

Performance Review and Assistance Program




Board of Water and Soil Resources

The background is a dark blue field with a network of thin, light blue lines that intersect to form various geometric shapes, including triangles and polygons. The lines are scattered across the entire frame, creating a complex, abstract pattern.

OVERSIGHT

Just- right-sight

undersight



We are promised
self-government, not
necessarily *good*
government

Society gets the
teenagers and government
it deserves
(unless a proxy is named)

Where
do you
want
your
lgu to
fall?

best in state

top 10%

big influencer

average (for region)

meets legal minimums

never charged

never convicted

PRAP Elements

- Plan-based
- Performance Review
- Assistance
- Corrective Actions

Program Approach

- Two-track Process
- Goal: Get all LGUs on Track I
- Provide Assistance and Corrective Action on Track II



Annual Assessment

- Checklist assessment
- BC review
- Monitor performance



Performance Review Areas

- Administration
- Planning
- Execution
- Communication & Coordination

Performance Standards

Perf. Area	Performance Standard
	<ul style="list-style-type: none"> « Target (high performance) standard Basic standard / Statutory requirement ? Quantitative standard
Administrative	Annual report submitted by deadline
	Financial audit: completed within last 12 months
	Rules: are current and reviewed by BWSR
	Personnel policies: written and reviewed/updated within last 5 years
	Data practices policy: exists and reviewed/updated within last 5 years
	Annual report: contains progress report
	? Expenditure trend: previous yrs
	« Board training: ed and certifications, orientation plan and record for each board member
	« Staff training: ed and orientation plan and record for each staff member
	« By-laws, operational guidelines exist and current
	« Public ditch records: modernized, usable, indexed (where applicable)
	« Have in-house staff

Track I Status

- Current plan
- No significant performance issues
- 1/5 or 1/10 year in-depth assessment



Track II Status



- LGU is not meeting a performance standard in one or more areas
- LGU will be routed on to one or more BWSR assistance tracks

Track II Assistance

- Training
- Consulting
- In-depth assessments
- Strategic planning
- Set short-term objectives
- Follow-up and monitoring
- Mentoring
- Mediation



Corrective Actions



BWSR Board may:

- Delay termination petition for review & assessment
- Issue Notice of deficiencies
- Redirect funds

PRAP Goals

- Get all LGUs operating on Track I
- Optimize delivery of conservation services
- Measurable outcomes



Reporting Performance

- Web-based status reports
- Annual Legislative Report