

Performance Measurement Methodology

To measure progress and assess performance, the Department and USAID employ a *performance measurement methodology* as illustrated below. Definitions of each of the six components of the pyramid are presented below:

<i>Strategic Objectives</i>	High level, broad categories of action through which the Department and USAID will achieve strategies and performance goals.
<i>Strategic Goals</i>	The Department and USAID's long-term goals as detailed in the Strategic Plan.
<i>Performance Goals</i>	The desired outcomes the Department and USAID are planning to achieve in order to attain their strategic goals. There are thirty-eight performance goals.
<i>Initiatives/Programs</i> (Referred to as Program Goals by USAID)	Specific functional and/or policy areas, including programs defined by the OMB Program Assessment Rating Tool (PART), to which the Department of State and USAID devote significant attention.
<i>Performance Indicators</i>	Values or characteristics that the Department and USAID utilize to measure progress achieved towards stated annual performance goals. The indicators are drawn from bureau and mission performance plans.
<i>Performance Targets</i>	Expressions of desired performance levels or specific desired results targeted for a given fiscal year. Achievement of targets defines success. Where possible, targets are expressed in quantifiable terms. The FY 2006 Joint Performance Plan reports on how well the targets have been achieved by State and USAID respectively.

Performance Management Model -Hierarchy-

