

NRCS Fiscal Year 2009 BUSINESS PLAN

2nd Quarter Update April 8, 2009

ID	Goal	Start Date	End Date	Lead; other participants	% Comp	
1	Conservation Planning and Technical Consultation - NRCS provides data, information, or technical expertise that helps people collect and analyze information to identify natural resource problems and opportunities, clarify their objectives, and formulate and evaluate alternatives. This includes Conservation Plans, and Technical Consultations and Planning Assistance.	10/01/08	09/30/09		49%	
1.1	Develop a strategy for defining and accurately measuring conservation planning and program delivery activities that can be implemented in Fiscal Year (FY) 2010.	10/01/08	09/30/09	RACs, PGM, SPA	10%	Pursue dialogue with leadership, develop strategy.
1.2	Continue the implementation of the national campaign, including a focus on the NRCS foundation goal of healthy soil.	10/01/08	09/30/09	PAD, SSRA	50%	PAD: Campaign's Featured Employees appearing individually in NRCS This Week. Campaign exhibits continues to be displayed at conferences and meetings. DVDs produced with all campaign video/vnr products. Other national campaign proposals (soils; urban/backyard conservation) are drafted for the Chief's consideration.
1.3	Finalize and implement "Conservation Technical Assistance (CTA) Program Next Generation" action plan.	10/01/08	09/30/09	PGM, S&T, SSRA, SPA,	40%	A concept paper has been developed (CPTAD). 3/31/09 The Conservation Delivery Streamlining Initiative has been reviewed and common ground between the Initiative and Next Generation has been identified. Coordination of the two projects has begun. Three states have been identified as potential pilot sites for the Next Generation: Oregon, Colorado, and Indiana. Oregon has already volunteered to serve as a pilot.
1.4	Complete policy and operational procedures for EQIP farm bill conservation activity plans.	10/01/08	09/30/09	PGM, S&T	95%	Policy and operation drafts due for review by 1/15/09 to be finalized. (FAPD-75%); Finalizing procedures and mechanisms for developing and managing EQIP conservation activity plans in Customer Service Toolkit, linked to ProTracts. (Vrana-10%); Policy and operational areas are being identified for updating (CPTAD) . 3/31/09 FAPD - procedures for activity plan with business tools team is 95% complete. Roll out plan was developed; NetMeeting briefing was given to NTSCs on 3/12/09; a NetMeeting briefing to states on 3/17/09.
2	Conservation Implementation - NRCS helps customers install on their land conservation practices and systems that meet established technical standards and specifications. This includes Designs, Follow-up, and Checks and Reviews.	10/01/08	09/30/09		53%	

NRCS Fiscal Year 2009 BUSINESS PLAN

2nd Quarter Update April 8, 2009

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2.1	Implement Farm Bill programs including roll out, training, and program guidance to the field.	10/01/08	09/30/09	PGM, S&T, SSRA, MGT, PAD, LAD		HFRP rule published. Rules drafted; manual and training drafted (EPD-80%); AMA interim final rule published in the federal register. The rules for EQIP, WHIP and CSP are currently in the clearance process either with the Department or OMB and draft policy manuals have been drafted for the above mentioned programs. (FAPD-50%); High level changes to ProTracts, Customer Service Toolkit, and FundManager have been identified and a plan for development put into place; initial business requirements have been drafted for major areas of change, but additional details and decisions will occur as rules are finalized; changes to tools not requiring finalization of rules, such as changes to the 1200 application form have been implemented. (Vrana-10%); The State Technical Committee (STC) rule was published in the Federal Register on 11/25/08, an updated STC policy, including standard operating procedures, is in the final stages of review(CPTAD). A NOFA for the Chesapeake Bay Watershed Initiative has been submitted for publication in the Federal Register (CPTAD). 25%
					75%	23 internal net conferences, 11 external net conferences conducted; 3 regional trainings are scheduled for April and May for Conservation Stewardship Program (CSP) implementation; 2 internal net conferences have been conducted on program business tools. Draft policy manuals have been distributed to the States for all Farm Bill Programs except for CSP, WRP, FRPP and GRP. ProTracts is being adapted to meet the requirements of the 2008 Farm Bill. States have posted EQIP payment schedules and ranking criteria. National funding categories for EQIP are in ProTracts. A new self-screening tool and Conservation Management Tool (CMT) have been developed and will be used to streamline CSP program delivery. Requests for Proposals over 370 have been received for Conservation Innovation Grant projects. AWEF proposals received are nearing 200. The RFP for CCPI has been extended to 4/23/09. Historically Underserved guidance provided to the States. Separate funding pools for SDA/BF are in ProTracts. NRCS coordinated with the Farm Services Agency to utilize consistent definitions of a SDA entity. A new 2008 Farm Bill Conservation Programs brochure has been drafted and is in clearance.
2.2	Develop and implement credit trading policy and procedures to support market-based conservation.	10/01/08	09/30/09	S&T, PGM	50%	• Issued National Bulletins (NB-440-9 and 410-9-1) and Fact Sheets on Historically Underserved definitions, program participation opportunities, and tribal consultation requirements.
2.3	Begin implementation of the Conservation Delivery Streamlining Initiative to refine business process models for technical and financial assistance programs that ensure field technical staff can focus their time and efforts on the Agency's core missions.	10/01/08	09/30/09	SPA, PGM, S&T, MGT, SSRA, FMD, OOC	35%	• Prepared a National Instruction that provides a "how to" guide on effective tribal consultation. FO CRM appears to be delayed indefinitely. The AIMS team will build an IDEA report that allows users to query for various practices to assist with quality assurance activities. This will likely be all that can be accomplished until the FO CRM process begins.25% MGT: 3/31: Streamlining Initiative staff have been hired and office established in North Carolina. Contract support for business process analysis now in place. Identified teams from volunteer database for FY 2009 – 2010 tasks. Team work to verify existing business process models completed, updating processes for new farm bill programs. Team work for updating planning processes and resource concern/quality criteria in progress. 45%

NRCS Fiscal Year 2009 BUSINESS PLAN

2nd Quarter Update April 8, 2009

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3	Natural Resource Inventory and Assessment - NRCS assesses, acquires, develops, interprets, analyzes, and delivers natural resource data and information to enable knowledge-based natural resource planning and decision making at all landscape scales. This includes Data Gathering Protocols, Databases and Delivery, and Assessments and Analyses.	10/01/08	09/30/09		35%	• Provided copies of all NRCS Interim Final Rules and Notices to USDA Partners group so that they could disseminate to them through their community based organizations.
3.1	Implement department-wide Resource Conservation Act (RCA) by developing a plan, initiating surveys and modeling studies, and hosting information forums.	10/01/08	09/30/09	SSRA, PGM, MGT, SPA, S&T, OOC, RACs	50%	• Executed contribution agreements with NACD, NCDEA, and NARC&DC to received program delivery assistance. Primary steps in progress for items noted - progress toward RCA implementation is minimal - PL & DL
3.2	Integrate Conservation Effects Assessment Project - Natural Resources Inventory (CEAP-NRI) results into program allocation data mart, strategic planning process, technical applications, electronic Field Office Technical Guide (eFOTG) quality criteria, and the RCA process.	10/01/08	09/30/09	SSRA, PGM, SPA, S&T	20%	CEAP efforts have been accelerated for the Chesapeake Bay Program (CPTAD). Much discussion has occurred regarding this integration effort across the Deputy Area - a strategy has been recommended and processes are being developed - DL
3.3	In support of web soil services, assist states and MO offices implement Major Land Resource Area (MLRA) restructuring and develop the Standards of Use for Dynamic Soil Properties.	10/01/08	09/30/09	SSRA, S&T, MGT	60%	Processing requests for waivers for moving staff to MLRA Soil Survey Offices; Processing responses to National Bulletin for Directed reassignment of unfunded positions; Users guide for Dynamic Soil Properties is currently being printed. Directed reassignment of unfunded positions has been resolved for 3 of 4 affected staff; The Dynamic Soil Properties Guide has been printed.
3.4	Prepare programmatic Environmental Assessments (EA's) or Environmental Impact Statements (EIS's) for 1-2 multi-state areas for environmental compliance tiering.	10/01/08	09/30/09	S&T, PGM	10%	3/20/09: Areas selected. Stimulus work and work with West Virginia has delayed continued progress. PGM: NRCS in Maine is undertaking pilot work for conservation planning purposes (CPTAD).
4	Natural Resource Technology Transfer - NRCS develops, documents, and distributes a wide array of technology pertaining to resource assessment, conservation planning, and conservation system installation and evaluation. This includes Technology Tools, Training and Certification, and Plant Materials.	10/01/08	09/30/09		56%	
4.1	Implement the Geospatial Report by: Re-purposing the National Cartography & Geospatial Center, gathering agency geospatial business requirements, implementing a governance model and developing guidance and policy for geospatial sciences.	10/01/08	09/30/09	SSRA, PGM, MGT, SPA, S&T, OOC, RACs	65%	NCGC Re-purposing Team chartered. Conducted 3 Re-purposing Team meetings. Re-purposing Team proposal presented to RIAD Director and SSRA Deputy Chief.
4.2	Develop Field Office Technical Guide restructuring plan to synchronize with the Conservation Streamlining Initiative.	10/01/08	09/30/09	S&T, PGM	10%	3/20/09: Plan is proceeding in discussions with the Streamlining Team. However, FB implementation has slowed progress.
4.3	Identify and integrate appropriate field office technical tools into Conservation Streamlining Initiative development plans.	10/01/08	09/30/09	S&T, MGT, PGM, SSRA, SPA	60%	3/20/09: Field Office technical tools have been identified and integrated into a S&T 5-year IT Management Strategy, in conjunction with Conservation Development Streamlining Initiative team participation.
4.4	Integrate and implement technical tools, policies, and procedures to assist agricultural producers to meet new rules and regulations regarding animal agriculture.	10/01/08	09/30/09	S&T, PGM	54%	3/20/09 S&T: MMP ".net" integration underway; FY09 State-level rollout is on track for 15 States; Tools for pathogen management being developed by UC Davis--2nd draft of Pathogen Mgt Handbook underway; Changes to CNMP policy to make CNMP more usable by producers/States, and partners is continuing. CNMP MAP adopted earlier FY09 and respective Divisions making progress on assigned action items. PGM -03/13/09(mp)-Integrating GM-180 CNMP policy and GM-190 CNMP policy. 80%

NRCS Fiscal Year 2009 BUSINESS PLAN

2nd Quarter Update April 8, 2009

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4.5	Support the Farm Bill by finalizing technical tools for programs like the Conservation Security Program (CSP) and by evaluating standards to address resource concerns associated with specialty crops, organic production, and precision agriculture.	10/01/08	09/30/09	S&T, PGM	90%	3/20/09 S&T: Technology support for development of CSP tool is 90% complete. All standards have been reviewed in accordance with FB CSP requirements. PGM: Developing Conservation Measurement Tool for the new Conservation Stewardship Program (CSP) that will rank applications and determine payments on contracts. Also developing a screening tool for (CSP). 75%
5	Financial Assistance - NRCS provides financial assistance to encourage the adoption of land treatment practices that have been proven to provide significant benefits to the public. Financial assistance is awarded to participants who voluntarily enter into contracts, easements, and agreements to conserve natural resources. Financial assistance is provided through Cost-share/Incentives, Easements, Grants, and Stewardship Payments.	10/01/08	09/30/09		67%	
5.1	Deploy software application for developing and managing contract documents for easement, conservation innovation grants and emergency watershed protection program funds as part of the lean 6 sigma grants departmental initiative.	10/01/08	09/30/09	MGT, PGM, FM	40%	Direct assistance provided (2 staff weeks per month) to FTC (EPD-50%); Work continues to be completed on the LSGP-Easements, LSGP-EWP, and LSGP-CIG projects. Current deployment date for LSGP-Easements is 10/1/2009. (Vrana) LSGP-CIG is still on track to be deployed during the 3rd quarter of 2009; LSGP-Easements is on track to be deployed at the beginning of FY2010 as per schedule, though this may be impacted by the competition for IT resources for the ProTracts/FundManager 2008 Farm bill changes; LSGP-EWP is somewhat on hold while the other LSGP efforts move ahead. (Vrana) 50% MGT: 3/31 WRO: LSGP Easements, CIG, and EWP are scheduled for deployment for October 2009 with production deployments starting in May 2009.
5.2	Complete rules for 2008 Farm Bill programs.	10/01/08	09/30/09	PGM, S&T, SSRA, CRD, LAD	95%	EPD Programs all drafted and at OMB (EPD-75%); HFRP rule published; AMA interim final rule has been published in the federal register with public comments due on or before January 20, 2009. The rules for EQIP, WHIP and CSIP are currently in the clearance process either with the Department or OMB. (FAPD-80%); The State Technical Committee Rule was published in the Federal Register on 11/25/08 (CPTAD). All rules, with the exception of CSP, have been published. Public comments are being collected and analyzed.
5.3	Complete program policy and procedural manuals for Farm Bill programs.	10/01/08	09/30/09	PGM, S&T, SSRA, MGT, FM, CRD, LAD	90%	All EPD programs all drafted (EPD-75%); EQIP, WHIP, AMA, CIG, CSP and CPM Part 512 policy manuals are in draft status and have or very soon will be reviewed by the NRCS policy team. (FAPD-70%); An updated policy, including standard operating procedures for State Technical Committees has been developed and is in the final stages of review (CPTAD). All policy manuals have been drafted. All policy manuals, with exception of CSP, WRP, FRPP, and GRP have been distributed to the states.
5.4	Complete briefings with House and Senate Agriculture Committees on all new rules in the 2008 Farm Bill.	10/01/08	09/30/09	LAD, PGM	75%	All complete (except for CSP) after 4/2/09 briefing
5.5	Provide all appropriations committee members and members of the Agriculture Committees with briefing paper on conservation program investments in their Districts.	10/01/08	09/30/09	LAD, PGM, FM, SPA, RAC's	10%	Will be developing templates.
5.6	Establish policy and procedures, Quality Assurance and Quality Control, for establishing the FY 2010 payment schedule.	04/01/09	09/30/09	S&T, PGM, RACs,	90%	3/20/09 S&T: Policy and procedures established in the "Payment Schedule Handbook" -- progressing through directives clearance process; and cleared by S&T Deputy Chief.

NRCS Fiscal Year 2009 BUSINESS PLAN

2nd Quarter Update April 8, 2009

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6	Ensuring Civil Rights: Equal Employment Opportunity and Fair and Equitable Service Delivery - Achieve a culturally diverse workforce and provide equitable service to all customers.	10/01/08	09/30/09		80%	
6.1	Enhance policy and procedure for conducting Civil Rights Compliance Reviews in accordance with Departmental Regulations and other statutory guidance.	10/01/08	09/30/09	CRD	75%	Revised Compliance Review Guide tentatively scheduled for web release by 7/09. Final draft provided to Acting RACs for comment; due to CRD 4/17/09.
6.2	Ensure modifications to the Standard Operating Procedures (SOP) for the EEO Complaint Processing policy.	10/01/08	09/30/09	CRD	75%	Completed modifications to the Pre-Complaint and ADR processes and currently we are working to complete a section on our EEO Complaints Analysis process.
6.3	Ensure delivery of Department's Annual Training; provide CR/EEO training to increase awareness, understanding, and appreciation of diversity.	10/01/08	09/30/09	CRD	100%	USDA Mandatory Civil Rights training was successfully and timely completed Agency-wide as of 2/13/09; and 40% of the NRCS/CRD FY-09 Civil Rights Training Plan is complete.
6.4	Ensure training for National Special Emphasis Program Managers.	10/01/08	09/30/09	CRD	100%	The NRCS National SEPM Training Conference (March 9-13, 2009) was a success. The highlights are as follows: Met with Dana York, Associate Chief, Joseph Hairston, Civil Rights Director, and Samora Bennerman, Chief of the Affirmative Employment and Compliance Branch, CRD, who expressed their visions, expectations and appreciation for the NSEPMs; The Department's ASCR/Office of Workforce Diversity and Inclusion provided an MD-715 presentation; Met with Eloris Speight, Acting Director, Human Resources and the Human Capital Manager to discuss working together on Agency-wide outreach and recruitment initiatives; met with Debra Vangergrift, ARS, who provided an agency's perspective on MD-715; and team flushed out NSEPMs' SOP and GM policy outlines for agency-wide updates.
6.5	Develop and implement a National Recruitment Strategy that includes a component for increasing workforce diversity.	10/01/08	09/30/09	MGT	32%	Cross-agency team formed. First of three meetings held to document Current State.
6.6	Ensure Civil Rights program delivery training.	10/01/08	09/30/09	PGM, CRD, PAD, S&T, MGT (NEDC)	95%	National Bulletin #440-9-6 dated December 17,2009 was sent to the states to clarify definitions NRCS uses for program participation and services to Historically Underserved Individuals and Groups. 3/31/09 CR delivery training has been provided to States through net-conferences and bulletins. Executed contribution agreements with the National Society for Minorities in Agriculture (MANRRS) and Thurgood Marshall College Fund to recruit minorities for NRCS jobs during and after college. PAD: Employed chiefly communications forums (Conservation Corner, Speeches, talking points) to emphasize importance of civil rights (serving all our customers) and diversity in our workforce (recruitment & retention).
7	Improving Internal Management - Use good management business processes and resources to effectively and efficiently implement operations.	10/01/08	09/30/09		37%	
7.1	Strengthen the financial environment of the Agency to improve the budget process and correct internal control weaknesses.	10/01/08	09/30/09	FM, SPA	20%	Draft OMB Circular A-123 plan developed. Majority of controls and test plans are approved. Start testing
7.2	Manage the FY 2009 financial audit to ensure the completeness, reliability and accuracy of Agency financial information.	10/01/08	09/30/09	FM, ALL	50%	Plan being developed for 2nd quarter. Plan completed, disseminated, and is on schedule
7.3	Plan for implementation of the Financial Management Modernization Initiative (FMMI) accounting system which will replace the Foundation Financial Information System (FFIS).	10/01/08	09/30/09	FM, PGM, SPA	50%	Work ongoing. Contractor being added. Support contract RFP issued and proposals are under evaluation. Completed clean-up of GL 1410. Identifying NRCS data feeds (front and back feeds) to FMMI
7.4	Develop and implement a financial management reorganization to satisfy the increasing requirements.	10/01/08	09/30/09	FM	25%	1010 package developed and approved by Chief. Awaiting Department action. No further progress

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7.5	Revise Agency financial policy and develop financial standard operating procedures and a financial "owner's manual."	10/01/08	09/30/09	FM, PGM	30%	Branch Chief position announced. Draft policy for accruals, obligations, and reimbursements drafted and being coordinated
7.6	Establish a professional development program and provide on-the-job training for all financial management personnel	10/01/08	09/30/09	FM	25%	Working with NECD to develop a survey. Behind schedule
7.7	Implement alternative system to replace SCS Personnel Expense and Reporting System (SPEARS) which is used to develop a budget for personnel services expenses.	10/01/08	09/30/09	FM, MGT	10%	Working with IT to develop requirements. No further progress
7.8	Implement Year 1 of 5-year IT strategy by maintaining and operating the PCC core business applications, developing improvements to those applications, and ensuring the security of the applications for effective delivery of technical assistance.	10/01/08	09/30/09	MGT, SPA, S&T, SSRA, PRG, FM, OOC	0%	Agency Business Tools Liaisons Committee is currently developing recommended priorities for the development and implementation of software applications to meet high-risk needs of the agency. To be presented at the January 2009 Business Tools Council (BTC) meeting. (Vrana)
7.9	Implement Year 1 of 5-year Human Capital Strategy to improve NRCS' long term ability to deliver high quality technical assistance by conducting skills gap analysis, developing and providing training, and by implementing mentoring/recruiting programs.	10/01/08	09/30/09	MGT, SPA	0%	Will encompass workforce etc.
7.10	Develop, improve, and maintain electronic (IT) tools, access, and processes: Improve security of IT applications, streamline IT systems for conservation delivery and improve process of evaluating agency IT investments.	10/01/08	09/30/09	MGT	50%	3/31 WRO: On schedule with new development and maintenance efforts associated with PCC. Web Soil Survey 2.1 released. Farm Bill updates to ProTracts on schedule for May release. NASIS will be delivered in October.
7.11	Implement the most efficient organization (MEO) plan for the National Headquarters (NHQ) Administrative Support Unit.	10/01/08	09/30/09	MGT	100%	
7.12	Implement NRCS Continuity of Operations Plan and exercises at national and state levels to ensure the agency's ability to respond appropriately to any major natural or domestic incident.	10/01/08	09/30/09	MGT	30%	COOP plan has been updated, in process of scheduling meetings to plan for exercise in June.
7.13	Conduct agency wide study of administrative functions to identify opportunities for streamlining delivery of services.	10/01/08	09/30/09	MGT, RACs, StC, FM	0%	
7.14	Implement Quick Hire Nationwide.	10/01/08	09/30/09	MGT, RACs	0%	Met with team in 11/08. Identified series. Working on guidance.
7.15	Develop fund management, activity costing, reports and human resources system capability to incorporate into departmental WEBTA time keeping and cost accounting system to replace WebTCAS.	10/01/08	09/30/09	MGT, FM, SPA	100%	USDA agreed to delay implementation to FY2010
7.16	Develop and implement a streamlined and automated process for allowance changes.	12/01/08	01/31/09	PGM, RACs, FM	0%	No Activity to report.
7.17	Develop and implement an agency-wide communication plan in order to strategize, direct, and assess internal and external communications on new programs, initiatives, and other significant activities for increased understanding, support and action.	10/01/08	09/30/09	PAD	10%	Several specialized communications plans have been developed (e.g., Financial Audit; UMRB CEAP; Recovery Act; Farm Bill); preliminary work on the overall strategy has been started.
7.18	Develop agency crisis/emergency communication plan.	10/01/08	09/30/09	PAD	0%	

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2nd Quarter Update April 8, 2009

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7.19	Develop and implement the web governance and web operations plans.	10/01/08	09/30/09	MGT, PAD	10%	PAD: Draft document prepared by contractor. PAD briefed BTC on vetted and approved business requirements for Web migration platform and asked for decision on moving forward or staying within current, outdated system. If business requirements are changed, re-vetting will be required. PAD suggested options to Associate Chief and awaits discussion with IT.
7.20	Conduct national training for public affairs professionals and volunteer coordinators.	10/01/08	09/30/09	PAD	5%	Site recommendations drafted.
7.21	Conduct four legislative training workshops for states.	10/01/08	09/30/09	LAD	0%	No funding available for FY 2009.
7.22	Complete and deliver Operations Management training to states to improve operations management functions throughout the Agency.	10/01/08	09/30/09	SPA, ALL, RACs, States	50%	12/31/08 SPA: Finalizing training material through NEDC and contractor. Tentative completion date 3/31/09. Training session scheduled in Indiana for the week of May 11.
7.23	Implement the new volunteer tracking system.	10/01/08	09/30/09	PAD	95%	System developed. Training to be delivered in mid-February. Testing production site.
7.24	Complete strategic planning resource analyses and performance updates, and assessment of customer segment alignment with Agency products and services.	10/01/08	09/30/09	SPA, SSRA, PGM, PAD	50%	3/31-Each mission goal has been evaluated and information developed on progress toward the quantitative targets established in the 2005 Strategic Plan. Preliminary targets have been established for the period 2011 to 2014. Draft planning document is under review. Although OBPA has not provided guidance or requested performance updates, performance tracking and internal quarterly reporting is on track. Initial meetings conducted with ERS on customer typology and conservation adoption analyses.
7.25	Implement the Balanced Scorecard in NHQ to improve accountability and measure progress toward achieving strategic objectives	10/01/08	09/30/09	SPA, MGT, PRG, SSRA, S&T, OOC	100%	3/31-NHQ card completed and populated with data from all Deputy Areas. Next steps are to review card and determine potential improvements.
7.26	Implement the state office Balanced Scorecard pilot to identify the most efficient process for rollout to remaining states.	10/01/08	09/30/09	SPA, RACs, StC	50%	3/31-BSC Training and Strategy Maps completed at all 7 states. Now working on measures and targets.
7.27	Provide guidance to States in the development/revision of State Efficiency Plans to address future changes in business needs.	10/01/08	07/31/08	SPA, MGT, RACs	0%	12/31/08 SPA: Process initiated through discussions with MGT Deputy Area on P.M.A. Human Capital Report requirements. Guidance on hold pending decision on updating plans.
7.28	Fully implement the revised program allocation formulas.	10/01/08	12/31/08	PGM, S&T, SSRA, SPA, FM	100%	Allocation formulas implemented with October/December allocations. (PAMST); Developed and implemented a Chesapeake Bay Watershed Initiative allocation formula (CPTAD). Developed and implemented an updated CTA and GLCI formula (CPTAD).
7.29	Develop a plan to re-establish technical oversight of applied conservation that is integrated with State Quality Assurance Plans.	10/01/08	09/30/09	S&T, SPA	50%	3/20/09 S&T: Spot Checking Policy (S&T Title 450 & SPA Title 340) revision progressing through directives clearances -- which reestablishes S&T oversight on State Quality Assurance Plans. Several spot checking and OMOD operational reviews completed. S&T Discipline leaders represented on the newly established risk-based approach State operational reviews. Further progress delayed due to FB implementation and Stimulus Package work.
7.30	Develop processes to ensure recommendations/findings/action items resulting from appraisals/Oversight & Evaluation (O&E) reviews are fully executed.	01/01/09	09/30/09	RACs, SPA, MGT, PRG, SSRA, S&T,	70%	Developing a tracking system to follow-up on all corrective action (MAPs & CAPs). RACs will participate in exit conferences.

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2nd Quarter Update April 8, 2009

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7.31	Conduct national reviews as part of the Agency's internal control process including leadership, operations management, administrative, financial management and civil rights reviews to ensure compliance with applicable regulations and identify innovative techniques used in states and national centers that can be shared. See attachment 1 for planned reviews.	10/01/08	09/30/09	SPA, MGT, FM, PRG, SSRA, S&T	53%	<p>12/31/08 SPA: Phase 1 O&E reviews conducted in conjunction with FM as part of the audit review process. Phase 2 O&E audit review process initiated. Leadership and Operations Management reviews scheduled in February 2009.</p> <p>3/31/09 Leadership reviews: 0 of 4 completed.</p> <p>Operations Management Reviews: 2 of 10 completed.</p> <p>Administrative reviews: 4 of 11 completed.</p> <p>Financial Management Reviews: 5 of 10 completed.</p> <p>Civil Rights reviews: 3 of 12 completed.</p> <p>O & E Open Obligation site reviews: 25 of 25 completed.</p> <p>O & E Studies: 1 of 4 completed.</p>
8	Addendum - Major initiatives NRCS has prioritized for FY 09					
8.1	American Recovery and Reinvestment Act (ARRA)			PGM, PAD, LAD, RAC's, SPA, S&T		
8.2	Financial Audit and Review of Open Obligations			FM	100%	for the 100% review of obligations, which provided allowance holders a means for validating their open obligations. Each obligation was reviewed and certified. Corrective actions were taken based on the results of their review
8.3	Corrective Action Plan (CAP)			FM, Associate Chief	40%	Developed summary level CAP, which was approved by OIG in February 2009. Completed and disseminated to all allowance holders and financial staffs a detailed CAP which provides specifics of our plans to correct the weaknesses identified during the FY 2008 audit, identifying due dates and staff responsible.
8.4	10 Million Omnibus Expenditure Plan			Associate Chief		
8.5	Policy Update			Associate Chief		