. PERFORMANCE MANAGEMENT <i>(Human Capital Management Standard; USDA Major Management Challenge)</i>							
7a OPM Government Wide Survey (GWS) results for Agency / Mission Area at or above mean (3.00). (Mission Critical)						3.00 FY07	
8. DIVERSITY MANAGEMENT, EQUAL EMPLOYMENT OPPORTUNITY, and CIVIL RIGHTS							
8a Percentage of Agency / Mission Area Diversity Goals met or exceeded, as determined by EEO/CR reports. USDA Strategic Plan Measure						90% FY04	
8b Agency / Mission Area has active Diversity Outreach Strategies/Programs. (YES or NO)						YES FY04	
8c Percent of Civil Rights employment complaints processed in <180 days. (Mission Critical) USDA Strategic Plan Measure and FY04 Annual Performance Plan Indicator; USDA Major Management Challenge						100% FY07	

9. LABOR & EMPLOYEE RELATIONS and CONFLICT MANAGEMENT

9a OPM Government Wide Survey (GWS) results for Agency / Mission Area 'Leadership' question (response #25) at or above mean (3.00).						3.00 FY07	
9b Usage Rate of EEO and/or WORKPLACE ADR Program. (# employees who used ADR / 1000 employees each quarter). Note: There is no FY03 Target or HCP Goal; data are quarterly and annual cumulative rates to indicate usage.)						5.00** FY07	
9c Percentage of disputes resolved through USDA ADR EEO program. (# ADR cases resolved / # cases x 100)						90%** FY07	
9d Unfair Labor Practices (ULP) Charges per Bargaining Unit Employee. (total ULP charges / total represented employees, permanent x 100)						.00** FY07	

Notes: * Where Agency is noted, it includes the specific Agency, the DA Offices and/or the specific Mission Area. ** To be adjusted after baseline is determined. (1) Target must equal Agency's FY Annual Performance Plan Targets where Human Capital Management Performance Goals and Indicators are included in the Agency's Annual Performance Plan (per GPRA/OMB Circular A-11).

status **G** = GREEN,
ON TARGET

status **Y** = YELLOW,
PROGRESSING
TOWARDS TARGET

status **R** = RED
NO PROGRESS,
BEHIND TARGET