

# **Building a Better Mississippi**



## **INSTRUCTIONS FOR PREPARING 5 - YEAR STRATEGIC PLANS FOR THE FISCAL YEARS 2028 – 2032**

**LEGISLATIVE BUDGET OFFICE**

**June 2026**

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**Introduction:**

The Mississippi Performance Budget and Strategic Planning Act of 1994, mandates the development of 5-year strategic plans for all state agencies. The strategic plans to be submitted this year will cover the Fiscal Years 2028 through 2032.

The Legislature is continuing to lead an initiative to strengthen Mississippi government program performance budgeting. State agencies are being asked to establish clear priorities that will reflect the statewide vision, mission and philosophy as outlined in *Building a Better Mississippi, The Statewide Strategic Plan for Performance and Budgetary Success*. In doing so state agencies will align their own strategic plans to achieve established statewide priorities.

To view the Statewide Strategic Plan as passed by the Legislature click the link below:

[Building a Better Mississippi: The Strategic Statewide Plan for Performance and Budgetary Success](#)

The Agency 5-Year Strategic Plan instructions emphasize the integration of the statewide goals and benchmarks as an integral part of the state agency plan.

**Purpose and Benefits:**

Strategic planning requires that agency leaders thoughtfully set a long-range course of action for the agency that takes into consideration the agency's mission, the agency's resources, and all external/internal factors affecting the agency's ability to meet targeted goals. The strategic plan should identify the services to be provided by the agency that reflect the statewide vision, mission, and philosophy. The strategic plan should address issues which are of interest to the public and should focus on results rather than efforts. Strategic planning should be done at all levels of the agency and should include input from the public served by the agency when possible.

An agency should regard this process as an opportunity to clarify its purpose and direction, and therefore, develop a stronger agency identity. Strategic planning will enhance an agency's ability to make the Legislature aware of anticipated future opportunities and challenges. Strategic planning is an ongoing process. Each year, agencies will be required to submit a new (revised) strategic plan based upon a review of the agency's mission and goals.

**Strategic Planning:**

- determines the optimal actions for a state agency to do to satisfy public expectations
- establishes accountability for outcomes
- allows for a plan to be reviewed and modified regularly
- should be realistic and recognize limitations such as personnel issues, fiscal conditions and budgetary trends

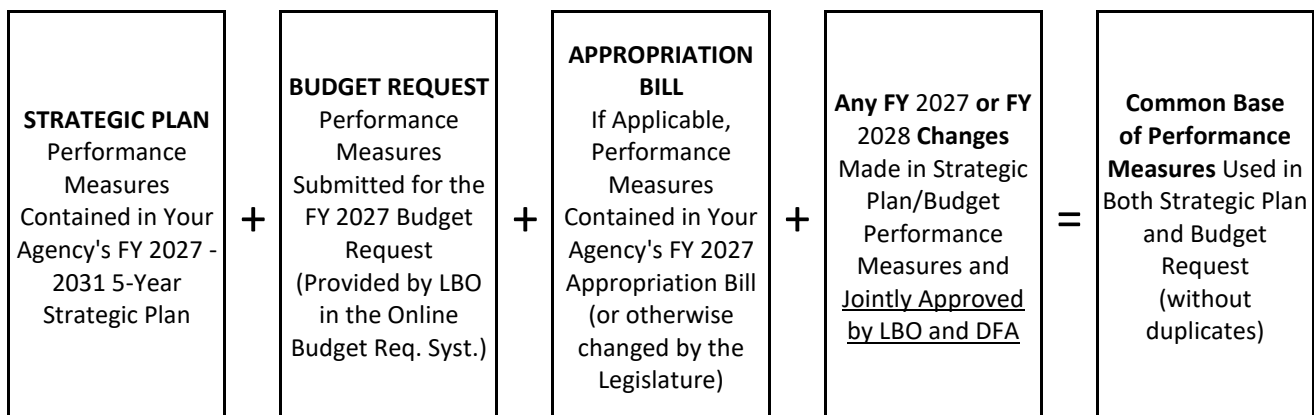
**Changes in Budgetary Programs and Performance Measures:**

Performance Measures should be integrated into the Annual Budget Requests. Some agencies restructure their Budgetary Programs in the previous year’s Agency 5-Year Strategic Plans, but not in the annual budget request. If new Performance Measures were added to the Agency 5-Year Strategic Plans, they should now be incorporated into the Annual Budget Request once approved.

Listed below are some steps to guide agencies in reporting their Performance Measures in both the Agency Strategic Plan and in the Annual Budget Request:

1. The due date for Agency 5-Year Strategic Plans is **July 15<sup>th</sup>**.
2. **Performance Measures in the Agency 5-Year Strategic Plans and in the Annual Budget Request should match each other.** This will provide a common base of Performance Measures that can be refined in future years if necessary.
3. If your agency has Performance Measures in your FY 2027 appropriation bill, and there are Performance Measures included in the bill that were not included in the FY 2027 Strategic Plan, or the 2027 Annual Budget Request, then these should be included in both the FY 2028 – FY 2032 Strategic Plan and the FY 2028 Annual Budget Request. Please call your LBO budget analyst to have these new Performance Measures added into the Online Budget Request System (OBRS).
4. The program designations in the Annual Budget Request for FY 2028 should match the programs contained in the Agency 5-Year Strategic Plan. If you have any questions, please call your LBO budget analyst for further guidance.
5. To coordinate the Agency 5-Year Strategic Plan and the Annual Budget Request, it will be necessary to work on both simultaneously. Please note that the Agency 5-Year Strategic Plan will be submitted to LBO and DFA first - BEFORE the Annual Budget Request.

**Common Base of Performance Measures:**



**Submitting the 5-Year Strategic Plan:**

Along with the paper copies listed below, please send a PDF copy of your 5-Year Strategic Plan and performance measurement data to the Legislative Budget Office. Use your Agency’s Budget Name and Number in both the name of the PDF document and in the subject line of your e-mail i.e.: “Division of

Medicaid 328-00". If you are submitting a plan for multiple budget units, separate the numbers by spaces i.e.: "Human Services 651-00 571-00 651-02 651-09 651-12 etc." Send to: [strategic@lbo.ms.gov](mailto:strategic@lbo.ms.gov). **Instructions are noted below on submission of printed copies sent by the agency.**

**Supporting Information:**

All agency plans must be presented in the format provided and must contain every required element included in these instructions. Any additional information that agencies wish to provide in support of their strategic plans may be included at the end of the strategic plan document.

**Document Requirements:**

Please use the following format:

1. The plan should be prepared on letter-size paper (8 1/2" x 11").
2. Pages should be numbered at the bottom of the page.
3. The plan should be bound with a single staple located in the top left-hand corner.
4. The plan should follow the format set out in the following section.
5. Any additional information to support the Agency 5-Year Strategic Plan.

**DUE DATE:**

The Agency 5-Year Strategic Plan are due **Wednesday, July 15th, 2026**, with the following distribution:

- 6 printed copies to the Legislative Budget Office
- 2 printed copies to the Department of Finance and Administration Office of Budget and Fund Management

**Policy on Adding, Deleting or Changing Performance Measures:**

**Agency program names and Performance Measures (titles or descriptions) will be pre-loaded into the OBRS system. Agencies will not be able to make changes on their own. These are based on the FY2027 budget submission and should include any changes made either by having submitted a joint letter to LBO and DFA for approval or by the Legislature during the legislative session. Agencies will still enter all data for each Performance Measure.**

**Important: If for any reason the Performance Measures contained in the Online Budget Request System (OBRS) are not correct or current, please call your budget analyst to have changes made.**

Except during the Legislative Session, all requests for additions, deletions or other changes in an existing Performance Measure will need to be jointly approved by both the Legislative Budget Office (LBO) and the Department of Finance and Administration (DFA). See Mississippi Code § 27-103-129 (1). This does not include any additions, deletions or changes made by the Legislature or corrections made to the Performance Measures pre-loaded into the OBRS system as mentioned above.

If you wish to add, delete, or change a Performance Measure description (not the data), please use the following procedure:

1. Send a joint e-mail to:
  - a. Your LBO Budget Analyst
  - b. Your DFA Budget and Fund Management Analyst
2. In the memorandum request:
  - a. For an addition, list the new measure you want to be considered.
  - b. For a deletion, list the measure you want to be considered for deletion.
  - c. For a change in an existing measure, state the change you want to be considered.
3. In all the above cases, provide a detailed justification on which your request will be evaluated.  
When both offices give their approval, you may then complete the approved changes.

### **Content of the Strategic Plan:**

At a minimum, a state agency's strategic plan should contain the following:

1. Comprehensive Mission Statement for the Agency
  - o Statement of Purpose
2. Statement of Agency Philosophy
  - o Values and Principles
3. Relevant Statewide Goals and Benchmarks
  - o The adoption of applicable statewide strategic plan performance priorities
4. Overview of the Agency 5-Year Strategic Plan
  - o A narrative overview which sets out the planned direction of the agency for the next five years
5. External/Internal Assessment
  - o Factors to be considered that have an impact on the accomplishment of agency goals
- 5.1 Internal Management Systems
  - o Agency's internal management system utilized to evaluate performance achievements in relationship to targeted performance levels
6. Agency Goals, Objectives, Strategies and Measures by Program (See Appendix III, p.17)
  - 6.1 Agency Program **Goals**
    - o A statement of purpose for each budgetary program

## 6.2 Program Goal **Objectives**

- Activity proposed to accomplish program goal
- **Outcome measure(s) should be listed for each objective**

## 6.3 Program Objective **Strategies**

- A statement of strategy of how the agency will achieve program objective
- **Output, efficiency, and explanatory measures should be listed for each strategy**

### **Reviewing or Modifying Your FY 2028 – 2032 Agency 5-Year Strategic Plan:**

Before reviewing or modifying the Agency 5-Year Strategic Plan for FY 2028 – 2032, please refer to Appendix III, Summary of Structure which shows the structure of the Program information including Goals, Objectives, Strategies, and Performance Measures. Make sure that the plan follows this outline along with the numbering/lettering conventions for each element in this outline. **Notice that each Objective must have at least one Outcome.** Next, review the definitions of the various Performance Measures contained in Appendix I. Please make sure the measures have been categorized correctly and are not using an Output in place of an Outcome under Objectives.

### **Required Format:**

This format reflects the minimum level of information to be included in the 5-Year Strategic Plan. Each agency is encouraged to include any additional information necessary to adequately inform the Legislature of the purpose and proposed direction of the agency.

#### **1. Comprehensive Mission Statement for the Agency**

This identifies what the agency does. The mission is the reason for the agency's existence. Agencies should refer to their enabling statute to clearly identify the functions for which they are responsible. The purpose of a mission statement is to concisely communicate to the public the reason for the agency's existence and to remind agency staff that their daily activities help to meet an important public need.

The mission statement is a single statement/paragraph that should appear at the beginning of the agency's strategic plan and is the foundation for the rest of the document. It should be clearly understandable to the public and support the mission contained in the statewide strategic plan.

At a minimum the mission should answer the following questions:

- Who are we as an organization and whom do we serve?
- What are the basic purposes for which we exist, and what basic problems are we established to address?
- What makes our purpose distinctive?
- Is the mission in agreement with the agency's enabling statute?

EXAMPLE MISSION STATEMENT: The mission of the Commission of Marine Resources is to manage Mississippi's saltwater resources by establishing rules and regulations which provide for the conservation, protection, and propagation of the marine species resources in, and adjacent to, Mississippi's territorial waters, for the benefit of all Mississippi citizens and for the public health.

## 2. Statement of Agency Philosophy

“Agency Philosophy” describes how an agency conducts itself when carrying out its mission. It expresses the core values of an agency and its work. The philosophy defines an agency’s identity, approach in terms of management style and values in respect to the delivery of government services. It is a statement of the relationship between the agency and the public it serves. It might include professional and ethical standards of conduct, including equal opportunity policies and criteria of quality. In developing the philosophy, an agency must answer the following questions:

- How will we conduct ourselves in carrying out our mission?
- What are our organizational values?

EXAMPLE PHILOSOPHY STATEMENT: *The Commission of Marine Resources is committed to the continued safeguard of the natural resources, environmental protection, and conservation of Mississippi coastal resources. The philosophy of the Commission is to adhere to the highest professional standards, to provide quality public service and to demonstrate respect for the rights and value of the individual.*

## 3. Relevant Statewide Goals and Benchmarks

The statewide goals and benchmarks are the origin for developing all other performance activities proposed by a state agency. They are a declaration of what Mississippi’s leadership envisions to accomplish with the resources provided to Mississippi state government.

There are eight Key Policy Areas contained in the *Statewide Strategic Plan for Performance and Budgetary Success*

- Economic Development
- Education
  - Public Schools
  - Higher Education
- Public Safety and Order
- Health
- Human Services
- Natural Resources
- Infrastructure
- Government and Citizens

Included with these policy areas are a listing of priority goals and benchmarks (a mixture of various types of Performance Measures and goals). Decide which of the listed statewide priority goals and benchmarks are relevant to your state Agency 5-Year Strategic Plan.

State agencies may have multiple key policy areas, and many may include more than one key policy goal or benchmark. Perhaps your agency can directly adopt these performance measures and incorporate these measures with your agency's own goals, objectives and strategies.

In the process of selecting your relevant Statewide Goals and Benchmarks, your agency may:

- A. Have exact goals and benchmarks (Performance Measures) listed in the Statewide Plan. Use them also as Agency Performance Measures exactly as listed. These would be agency specific such as "Tuberculosis case rate per 100,000 per year" in the Health Key Policy Area section of the Statewide Plan, or "Average ACT score of entering freshmen" in the Education: Higher Education section.
- B. Have goals and benchmarks (Performance Measures) close to those listed in the Statewide Plan. In this case, select performance measures from the Statewide Strategic Plan that the agency can support and are close to the agency's mission.
- C. Not have a very close relationship with any of the goals and benchmarks listed. In this case select broad category goals and benchmarks such as "Economic Development" or "Public Safety", or the goals and benchmarks under the "Government and Citizens" section.

**Note:** The term "Statewide Goals" always refers to goals contained in the Statewide Strategic Plan, *Building a Better Mississippi, The Statewide Strategic Plan for Performance and Budgetary Success*. It does not mean your agency's statewide goals. It is just assumed that if your agency provides services "statewide", then these are referred to as your agency's "goals".

Example Statewide Goal #1: To develop a robust state economy that provides the opportunity for productive employment for all Mississippians

Example Statewide Benchmarks #1:

- Percentage contribution of agriculture, forestry, fishing, and hunting sector to state's gross domestic product
- Number of jobs in agriculture, forestry, fishing, and hunting sector

Example Statewide Goal #2: To ensure that current and future generations have access to the state's abundant natural resources through protection, conservation, and wise development of those resources

Example Statewide Benchmarks #2:

- Estimates of populations of invasive species, by species
- Measures of condition of the state's marine species

#### **4. Overview of the Agency 5-Year Strategic Plan**

Each agency will provide a narrative overview which sets out the planned direction of the agency for the next five years. This overview should include, but not be limited to, a statement of desired agency goals, objectives, and strategies for attaining these goals for the 5-year period. The narrative should take a “big picture” approach in its description and may reflect agency priorities and funding issues. Agencies should include any information that will provide a better understanding of where the agency is headed and how the agency plans to get there.

#### **5. External/Internal Assessment**

There are factors to be considered that have an impact on the accomplishment of agency goals and internal management systems used to evaluate agency’s performance.

Each agency will identify external/internal factors which influence its ability to achieve its targeted performance goals. An assessment of these external/internal factors will enable the agency to plan for opportunities and challenges presented by forces beyond the control of the agency. These external/internal factors might include, but are not limited to: redirection of agency mission due to a change in state statutes or regulations, changes in the economy, changes in availability of federal funding, a change in statutes or regulations, changes in technology, pending litigation, environmental impact, changes in the make-up of population served by the agency, management policies in place, operational procedures, tracking procedures, organizational structure and any other information. While the availability of state funding is a consideration, in this process it will be more meaningful to identify those external/internal factors which are not directly influenced by financial resources provided by the appropriation process.

Include discussion of any independent audits or reports that your agency completes regarding your performance goals that are reported to outside agencies, including federal grant reporting or contracts. This will allow a complete reporting of the agency’s external/internal assessments to the Legislature.

- The identity of external/internal factors is an ongoing process that is important to the development of each element of an agency’s strategic plan.

##### **5.1 Internal Management Systems Used to Evaluate Agency’s Performance**

Provide a description of the agency's internal management system utilized to evaluate performance achievements in relationship to targeted performance levels.

Each agency will identify internal management systems used to evaluate its performance. This description of the agency's internal management system will need to include:

1. Management policies in place
2. Operational procedures, tracking procedures
3. Organizational structure
4. Any other information that will aid the Legislature in understanding how the agency evaluates its performance and how this evaluation impacts the budgeting of funds. Include this in the External/Internal Assessment section of your plan.

## 6. Agency Goals, Objectives, Strategies and Measures by Program (See Appendix III, p.17)

Each agency is asked to reflect their agency's goals and strategies in their own strategic plan to accomplish the vision as outlined in the Statewide Strategic Plan.

### 6.1 Agency Goals by Program

Agency Goals are the general ends toward which agencies direct their efforts. Each budgetary program must have at least one goal. A goal addresses issues by stating policy intention. The goal is expressed in a manner that allows a future assessment to be made of whether the goal was or is being achieved. It is both qualitative and quantifiable but is not quantified. In other words, it can be measured but a goal does not do the measuring. Goals stretch and challenge an agency, but they are realistic and achievable.

The agency will specify expected accomplishments (objectives) and actions (strategies) to achieve those objectives. The goal element of the strategic plan is typically no more than two sentences per goal and includes the statutory citation(s), or general authorization, that provide authority for the goal (citing the Statewide Strategic Plan is sufficient if appropriate).

### 6.2 Objectives by Program for each Goal

Objectives are the clear targets for the specific action. Each Goal in a budgetary program will have one or more Objectives. They mark quantifiable interim steps toward achieving an agency's long-range mission and goals. Linked directly to agency goals, objectives are measurable statements of intent. Outcome based performance measurement is important for measuring a program's objective (See the Performance Measurement Definitions Appendix for further explanation). They emphasize the results of agency actions at the end of a specific time period. (Usually assumed to be a one-year period.)

- The Mississippi Performance Budget and Strategic Planning Act of 1994, mandates that performance objectives be provided for each program of the agency for each of the five years covered by the plan
- **Each Objective is accompanied by a specific measurable outcome performance indicator(s)**
  - The objective is to be realistic and attainable
  - Objectives are related to a goal in the order of their priority

### 6.3 Strategies by Program for each Objective

Strategies are methods to achieve goals and objectives. Each Objective in a budgetary program will have one or more Strategies. They are specific courses of action that will be taken. Formulated from goals and objectives, a strategy is the means for transforming inputs into outputs and, ultimately, outcomes with the best use of resources. A strategy reflects budgetary and other resources.

- Each Strategy is accompanied by a specific measurable performance measure(s)
- Strategies must be easily understood by the public
- They appear in the strategic plan under each objective in the order of their priority
- More than one strategy may be required to accomplish a stated objective
- Question whether the agency has the authority to pursue the stated strategy
- Question the anticipated costs of implementing a strategy

EXAMPLE STRATEGY: Implement a program to encourage private partnerships to share the expense of protecting coastal resources that will benefit both industry and public.

EXAMPLE PERFORMANCE INDICATOR (See the Performance Measurement Appendix for further explanation):

(Output)	<i>Number of private partnerships</i>
(Output)	<i>Total expense of protecting coastal resources</i>
(Efficiency)	<i>Percentage of expense shared by private partnerships</i>

## 6.4 Action Plans

Action Plans are detailed methods specifying how a strategy is to be implemented. The agency’s action plans are input-oriented and will spell out who is responsible for the required tasks for each strategy and when the tasks will be completed. They generally address a shorter time frame (two years or less) for action than the strategic plan. Action plans include a description of each task, the resource and fiscal requirements of each task, and an identification of the agency division (or even personnel) responsible for implementation.

Action plans provide a basis for managing an agency’s day-to-day operations. Often referred to as “operational plans” or “implementation plans,” action plans are maintained by the agency and **are not submitted in the strategic plan.**

NOTE: Agency Strategic Plans from previous years can be viewed at LBO’s website, <http://www.lbo.ms.gov/>, on the Budget Request System page. These can be used as templates to create the current year Strategic Plan.

## Appendix I

### Performance Measure Definitions

- A. **Program Output Measures** – Outputs are the goods and services provided by an agency in order to meet its goals and objectives. Output measures are the means of quantifying or counting the amount of goods and services produced or provided by an agency. The number of clients or people served, the number of items processed or produced or the number of units of a particular service provided are used to identify program outputs. Output measures track the agency's performance in implementing its strategies.

When developing and selecting key output measures, the following questions should be answered:

- Is the output measure reliable? Will it consistently measure the same thing and produce accurate and verifiable information over a period of time? Will the data used in the measure be available on a continuing basis?
- Is the output measure directly related to the agency's strategies?
- Does the output measure show the quantity of work performed?
- Is the output measure clear? Are the terms used generally accepted and defined? Will the measure be easily understood by those who are not familiar with the subject matter?
- Are any output measures already used in federal reporting applicable?

Examples of Program Output Measures:

- Number of public water systems surveyed and inspected
- Number of hunting and fishing licenses sold
- Number of Paternities established
- Number of abuse and neglect investigations conducted

- B. **Program Efficiency Measures** – Program efficiency measures are the ratios that identify the effectiveness or productivity of a program. Program efficiency measures are expressed in a quantifiable form and indicate an agency's operational efficiency. Program Efficiency measures are generally expressed in unit costs, units of time, or other ratio-based units associated with producing a desired outcome or output.

The following questions should be addressed in developing program efficiency measures:

- Is the efficiency measure valid? Does it capture the information intended?
- Is the efficiency measure a useful or meaningful measure for the intended reader?
- Is the efficiency measure reliable? Will it produce accurate and verifiable information over a period of time?
- Does it quantify significant efficiency aspects of agency operations?
- Will the data used to calculate the measure be available on a continuing basis?
- Is the measure responsive? Will it reflect changes in levels of performance?

- Does the measure produce relevant information that will justify the cost of collecting and retaining the data?
- Are the terms used to describe the measure generally accepted and defined? Will those who are unfamiliar with the subject be able to easily understand the measure?

Examples of Program Efficiency Measures:

- Average cost to inspect a public water system (\$)
- Average cost per hunting license to issue (\$)
- Time to issue hunting license by contracted vendor (Days)
- Frequency of each public water system inspection (Years Between Inspection)

**C. Program Outcome Measures** – Program outcome measures are assessments of the result, effect or consequence that will occur from carrying out a program or activity compared to its intended purpose. They are tools to assess the effectiveness of an agency’s performance and the public benefit derived from it. Outcomes are the results, or effects, of government action or policy. Performance can be determined by comparing actual outcomes to targeted outcome objectives of the agency. An outcome measure shows how the agency’s action will affect a particular target group or issue area indicated in the objective.

Outputs and outcomes are not the same. Outputs reflect the quantity of services or goods produced and outcomes reflect the result or impact of providing those services or goods. An outcome measure must be directly related to the objective it is measuring; and there must be at least one outcome measure for each objective. An outcome measure is typically expressed as a percentage, rate, or ratio as long as it measures the overall result, effect or consequence of that particular objective.

The differences between outcome measures and output measures are shown in the following examples:

- The number of patients treated and discharged from a state mental hospital (output measure) is not the same as the percentage of discharged patients who are capable of living independently (outcome measure).
- The number of vaccinations given (output measure) is not an indicator of the incidence of the disease in the population (outcome measure).

However, rarely, a valid outcome is stated as an output. This happens when there is no meaningful, reliable or measurable result, effect or consequence of carrying out a program. Sometimes, the ultimate goal of a program is to carry out a process. Example: The Mississippi Department of Vocational Rehabilitation – Office of Disability Determination Services determines eligibility for the federal Social Security Disability program. Because they are so efficient in doing this, the Social Security Administration sends cases from other states to Mississippi to process for a fee. For these cases from other states, there really is no measurable effect or consequence of carrying out that part of the program here in Mississippi. Output and efficiency measures can be developed, but the most meaningful “outcome” for this part of the program would be, “Number of Out-of-State Cases Processed”, or possibly

“Revenue from of Out-of-State Cases Processed”. Both of these are really outputs, but absent of any meaningful, reliable or measurable outcome measure, an output could be used as an outcome.

Because the achievement of outcomes often involves the efforts of multiple programs, agencies and even the private sector, it is often difficult to attribute outcomes to a single effort.

The agency should answer the following questions when developing outcome measures:

- Is the outcome measure reliable? Does it produce accurate and verifiable information over the time frame set by the objective?
- Is the outcome measure valid? Does it capture what the agency intends to measure?
- Is the measure of sufficient value to justify the cost of producing the necessary data? In the case of excessive costs, could sampling techniques or other, more cost effective, alternatives be used to collect the data?
- If the information is not currently available, can a proxy measure be substituted until a data base is available?
- Will the outcome measure enable a decision to be made or lead to a valid conclusion concerning the agency’s action?
- Is this measure subject to interstate or other comparisons? To the extent that it is, what additional information must be developed (e.g., explanatory measures) to properly interpret it?

Examples of Program Outcome Measures:

- Percentage of public water systems in compliance with EPA standards
- Percentage of offender recidivism within 12 months
- Percentage of released offenders finding jobs in a suitable field (vocation)
- Percentage of reduction in deaths per mile of interstate highway from previous year

**D. EXPLANATORY MEASURES** - “Explanatory Measures” are quantitative indicators that provide additional information that contributes to the understanding of an agency’s operating environment. Whereas agency external/internal assessments contain narrative explanatory information, **explanatory measures are specific quantitative indicators** that can help users understand other reported measures, assess the entity’s performance, and evaluate the significance of underlying factors that may have affected the reported performance, including the unintended effects of a service. Input measures are a subset of explanatory measures.

There are two primary types of quantitative explanatory information that can be reported as explanatory measures. These include (1) factors substantially outside the control of the agency, such as environmental and demographic characteristics, (2) factors over which the agency has some control, such as caseloads. The agency should answer following questions when developing explanatory measures:

- Is the measure valid? Does it capture the information intended? Does it quantify significant external/internal aspects of agency operations?
- Is the explanatory measure reliable? Will it produce accurate and verifiable information over a period of time? Will the data used to calculate the measure be available on a continuing basis?
- Does the measure produce information that will justify the cost of collecting and retaining it?
- Is the measure clear? Are the terms used to describe the measure generally accepted and defined? Will those who are unfamiliar with the subject be able to understand the measure?

The following are explanatory measures for a hypothetical agency:

- Number of Complaints Received by the Agency
- Reduction in federal funding (\$)
- Costs of implementing federal mandates (\$)
- Number of severe storms

# Strategic Planning Template for Mississippi State Government



## Appendix III

### SUMMARY OF STRUCTURE:

#### PROGRAM 1.

##### GOAL A:

###### OBJECTIVE A.1.:

*Outcome:*

###### A.1.1. STRATEGY:

*Output:*

*Efficiency:*

*Explanatory:*

###### A.1.2. STRATEGY:

*Output:*

*Efficiency:*

*Explanatory:*

###### A.1.3. STRATEGY:

*Output:*

*Efficiency:*

*Explanatory:*

###### OBJECTIVE A.2.:

*Outcome:*

###### A.2.1. STRATEGY:

*Output:*

*Efficiency:*

*Explanatory:*

###### A.2.2. STRATEGY:

*Output:*

*Efficiency:*

*Explanatory:*

###### A.2.3. STRATEGY:

*Output:*

*Efficiency:*

*Explanatory:*

##### GOAL B:

Repeat as above.

#### PROGRAM 2.

Repeat as above.

## Appendix IV

### Glossary of Performance Budgeting Terms

**Accountability Program:** a set of agency activities designed to achieve a specific outcome.

Accountability programs must be identified at a sufficient level of detail that allows for each program to be identified in the research or best practices literature. Under MISS. CODE ANN. Section 27-103-159 (1972), the state's accountability programs (i.e., programs included in the comprehensive program inventory) are to be identified by the Legislative Budget Office, PEER Committee staff, and agency staff, beginning with the following four pilot agencies: departments of Corrections, Education, Health, and Transportation.

**Action Plan:** detailed methods and tasks for implementing state agency strategies. Action plans are developed and maintained by agencies (Do not turn in with Strategic Plan).

**Benchmark (statewide):** specific performance indicators and targets used to assess progress at the statewide level in achieving statewide goals  
**Benefit-to-cost Ratio:** an indicator that shows the value of a program (through monetization of its benefits) in relation to the financial resources expended on operating the program. In the Pew-MacArthur Results First Model, the benefit-to-cost ratio shows the dollar value of benefits in relation to every dollar spent on a program.

**Best Practice:** a method or technique that has consistently shown results superior to those achieved with other means.

**Budgetary Program:** a grouping of agency activities for the purpose of making state-level resource allocation decisions pursuant to the Mississippi Performance Budget and Strategic Planning Act of 1994. Following passage of the 1994 act, the Legislative Budget Office, in conjunction with state agency staff, established the budgetary programs for state agencies. Legislators can make changes to a state agency's budgetary programs during the session. Also, state agencies can request a budgetary program change via formal letter to LBO and DFA.

**Comprehensive Program Inventory:** a complete list of all agency accountability programs and the associated expenditure and performance data that will be monitored and reported on an ongoing basis in order to hold the programs accountable for performance.

**Cost-effective Program:** a set of activities with quantified outcomes that exceed the costs of producing those outcomes.

**Data Dashboard (Statewide);** a visual online display of the state's key performance indicators (benchmarks), generally limited to one computer screen, that allows for monitoring of the state's performance on the indicators (benchmarks) at a glance.

**Data-driven Decision-making:** the process of moving an organization toward achieving desired outcomes by using the information gained through the collection and analysis of pertinent data to inform and improve practice.

**Economy Measure:** indicators that quantify an agency's cost, unit cost, or productivity associated with a given outcome.

**Efficiency Measure:** indicators that quantify an agency's cost, unit cost, or productivity associated with a given output.

**Evidence-based program:** a program or practice that has had multiple-site random controlled trials or quasi-experimental comparison across heterogeneous populations demonstrating that the program or practice is effective for the population.

**Explanatory Measures:** quantitative indicators that provide additional information that contributes to the understanding of an agency's operating environment and performance--e. g., data showing a large increase in an agency's caseload.

**External/Internal Assessment:** an evaluation of key factors that influence the agency and its performance--e. g., organizational strengths, weaknesses, opportunities, and threats. Examples of external factors include statutory changes and economic conditions. Examples of internal factors include management policies and resource constraints.

**Fidelity Audit:** a comparison of the implementation of an intervention program to the key components necessary to achieve the outcomes reported in the research literature.

**Goal:**

- **Statewide Goals:** general ends toward which the state directs its efforts.
- **Agency Goals:** general ends toward which agencies direct their efforts.

**Input:** measure of the resources, both financial and human, committed to a program.

**Intervention Program:** a set of activities designed to achieve a specific outcome or outcomes by positively affecting the educational, economic, social, behavioral, and/or health status of citizens and that may be subjected to experimental review for efficacy.

**Line-item Budgeting:** a system of allocating resources to state budget units by major object of expenditure--e. g., salaries and fringe benefits, travel, contractual services.

**Mission:**

- **Statewide Mission:** a concise statement of the basic purpose and role of state government.
- **Agency Mission:** the reason for an agency's existence.

**Net Present Value of Long-term Benefits minus Costs;** the dollar value of program benefits minus costs over the long-term, expressed in current dollars--i.e., adjusted for changes to the purchase value of a dollar over time.

**Objective:** a target for specific action, stated in measurable terms, including a target date for accomplishment.

**Outcome:** a performance measure that quantifies the providing a government good or service result, effect, or consequence of providing a government good or service.

**Output:** a performance measure that quantifies the activities that an agency carries out and the goods and services that it produces in order to meet its goals and objectives.

**Performance Budgeting:** a method of allocating resources to programs based on consideration of how efficiently and effectively each program can achieve desired results with the requested resources.

**Performance-based Management:** a systematic approach to performance improvement through an ongoing process of establishing performance objectives; measuring performance; collecting, analyzing, and reporting performance data; and using that data to drive performance improvement.

**Performance-based Contracting:** a results-oriented method of procuring services that specifies in the legally binding agreement for services the outputs, quality, and/or outcomes to be achieved by the service provider. At least a portion of the contractor's payment, contract extensions, or contract renewals may be tied to the achievement of specific, measurable performance standards and requirements.

**Pew-MacArthur Results First Initiative:** A project of the Pew Charitable Trusts and the John D. and Catherine T. MacArthur Foundation that works with states to implement an innovative cost-benefit analysis approach that helps them to invest in policies and programs that are proven to work.

**Pew-MacArthur Results First Cost-Benefit Analysis Model:** an econometric model that helps states to calculate the benefit-to-cost ratio and net present value of long-term benefits of public sector programs and policies.

**Pew-MacArthur Results First Approach:** a disciplined practice designed to move public resources to programs and policies proven to work through evidence-based research.

**Philosophy:**

- **Statewide Philosophy:** a statement of the core values and principles underlying state government service.
- **Agency Philosophy:** the expression of the core values and principles for the conduct of an agency in carrying out its mission.

**Program Premise:** the theory that underpins a government's decision to intervene with its authority and resources to contend with a problem that the free market alone could not correct.

**Promising Practice:** a program or practice that presents potential, based upon preliminary information, for becoming a research-based or evidence-based program or practice.

**Research-based Program:** a program or practice that has some research demonstrating effectiveness, but that does not yet meet the standard of evidence-based practices.

**Return on Investment:** dollar value of program benefits generated by each dollar invested in the operation of the program.

**Scorecard:** a tabular visualization of performance measures and their respective targets with visual indicators to see how each measure is performing against its target at a glance.

***Statewide Strategic Plan:*** a blueprint for the activities of state government created through the alignment of state agency goals, objectives, outcome measures, strategies, output measures, efficiency measures, explanatory measures, and action plans with the priorities of government (i.e., state government's vision, mission, philosophy, goals, and benchmarks) identified by leadership. A statewide strategic plan seeks to improve the efficiency and effectiveness of state government by coordinating the efforts of state agency programs and activities toward achieving priority outcomes.

***Strategy:*** method for achieving goals and objectives.

***Vision:*** an inspiring view of the preferred future.