

**President's Management Agenda  
Department of Agriculture**

		Original (January 2002)		As of December 31, 2007		As of March 31, 2008		Proud to Be Target 7/1/08
	Initiative	Status	Progress	Status	Progress	Status	Progress	Status
	Human Capital	R	Y	G	Y	G	Y	G
	Competitive Sourcing	R	Y	Y	R	Y	Y↑	Y
	Financial Performance	R	Y	R	Y	R	G↑	R
	E-Government	Y	G	Y	G	Y	G	Y
	Performance and Improvement	R	Y	G	G	G	G	G
	Real Property	NA	NA	Y	G	Y	G	G
	Eliminating Improper Payments	NA	NA	Y	G	Y	G	G
	Faith-based and Community Initiative	NA	NA	G	G	G	G	G
	Improved Credit Program Management	NA	NA	R	Y	R	G↑	R

**President's Management Agenda  
Department of Agriculture**

Current Status (As of March 31, 2008)		Progress in Implementing the President's Management Agenda	Comments
Initiative			
<b>HUMAN CAPITAL</b>  <b>Agency Lead:</b>  <b>Boyd Rutherford, Assistant, Secretary for Administration</b>  <b>Lead RMO Examiner:</b>  <b>Kristi Kubista-Hovis</b>  <b>OPM HC Officer:</b>  <b>Lynn Matherly</b>	 Green	 Yellow	<p><b>USDA will remain green for status and yellow for progress.</b></p> <ul style="list-style-type: none"> <li>The Forest Service did not complete Human Capital centralization as outlined for Empower HR by the March deadline. USDA is evaluating EmpowerHR to determine if it makes sense structurally and economically to continue down this IT path. USDA anticipates it will report out its recommendations by June 30.</li> <li>Though the Forest Service missed this quarter's implementation deliverables, the agency has refocused its efforts and convened an executive-level transformation team to develop specific options for organization restructuring. The agency is having regular meetings, creating a new reorganization game plan.</li> <li>Though we acknowledge NRCS's renewed efforts/interest in obtaining efficiencies, the agency has yet to provide us a revised State organizational structure report.</li> <li>Continue to implement Career Patterns to develop vacancy announcements targeted towards hiring specific identified Career Patterns scenarios for MCOs.</li> </ul> <p><u>Planned Actions for Q3 FY 2008 (continued)</u></p> <ul style="list-style-type: none"> <li>Complete and issue all outstanding accountability audit reports that are beyond the verbally agreed 60-day issuance timeframe and provide to installations.</li> <li>Provide a detailed FS report on current reorganization activities and implementation of selected alternatives, including an updated milestone schedule.</li> <li>Provide a status report of NRCS efficiency activities as well as a final state organizational structure report.</li> </ul>
	<p><b>Human Capital Planning</b> <i>Comprehensive HC Plan</i></p> <p>√ aligns with agency mission and strategically integrates all HC planning efforts (Y) [03/08 val]</p> <p>* results analyzed and used (G) [9/05 prev]</p> <p><i>Organizational Structuring</i></p> <p>√ organizational structuring incorporates workforce planning (Y) [03/08 val]</p> <p>* achieves efficiencies in performance, service, and cost (G)</p> <p><b>Human Capital Implementation</b> <i>Leadership/Knowledge Management</i></p> <p>√ implements leadership succession strategy and meets milestones (Y) [6/07 prev, 12/07 val]</p> <p>* meets competency gap and bench strength targets (G) [6/07 prev]</p> <p><i>Results-Oriented Performance Culture</i></p> <p>√ performance pilot implemented (Y) [12/07 val]</p> <p>* SES, mgrs.' performance plans aligned, etc (Y) [3/04 prev]</p> <p>√ implements strategies to address workforce diversity (Y) [9/05 prev, 12/07 val]</p> <p>* performance pilot completed (G) [03/08 val]</p> <p>— 70% + of employees covered by PM systems (G) [9/05 prev]</p> <p>√ has a process to sustain workforce diversity (G) [9/05 pre, 12/07 val]</p> <p><i>Talent Management</i></p> <p>√ meets competency gap closure milestones (Y) [6/07prev,12/07 val]</p> <p>√ implements improve-hiring strategy (Y) [9/07 val]</p> <p>* meets competency gap targets and significantly reduces vacancies in MCOs(G) [6/07 prev]</p> <p>* meets hiring improvement targets [6/07] (G)</p> <p><b>Human Capital Evaluation</b> <i>Accountability</i></p> <p>√ delivers HCMR including SSM results (Y) [12/06 prev. 12/07 val]</p> <p>√ conducts audits (Y) [9/07 val]</p> <p>* takes corrective action (G) [9/06 prev]</p>	<p><u>Actions Taken Since December 31st, 2007</u></p> <ul style="list-style-type: none"> <li>Continued to implement FSA performance pilot improvement plan and report on status.</li> <li>Submitted quarterly hiring timeline chart.</li> <li>Completed and submitted second PAAT for the expanded performance pilot.</li> <li>Submitted data to demonstrate 100% of managers and supervisors, and 70% of employees are covered by appraisal and awards system that is aligned, result-focused, and distinguishes levels of performance.</li> <li>Reported progress on HRM, IT, and agency-specific MCO competency gap closure efforts.</li> </ul> <p><u>Planned Actions for Q3 FY 2008</u></p> <ul style="list-style-type: none"> <li>Submit USDA transitional workforce plan through FY 2009, their Quarterly Hiring Timeline Chart (January-March data) and leadership bench strength SSM chart for PTB5.</li> <li>Submit measures results report for closing IT gaps and meeting staffing projections.</li> <li>Submit progress report for closing Acquisition competency gaps.</li> <li>Submit the required metrics MCO Competency profile and Resource charts.</li> <li>Post Annual Employee Survey results before April 29, and provide required data to OPM.</li> <li>Submit vacancy announcement and applicant data progress charts for the three Career Patterns occupations, GS-701, 630, and 696.</li> <li>Meet all targets identified in the Improve Hiring Plan.</li> <li>Give update on FSA's Structure report/results,</li> <li>Obtain overdue installation responses to audit reports and continue Accountability audits and reviews and report progress.</li> </ul>	

**President's Management Agenda  
Department of Agriculture**

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Initiative			
<p><b>COMPETITIVE SOURCING</b></p> <p><b>Agency Lead:</b> Charles R. Christopherson Jr. <i>Chief Financial Officer</i></p> <p>Jon Holladay <i>Deputy Chief Financial Officer</i></p> <p><b>Lead RMO Examiner:</b> Joe Montoni</p> <p><b>Lead OFPP Analyst:</b> Mathew Blum</p>	<p align="center"></p> <p align="center">Yellow</p> <p align="center">Next ↑ est. by <u>Q3</u> <u>FY08</u></p>	<p align="center"></p> <p align="center">Yellow</p> <p align="center">↑</p>	<p><b>USDA maintains its yellow status and improves to yellow in progress for timely completion of administrative support competition and progress on OCIO IT re-engineering.</b></p> <p>The Forest Service (FS) has halted competitions and many related activities based on the legislative moratorium.</p> <ul style="list-style-type: none"> <li>FS did not conduct an independent validation and verification of reported savings on the Information Services Organization due to its interpretation of the legislative prohibition. USDA will not meet this deadline.</li> <li>Ecosystems Management (FS) A-76 study will not be conducted due to legislative prohibitions.</li> <li>The NEPA Information Collection feasibility study by FS was completed with recommendation to conduct business process reengineering. Due to FS competitive sourcing and related activities spending prohibition no action has been taken.</li> <li>A decision memorandum was sent to USDA Office of General Counsel to determine the precise impact of the competitive sourcing spending prohibition at the Forest Service (FS).</li> </ul>
	<p><u>Approved competition plan</u>  <input checked="" type="checkbox"/> "yellow" plan (9/03)  <input checked="" type="checkbox"/> "green" plan on (9/06)</p> <p><u>Standard competitions</u>  <input checked="" type="checkbox"/> one completed OR announced one &gt; "yellow" plan FTEs (9/03)  <input type="checkbox"/> announced in accordance with "green" plan schedule (G) (date)  <input checked="" type="checkbox"/> completed ≥ 90% in A-76 timeframe past 4 Qs (G)</p> <p><u>Standard and streamlined competitions</u>  <input checked="" type="checkbox"/> at least 10 or sufficiently large completed since Jan. 2001  <input checked="" type="checkbox"/> encourage participation by private and public sectors (Q1 2006)  <input checked="" type="checkbox"/> reviewed once implemented (Q3 2006)</p> <p><u>Streamlined competitions completed in Circular timeframe</u>  <input checked="" type="checkbox"/> ≥ 75% during the past 2 Qs (6/30/04)  <input checked="" type="checkbox"/> ≥ 95% during the past 4 Qs (6/30/04)</p> <p><u>Announced competitions cancelled</u>  <input checked="" type="checkbox"/> ≤ 20% in past two Qs (6/30/04)  <input checked="" type="checkbox"/> ≤ 10% in past year (6/30/04)</p> <p><input checked="" type="checkbox"/> Justifications for all commercial activities exempt from competition (12/31/04)  Savings  <input checked="" type="checkbox"/> anticipated net savings for past 2 Qs (12/31/04)  <input checked="" type="checkbox"/> anticipated for past 3 Qs (Q2 2005)  <input type="checkbox"/> independently validated (G+) (date)</p>	<p><u>Actions Taken Since December 31, 2007:</u></p> <ul style="list-style-type: none"> <li>NRCS administrative support competition completed. (Performance decision in favor of the MEO.)</li> <li>OCIO engaged a contractor to document and benchmark requirements for improvements in service delivery and lower cost of IT services including the common computing environment. Service level agreements currently in place and will be amended in coming quarters.</li> <li>Post Competition Review summaries were received from NRCS in the areas of Clerical, Cartography, and Geological.</li> </ul> <p><u>Planned Actions for Q3 FY 2008:</u></p> <ul style="list-style-type: none"> <li>Complete planned feasibility studies and announce A-76 studies, as appropriate.</li> <li>Complete planned A-76 studies and award contracts or issue Letters-of-Obligation related to OCFO's payment services and the Financial Mgmt. Modernization Initiative.</li> <li>Receive recommendations from contractor and begin implementation of OCIO transition strategy to restructure its service-provider.</li> <li>Submit FY 2008 FAIR Act Inventory to OMB.</li> <li>Provide quarterly updates in the Competitive Sourcing Tracking System.</li> <li>Submit to Congress the FY 2007 647 Report once signed by the Secretary.</li> </ul>	



**President's Management Agenda  
Department of Agriculture**

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<p><b>E-Government</b></p> <p><b>Agency Lead: Charles Christopherson Chief Information Officer</b></p> <p><b>Lead RMO Examiner: Kristi Kubista- Hovis</b></p> <p><b>Lead IT/E-Gov Analyst: Nicholas Fraser</b></p>	<p align="center"> Yellow</p> <p>Enterprise Architecture  <input type="checkbox"/> Has an Enterprise Architecture with a score of 4 in the "Completion" and 4 in both the "Use" and "Results." (March 31, 2008)  <input checked="" type="checkbox"/> Has an Enterprise Architecture with a score of 4 in the "Completion" and 4 in either the "Use" or "Results." (March 31, 2008)</p> <p>Acceptable business cases for major systems  <input type="checkbox"/> for more than 50% ()  <input type="checkbox"/> for all on ()</p> <p>Cost/schedule/performance adherence for major IT  <input checked="" type="checkbox"/> overruns/shortfalls &lt; 30% (12-31-04)  <input type="checkbox"/> EVMS shows overruns/ shortfalls &lt;10% (Q307)</p> <p>Security of all IT systems  <input checked="" type="checkbox"/> 80% secured or IG verifies effectiveness (Y) (9-30-04)  <input checked="" type="checkbox"/> 90% secured (G) (9-30-04)  <input type="checkbox"/> IG or Agency Head verifies effective &amp; rates certification as Satisfactory (G)</p> <p>E-Gov implementation  <input checked="" type="checkbox"/> has process &amp; plan (12-31-07)  <input checked="" type="checkbox"/> has implemented (12-31-07)</p> <p>MAINTAINING GREEN  <input type="checkbox"/> all IT systems secure  <input type="checkbox"/> IT systems installed in accordance with security configurations  <input type="checkbox"/> Privacy Impact Statements for 90% of applicable systems  <input type="checkbox"/> 90% of systems w/personally ID info have system of records  <input type="checkbox"/> Has an agreed-upon plan to meet necessary communication requirements for COOP and COG (Q1 FY 2008)</p>	<p align="center"> Green</p> <p><u>Actions Taken Since December 31th, 2007</u></p> <ul style="list-style-type: none"> <li>USDA submitted a revised NSC 3-10</li> <li>USDA revised and updated their Exhibit 300 cases, posting them to the agency's public website February 19<sup>th</sup>, 2008</li> <li>USDA submitted their annual EA assessment materials to OMB on Feb 29, 2008</li> </ul> <p><u>Planned Actions for Q3 FY 2008</u></p> <ul style="list-style-type: none"> <li>USDA needs to provide a revised NCS 3-10 plan with completion dates by quarter. Please note all NCS 3-10 communication equipment should be tested as part of the National Level Exercises to be held May 1st-May 8th. Failure to submit an agreed upon plan will result in a downgrade in status</li> <li>Continue submitting agreed upon quarterly reports to OMB.</li> <li>By April 15th, update and submit to <a href="mailto:isslob@dhs.gov">isslob@dhs.gov</a>, a revised agency plan regarding consolidation of external connections based on the TIC requirements to be provided by the ISSLOB later this month.</li> <li>By May 1st, update and submit to <a href="mailto:isslob@dhs.gov">isslob@dhs.gov</a>, justifications for the targeted number of TICs for each agency for evaluation and recommendation to OMB.</li> <li>USDA should provide its proposed EA quarterly (progress) milestones for the next 5 quarters by June 2, 2008.</li> <li>USDA should update the MIDAS Segment in EA to reflect new direction.</li> <li>USDA should address EA feedback and remedy gaps such as the customer evaluation survey and resubmit no later than June 2, 2008 for reassessment in the next quarter's scorecard.</li> </ul>	<p><b>USDA will maintain yellow for status and green for progress. They met all the required deliverables this quarter.</b></p> <ul style="list-style-type: none"> <li>USDA has been very successful in demonstrating movement toward a reduced amount of external internet connections in alignment with the Trusted Internet Connections initiative.</li> <li>OMB assessed USDA's submitted EA in February as Yellow. Feedback is provided in the USDA EA Assessment. USDA EA progress is Green.</li> <li>OMB will release by April 16, 2008, the list of the actual investments by agency still on the Management Watch List as of March 31, 2008 (Q2 FY 2007 Scorecard). However, agencies will have until Q3 FY 2008 to remediate their business cases before they will be downgraded based on the acceptable business case criteria. Since USDA's IG has not signed off of the CIO's C&amp;A activities all 52 programs will be on the management watch list.</li> <li>Conversations will take place between OMB and USDA mid-quarter regarding their EVM PTB goal.</li> <li>OMB Policy Memo M-06-22: Work with OMB to submit baseline cost estimates for any additional legacy investments impacted by an ongoing or planned future E-Gov or LoB initiative implementation, or reach agreement with OMB no additional investments are impacted by an E-Gov or LoB initiative.</li> <li>Per the agency's PTB 5, USDA has a goal to be yellow for Q3 FY2008. At the moment USDA is due to be downgraded to red for status next quarter (Q3) due to all agency business case still remaining on the Management Watch List.</li> </ul>



**President's Management Agenda  
Department of Agriculture**

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<p><b>Initiative</b></p> <p><b>Real Property</b></p> <p><b>Agency Lead:</b></p> <p><b>Boyd Rutherford, Assistant Secretary for Administration</b></p> <p><b>Glenn Haggstrom, Real Property Officer</b></p> <p><b>Lead RMO Examiner: John Pasquantino</b></p> <p><b>Lead OFFM Analyst: Lisa Wilusz</b></p>	<p align="center"></p> <p align="center">Yellow</p> <p align="center">Next ↑ est. by <u>Q3 '08</u></p> <ul style="list-style-type: none"> <li>Asset management plan (AMP) <u>√</u> in place by <u>Q2 '06</u> <u>√</u> consistent with Federal Real Property Council (FRPC) standards by <u>Q2 '06</u> <u>√</u> OMB-approved by <u>Q2 '06</u> <u>√</u> 3 year timeline for meeting plan goals/objectives by <u>Q2 '07</u> <u>√</u> evidence that plan is being implemented to achieve improved real property management by <u>Q4 '07</u></li> <li>Accurate and current inventory <u>√</u> in place by <u>Q3 '04</u> <u>√</u> consistent with FRPC standards by <u>Q3 '04</u> <u>√</u> provided to govt.-wide real property database by <u>Q1 '07</u> ___ used in daily management decision-making by <u>Q3 '08</u></li> <li>Real property performance measures <u>√</u> in place by <u>Q3 '04</u> <u>√</u> consistent with FRPC standards by <u>Q1 '06</u> ___ used in daily management decision-making by <u>Q3 '08</u></li> <li>___ Evidence that real property management is consistent with agency strategic plan, AMP, and performance measures by <u>Q3 '08</u></li> </ul>	<p align="center"></p> <p align="center">Green</p> <p><u>Actions Taken Since December 31, 2007</u></p> <ul style="list-style-type: none"> <li>Submitted final DOL/USDA Civilian Conservation Core (CCC) Interagency Agreement, which includes the transition to USDA of CCC's that are currently managed by DOI.</li> <li>Obtained OMB concurrence to provide in Q3 an updated three year timeline.</li> <li>Identified deferred maintenance data element requirements and data sources for system development.</li> <li>Reported quarterly progress towards meeting FY 08 disposal target.</li> <li>Submitted draft Green Presentation.</li> <li>Revised document demonstrating evidence of agency use of data in decision-making.</li> </ul> <p><u>Planned Actions for Q3 FY 2008</u></p> <ul style="list-style-type: none"> <li>Meet all milestones identified in the three year timeline and the Proud to Be V.</li> <li>Clarify duties, roles and responsibilities regarding CCC sites identified for transition of operational responsibility. Establish process for ensuring CCC oversight supports FRPC real property initiative.</li> <li>Update three year timeline to include additional milestones for the first and second year and add a "new" third year.</li> <li>Finalize evidence of use of data in decision-making document to incorporate OMB feedback.</li> <li>Revise draft Green presentation to respond to OMB comments.</li> <li>Refine and implement, with OMB concurrence, corrective actions based on FY 07 performance results to meet FY 08 targets and inform FY 09 goal-setting, and provide update on progress.</li> </ul>	<p><b>USDA remains Yellow in status and is Green for Progress. USDA is making steady progress under the initiative.</b></p> <p>Because of USDA's significant workload in meeting Planned Actions and deliverables necessary to achieve the status upgrade and maintain a green progress rating, OMB concurred in USDA's request to defer an update of the three-year timeline until Q3.</p> <p><b>USDA has identified Q3 08 as the target for achieving Green status, but faces significant challenges in meeting their goal. Critical next steps needed to achieve Green status are:</b></p> <p>Final evidence of data in decision-making should demonstrate how data is used to address key business challenges, the analytics performed, specific results identified, and how the successful analysis is carried out across the organization.</p> <p>Green presentation should exhibit how USDA is managing its real property portfolio to achieve measurable results and maintain the real property portfolio at the right size, condition and cost now and in the future.</p> <p>Note: USDA is continuing its implementation of a coordinated strategy to manage the agencies deferred maintenance backlog. USDA has completed an Implementation Plan that contains steps that will meet the requirement to track deferred maintenance data and annually update the condition index.</p>

**President's Management Agenda  
Department of Agriculture**

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<p><b>Initiative</b></p> <p><b>Eliminating Improper Payments</b></p> <p><b>Agency Lead: Charles Christopherson, Jr. Chief Financial Officer</b></p> <p><b>Lead RMO Examiner: Kathleen Cahill</b></p> <p><b>Lead OFFM Analyst: Mike Weber</b></p>	<p align="center"> Yellow</p> <p>Next ↑ est. by <u>Q3'08</u></p> <ul style="list-style-type: none"> <li>• <u>√</u> Risk assessment in place that identifies all risk susceptible programs by <u>Q3 '05</u> (Y)</li> <li>• <u>√</u> Measurement plan for risk susceptible programs in place and OMB-approved by <u>Q3 '05</u> (Y)</li> <li>• <u>√</u> Corrective action plan with OMB-approved reduction targets in place by <u>Q3 '05</u> (Y)</li> <li>• <u>√</u> Meets reporting requirements as of <u>Q1 '05</u> (Y)</li> <li>• <u>   </u> Evidence that improper payment reduction targets are being met by <u>Q3'08</u> (G)</li> <li>• <u>   </u> Recovery targets in place and evidence that targets are being met by <u>Q3'08</u> (G)</li> </ul>	<p align="center"> Green</p> <p><u>Actions Taken Since Dec. 31st, 2007</u></p> <ul style="list-style-type: none"> <li>• Submitted IPFA cost of compliance report and completed risk assessments.</li> <li>• Informed OMB that no new programs were determined to be at risk.</li> <li>• Published the FY06 Food Stamp Quality Control Annual Report which provided information which guides legislative, policy, management and operational considerations, as well as determines improper payment and payment accuracy metrics.</li> <li>• Provided Farm Service Agency (FSA) improper payment findings and applicable policies to State Offices, ensured State Offices understood the policies, and provided them to the County Offices.</li> </ul> <p><u>Planned Actions for Q3 FY 2008</u></p> <ul style="list-style-type: none"> <li>• Submit corrective action plans which include error rates and recovery results to OMB by 6/6/08 for the Forest Service, Natural Resources Conservation Service, Risk Management Agency and Rural Development.</li> <li>• Provide FY08 error rates and recovery results (if applicable) for all Food and Nutrition Service and FSA high risk programs by 6/30/08.</li> <li>• FSA will review program policy and procedures to determine inefficient and inadequate program compliance controls that could lead to improper payments. FSA will amend handbooks and issue notices to personnel to correct identified inefficient and inadequate controls by 6/30/08.</li> <li>• FNS will provide training to states on improving oversight of local schools by 6/30/08.</li> <li>• Provide planned outyear reduction targets</li> </ul>	<p><b>USDA remains yellow for status and green on progress.</b></p> <ul style="list-style-type: none"> <li>• USDA may be eligible for a status upgrade in Q3'08 depending on its ability to meet error reduction targets for all FSA programs as well as for the Marketing Loan Assistance Program. They must also meet all program recovery targets by that date.</li> <li>• USDA needs to provide timely updates to OMB when internal USDA timelines change impacting deliverables listed in the PTB and/or scorecard.</li> </ul>

**President's Management Agenda  
Department of Agriculture**

<b>Initiative</b>	<b>Current Status (As of March 31, 2008)</b>		<b>Progress in Implementing the President's Management Agenda</b>		<b>Comments</b>
				to OMB for approval no later than 6/30/08.	

**President's Management Agenda  
Department of Agriculture**

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<p><b>Faith-based and Community Initiative</b></p> <p><b>Agency Lead:</b> <b>Erin White</b></p> <p><b>Lead OMB Examiner:</b> <b>Jennifer Bell</b></p>	<p align="center"> Green</p> <ul style="list-style-type: none"> <li>• Coordinated outreach &amp; technical assistance  <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> developed comprehensive strategy employing 5 of 7 best practices</li> <li><input checked="" type="checkbox"/> fully implemented, employing all 7 best practices</li> </ul> </li> <li>• Barrier free access  <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> taken steps to ensure barrier free access including 7 of 9 best practices</li> <li><input checked="" type="checkbox"/> monitors State compliance, including all 9 best practices, addresses violations promptly</li> </ul> </li> <li>• Participation by FBOs/CBOs  <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> established procedures to collect data on participation in select programs</li> <li><input checked="" type="checkbox"/> collects accurate and timely data, working to expand collection to formula programs and make data available to the public.</li> </ul> </li> <li>• Pilot Projects  <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> projects implemented</li> <li><input checked="" type="checkbox"/> expands the use of pilots to test new strategies when appropriate</li> </ul> </li> <li>• Evaluation  <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> has reported outcome-based evaluations of existing pilot projects.</li> <li><input checked="" type="checkbox"/> builds outcome-based evaluations into new pilots, reports progress to WHOFBCI in a timely manner and considers the initiative in designing broader evaluations.</li> </ul> </li> <li>• Expand Participation of Grassroot FBCOs  <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Achieve initiation of 3 out of 5 best practices within the FY2007 grant funding cycle.</li> <li><input checked="" type="checkbox"/> Achieve initiation of all 5 best practices within the FY2007 grant funding cycle.</li> </ul> </li> </ul>	<p align="center"> Green</p> <p><u>Actions Taken Since December 31st, 2007</u></p> <ul style="list-style-type: none"> <li>• Successfully completed all deliverables in accordance with its planned actions set forth in its Proud To Be V Goals.</li> <li>• The most notable is in the area "Expand Participation of Grassroot FBCOs": Achieved initiation of all five best practices within the FY 2007 grant funding cycle, and are being expanded in FY 2008. Expansion this quarter included completion and publication of a study to assess the role that FBCOs play as partners in CSREES Children, Youth and Families at Risk program.</li> </ul> <p><u>Planned Actions for Q3 FY 2008:</u></p> <ul style="list-style-type: none"> <li>• RD will review the resources featured in its web-based "toolkit" for faith-based and community groups to ensure that existing resources are relevant and accurate and develop any additional resources that may be useful.</li> <li>• FAS will continue to expand its web-based resources through the development of a new Food Aid Information System.</li> <li>• FNS will prepare and distribute instructional materials to the relevant State Agencies to collect FY 2007 data under the Final Rule "Data Collection Related to the Participation of Faith-Based and Community Institutions and Organizations."</li> <li>• RD will continue work on removing barriers to competition and free access in select programs.</li> </ul>	<p><b>USDA maintains its green for status and green for progress</b></p> <p><u>Ongoing Deliverables</u> All relevant agencies and staff office will continue:</p> <ul style="list-style-type: none"> <li>• program and evaluation activities for all approved pilot programs.</li> <li>• to conduct outreach and technical assistance activities.</li> <li>• to provide funding data and other information to WHOFBCI as requested.</li> <li>• to submit "Stories of Lives Transformed" to FBCI staff office.</li> </ul> <p>In addition, FNS Regional Offices will continue to implement outreach and technical assistance strategies aimed at identifying and eliminating barriers to access and increasing participation by FBCOs in its State-administered programs. These strategies will have a special emphasis on (1) increasing FBCO participation in the Summer Food Service Program as the program offering the best opportunity for FBCO partnerships, and (2) increasing FBCO participation in programs that target special populations in need, including Hispanic communities and elderly individuals.</p>

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Department of Agriculture**

Initiative	Current Status (As of March 31, 2008)	Progress in Implementing the President's Management Agenda	Comments
<p><b>Improved Credit Program Management</b></p> <p><b>Agency Lead:</b> <b>Charles Christopherson, Jr., Chief Financial Officer</b></p> <p><b>Jon Holladay, Deputy Chief Financial Officer</b></p> <p><b>Lead RMO Examiner: Jennifer Bell</b></p> <p><b>Lead Credit Analyst: Sarah Lyberg</b></p>	<p align="center"></p> <p align="center">Red</p> <p align="center">Next ↑ est. by (Q309)</p> <ul style="list-style-type: none"> <li>• Defines target borrower segments               <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> serves target borrowers</li> <li><input type="checkbox"/> establishes and monitors risk standards</li> </ul> </li> <li>• Establishes or verifies sound lending policies and procedures               <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> effective transaction approval processes</li> <li><input type="checkbox"/> effective loan portfolio management</li> <li><input type="checkbox"/> effective loss recovery processes</li> </ul> </li> <li>• Establishes or verifies sound collateral valuation processes               <ul style="list-style-type: none"> <li><input type="checkbox"/> implemented policies and procedures</li> </ul> </li> <li>• Maintains effective management information reporting               <ul style="list-style-type: none"> <li><input type="checkbox"/> identified and substantiated risk indicators</li> <li><input type="checkbox"/> implemented</li> </ul> </li> <li>• Controls costs               <ul style="list-style-type: none"> <li><input type="checkbox"/> established current cost estimates</li> <li><input type="checkbox"/> established benchmarks and goals</li> <li><input type="checkbox"/> reaches goals</li> </ul> </li> <li>• Debt Collection Improvement Act               <ul style="list-style-type: none"> <li><input type="checkbox"/> compliance</li> </ul> </li> <li>• Customer Satisfaction               <ul style="list-style-type: none"> <li><input type="checkbox"/> meets or exceeds industry standards</li> </ul> </li> </ul>	<p align="center"></p> <p align="center">green</p> <p align="center">↑</p> <p><u>Actions Taken Since December 31st, 2007</u></p> <ul style="list-style-type: none"> <li>• USDA made progress on all of the Planned Actions for Q2, including initiating a project to improve credit subsidy models in FSA and conducting an independent validation and verification for two of RD's credit subsidy cost models.</li> <li>• USDA completed the Performance Expectation Agreement with Treasury, and is working to complete implementation of Administrative Wage Garnishment.</li> </ul> <p><u>Planned Actions for Q3 FY 2008</u></p> <ul style="list-style-type: none"> <li>• Select most appropriate risk characteristics/indicators and incorporate new loan performance curves into credit models</li> <li>• Based upon findings, establish monitoring and intervention plan for lenders posing greatest risk to taxpayers based upon performance or exposure.</li> <li>• Provide Portfolio/Delinquency Trend report with brief summary of findings, decisions, milestones, and planned/executed actions based upon trend data.</li> <li>• Analyze RD unit administrative cost trends and compare to targets and benchmarks to determine if achieved. Recommend steps to mitigate costs outside of targets.</li> <li>• FSA will review and update if necessary their cost allocation methodology.</li> <li>• Compare actual performance on PEA goals to determine achievement.</li> <li>• Submit Paperwork Reduction Act package for the customer survey to OMB.</li> </ul>	<p><b>USDA remains red for status but is upgraded to green for progress.</b></p> <ul style="list-style-type: none"> <li>• USDA had been yellow on progress in Q1, but had made immediate progress in addressing the concerns of the OIG that led to the qualified audit opinion, and fulfilled a remediation process that included an independent verification and validation of credit models. This action has gotten them back on track for progress.</li> <li>• OMB and USDA staff will continue to work to clarify or revise PTB goals as necessary so that they are aligned with the remediation process, as appropriate.</li> </ul> <p><u>On-Going Activities</u></p> <ul style="list-style-type: none"> <li>• Maintains monthly management information reporting, and will incorporate risk indicators as appropriate.</li> <li>• Regularly reports progress on annual goals.</li> </ul>