

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

# Annual Evaluation Plan

## Fiscal Year 2022



# Evaluation and Evidence Building

## FY 22 Annual Evaluation Plan

Pursuant to the *Foundations for Evidence-Based Policymaking Act of 2018*, the Office of Personnel Management (OPM) developed its FY 2022 Annual Evaluation Plan, which describes significant evaluation activities that OPM will undertake. For the FY 2022 Annual Evaluation Plan, any planned outcome or impact evaluation of an OPM-administered program will be considered significant and included in the plan. As OPM refines and begins to execute its FY 2022-2026 Learning Agenda, the agency may plan additional evaluations to supplement the evaluation described here.

The evaluation included in the FY 2022 plan is an outcome evaluation of the Interagency Rotation Program. This evaluation supports OPM Learning Agenda questions related to effective strategies for employee performance management.

The evaluation will primarily be used to improve effectiveness of the programs and to inform Federal agencies about the benefits of this program. Results of this evaluation may be shared within OPM through OPM's quarterly performance reviews and evidence communities of practice and externally with the Federal community, as appropriate.

# OPM Annual Evaluation Plan – Interagency Rotation Program

## Program background

In 2011, the President’s Management Council (PMC) and the Chief Human Capital Officers (CHCO) Council launched the PMC Interagency Rotation Program (IRP) to bolster cross-agency exposure for high-potential GS 13-15s (or equivalent). Following the program launch in the DC-area, in 2013 the Office of Personnel Management (OPM) began to expand the program to field locations through a partnership with the Federal Executive Boards.

In September 2020, OPM announced a PMC IRP Virtual Pilot that combines the DC-based and the Federal Executive Boards field-based instances of the program. The pilot features an inter-regional virtual cohort of 31 federal employees that includes field and DC-based headquarters (HQ) employees, seven of whom are completing virtual rotation assignments that are based outside their current geographical region.

The PMC IRP enables emerging Federal leaders to expand their leadership competencies, broaden their organizational experiences, and foster networks they can leverage in the future. Specifically, the program aims to:

- Deliver a collaborative, cross-agency program to reduce barriers to interagency mobility.
- Enhance participants’ leadership competencies through a meaningful rotational assignment and other developmental opportunities outside of their current agencies.
- Expand participants’ interagency experience either within or outside their current area of expertise.
- Offer engaging and insightful interagency cohort events that allow each participant to network and interact with other program participants, Federal employees, and Senior Executives.

Participants in the PMC IRP work to develop specific leadership competencies identified by the participant and their home supervisor. These competencies align with the Executive Core Qualifications (ECQs) and are outlined in the participant’s individual development plan. The PMC IRP program also provides coaching, mentoring, and leadership development support to participants.

## Questions to be answered

The PMC IRP seeks to understand overall participant satisfaction with the program and program components, as well as short-term outcomes for the participant’s career development and leadership skills.

Key questions for the evaluation include:

- How satisfied are participants with the PMC IRP experience? Which components do they find most valuable?
- To what extent do participants report improved leadership skills and targeted Executive Core Qualifications (ECQ) competencies?

To what extent do participants report increased expertise and career opportunities as a result of the IRP?

### **Methods to be used**

OPM conducts a post-rotation survey with participants, their rotation supervisor, and their home agency supervisor using an online survey tool that includes scaled, multiple choice, true/false, and open-ended questions. OPM deploys this survey after each program cycle. Additionally, for some cycles, OPM conducts a longitudinal follow-up that captures longer term effects on the participant's career.

### **Information needed for the evaluation**

For participants, the information collected includes overall satisfaction with the program, satisfaction with individual program elements (for example, orientation, workshops and coaching), self-reported improvements in knowledge and skills related to leadership and the ECQs, self-reported improvements in career expertise, and open-ended feedback on the value of program elements, areas for program improvement, and perceptions of the program's effect on their skills. For home supervisors, the information collected includes rating of how the participants' skills have improved as a result of the program. For rotation supervisors, the information collected includes satisfaction with program administration and open-ended feedback on the value to the agency of the rotation and areas for program improvement.

### **Anticipated challenges**

There are two main challenges for the collection of PMC IRP data:

1. **Identifying the appropriate time window for data collection.** Currently, the post-cycle survey is administered between three and six months following the completion of the rotation. This timeframe was chosen so that participants would remember the program elements well enough to provide feedback, but also to be able to speak to short-term effects on knowledge, skills, and career expertise. However, this timeframe may mean that program recollection may not be as strong, and it is a short timeframe to measure career outcomes. To address this, the program periodically conducts longitudinal evaluations to try to assess longer-term outcomes.
2. **Survey response rate.** Participant response rates for previous cycles range from 40-60 percent, and it is unknown how the virtual environment will affect future response rates. The program team sends 2-3 reminders to the group to encourage participation and will continue to use best practices for increasing response rate, although it is unknown how the virtual environment will influence future response rates.

### **Dissemination**

OPM will share high-level results with program coordinators and program office and agency leadership. This allows the program management team to have discussions with these stakeholder groups in order to identify potential program areas to address, or ways to improve or add to the program experience. Reports may also be shared with participating agencies and the Federal community, as appropriate. Findings may be shared in OPM communications or its website, but no public use file will be created.



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