



Annual Performance Plan for Fiscal Year 2016

This is a 1-year performance plan for the Council of the Inspectors General on Integrity and Efficiency (CIGIE or the Council) and is associated with CIGIE's Strategic Plan for fiscal years 2012-2017 (Strategic Plan) that covers Council goals, objectives, and performance measures. This 1-year performance plan was accepted by the CIGIE membership and issued December 15, 2015.

CIGIE was created by the Inspector General Reform Act of 2008 (P.L. 110-409) (IG Reform Act), which charged CIGIE with "address[ing] integrity, economy, and effectiveness issues that transcend individual Government agencies, and increase[ing] the professionalism and effectiveness of personnel by developing policies, standards and approaches to aid in the establishment of a well-trained and highly skilled workforce in the offices of the Inspectors General."

The Strategic Plan is designed to continue our implementation of that legislative charge. This 1-year performance plan provides specificity to the strategies the Council will work towards achieving this fiscal year. Additionally, this plan has been prepared to further the common mission, vision, and goals articulated by the Inspector General (IG) community and established in our Strategic Plan, specifically:

Goal 1: Deliver timely, relevant products that identify and address cross-government vulnerabilities, opportunities for improvements, and best practices;

Goal 2: Promote and improve professional development for the IG community; and

Goal 3: Improve CIGIE capacity to carry out its mission and vision.

GOAL 1: Deliver timely, relevant products that identify and address cross-government vulnerabilities, opportunities for improvements, and best practices.

Objective 1-A: Coordinate and support CIGIE member activities that address cross-government issues.

- Objective 1-A-1: Compile the Federal participant entities' Disaster Relief Appropriation Act, 2013, funding and expenditures and evaluate their oversight, as well as their OIG's oversight, of the funds for the purpose of identifying common concerns and subsequently making suggestions to improve oversight, enhance collaboration, and report on best practices by June 30, 2016. (*Responsible Official: Disaster Relief Project Working Group Leader*)
- Objective 1-A-2: Examine and assess the effectiveness of the controls in place to manage and secure the Federal Government's publicly accessible web applications to assist in providing information to improve the security and management of the Federal Government's publicly accessible web applications and identify opportunities to reduce vulnerability to breaches that could result in loss of sensitive data or seriously impair agency operations. Prepare and issue a report by July 31, 2016. (*Responsible Official: Information Technology Committee Chair*)
- Objective 1-A-3: Study the feasibility of a central investigative database, or interagency search portal for all CIGIE member OIGs. The shared database or portal would facilitate the uploading and review of limited information on individual subjects or entities under investigation, for the purposes of collaborating on investigations and identifying patterns of fraud, including contract, benefits, misrepresentation and identity fraud. Prepare and issue a feasibility report addressing the legal and technical issues identified during the study by June 30, 2016. (*Responsible Official: Investigations Committee Chair*)
- Objective 1-A-4: Identify and initiate other projects, as appropriate, throughout the year. (*Responsible Official: Determined by the Executive Council*)
 - **Measure:** *Number of cross-government projects completed and reported.*
 - **Target:** *Three reports published in FY 2016.*

GOAL 2: Promote and improve professional development for the IG community.

Objective 2-A: Provide high-quality training programs and services.

- Objective 2-A-1: The CIGIE Training Institute will continue delivering high-quality professional development training to the IG community through FY 2016. (*Responsible Official: Executive Director for the Training Institute*)
 - **Measure:** *Number of OIG staff receiving CIGIE-sponsored professional training programs.*
 - **Target:** *2,050 students per year*
 - *(Audit, Inspection, and Evaluation Academy deliver training to 1,000 IG employees)*
 - *(Leadership and Mission Support Academy deliver training to 350 IG employees)*
 - *(IG Criminal Investigator Academy deliver training to 700 IG employees)*
- Objective 2-A-2: In partnership with CIGIE committees and IG practitioner groups, the Institute will ascertain the CIGIE members' projected training requirements. Based on these projections, the Institute will determine its FY17 level of training delivery for all three Academies. (*Responsible Official: Executive Director for the Training Institute*)
 - **Measure:** *Finalize the FY17 annual projected training schedules for all three Academies by August 30, 2016.*
- Objective 2-A-3: Assess the effectiveness of each Academy's FY 2016 offered training. (*Responsible Official: Executive Director for the Training Institute*)
 - **Measure:** *Percentage of positively scored evaluations of CIGIE-sponsored training sessions from the participants and their supervisors for FY 2016.*
 - **Target:** *94% per year.*
- Objective 2-A-4: Develop and implement a plan to expand current training program certification to the maximum effect. (*Responsible Official: Executive Director for the Training Institute*)
 - **Measure:** *Perform a gap-analysis followed by the development of an implementation strategy to obtain accreditation for one Training Institute Academy.*
 - **Target:** *Complete gap-analysis by March 31, 2016, and implement strategy by September 30, 2016.*

Objective 2-B: Identify and disseminate additional OIG employee development opportunities.

- Objective 2-B-1: Utilize established training and professional development resources such as academia, government, and private vendors to identify and provide training and professional development opportunities for OIG employees in addition to regularly scheduled CIGIE-sponsored training programs. (*Responsible Official: Executive Director for the Training Institute*)
 - **Measure:** *New learning opportunities for employee training and development identified and disseminated to the OIG community.*
 - **Target:** *Identify and share five new opportunities for OIG employee development by September 30, 2016.*

GOAL 3: Improve CIGIE capacity to carry out its mission and vision.

Objective 3-A: Leverage technology to advance CIGIE capacity.

- Objective 3-A-1: Implement a website presence that provides all publicly available IG reports intended to increase the focus of the work of the IG community and provide the public with one central location to search and review various IG reports. (*Responsible Official: Executive Director*)
- Objective 3-A-2: Implement and monitor processes to ensure a cost-effective approach to ensuring the security of CIGIE information based on the level of risk associated with the information. (*Responsible Official: Executive Director*)
- Objective 3-A-3: Develop a pilot to provide the collaborative means to deliver a method of strategic sourcing and the coordination of shared services in order to provide a cost-savings to participating CIGIE member offices.

- Objective 3-A-4: Implement a Student Information Management System and electronic evaluation system for the Training Institute that will assist in improving the efficiency of several operational processes. (*Responsible Official: Executive Director for the Training Institute*)
 - **Measure:** Establish a website containing all IG publicly released reports that are searchable.
 - Target: July 31, 2016.
 - **Measure:** Results of CIGIE's first FISMA Evaluative Review.
 - Target: First annual evaluation completed by September 30, 2016, reflects substantial compliance towards implementing FISMA requirements.
 - **Measure:** Implement a pilot involving the offering of a shared service to the IG community.
 - Target: June 30, 2016.
 - **Measure:** Implement a Student Information Management System and Electronic Evaluation System
 - Target: December 31, 2015

Objective 3-B: Serve as a clearinghouse for best practices to continually improve IG community business operations.

- Objective 3-B-1: The chairs of the CIGIE Audit and Investigations Committees will report, orally or in writing, to the full Council on the status of the IG community peer review programs and make any recommendations for changes to management of the programs by September 30, 2016, and annually thereafter. (*Responsible Officials: Audit and Investigations Committee Chairs*)
- Objective 3-B-2: Review, update, and issue, where appropriate, all quality standards and peer review guides under the Council's purview by September 30, 2016. (*Responsible Officials: Committee Chairs*)
 - **Measure:** Number of formal OIG professional quality standards and peer review guides that have been assessed to determine if updates are needed.
 - Target: 100% of standards or guides reviewed annually.

Objective 3-C: Educate stakeholders on CIGIE’s mission and activities based on stakeholders’ needs, priorities, and challenges.

- Objective 3-C-1: Conduct meetings and presentations, and develop and distribute information to better inform stakeholders on CIGIE’s mission and activities. (*Responsible Official: Executive Director*)
 - **Measure:** *Number of activities, contacts, or presentations used to educate stakeholders on CIGIE’s mission and activities.*
 - **Target:** *Combination of 15 activities, contacts, or presentations used by September 30, 2016.*

Objective 3-D: Administer CIGIE resources efficiently.

- Objective 3-D-1: Obtain CIGIE members and stakeholders perspectives on the future of CIGIE, and develop a strategic roadmap toward achieving the statutory mission and member agreed upon additional charges and missions for CIGIE by September 2016. (*Responsible Officials: Executive Council*)
- Objective 3-D-2: Maintain a sound financial management system. (*Responsible Official: Executive Director*)
 - **Measure:** *Develop and Issue CIGIE’s next Five Year Strategic Plan.*
 - **Target:** *September 30, 2016.*
 - **Measure:** *Results of an annual financial statement audit, including review of the Council’s internal control systems.*
 - **Target:** *Unqualified opinion annually.*
 - **Measure:** *Variance within major budget object classes in projected annual budget.*
 - **Target:** *Variances not to exceed 20%. Approval obtained from CIGIE’s Executive Council for all variances over this specified target.*