Governor's Advisory Committee on Performance Management

June 25th, 2021

1:30 p.m. – 3:30 p.m.

Location:

Teams

Meeting Agenda

Item	*Speaker*
A. Call to Order & Opening Remarks	*Charles Perusse*
B. Member Announcements	*All*
C. Summary of Individual Meetings	*Brianna Van Stekelenburg*
D. Mission and Vision	*Charles Perusse*
E. ARP Budget Justification Narratives	*Erin Matteson*
F. Performance Management Community of Practice	*Shoua Lao, Chris Medley & Melissa Roark*
G. Agency Spotlight on Learning Agendas	
i. NC Office of Strategic Partnerships	*Jenni Owen & David Yokum*
ii. NC Department of Revenue	*McKinley Wooten*
iii. NC Department of Justice	*Ellen Spolar & Jasmine McGhee*

Members present:

Charlie Perusse, Dr. David Ammons, Representative Everitt, Dr. Kiernan McGorty, David Smith, Dr. Smith-Jackson, Representative Riddell, McKinley Wooten on behalf of Secretary Penny

Minutes:

- **1:30 pm – Chairman Perusse begins the meeting**
- **1:32 pm – Chairman Perusse opens the floor for any member announcements.**
- **1:35 pm – Summary of Individual Meetings**
    - OSBM gives an overview of the individual meetings with members.
        - Common themes included creating a mission and vision; continuing to hear from agencies at meetings; and, forming working groups to satisfy goals for the year.
        - Main highlights from the meetings include focusing on capacity, supporting existing performance management initiatives, and learning what agencies are doing.
- **1:45 pm – Mission and Vision**
    - Committee members discussed how best to express its mission and vision. Members were presented with three proposals for the mission and two proposals for the vision based on the executive order and individual meetings with committee members.
    - Mission – Committee members debated the three proposals and chose the third option with the language refined:
        - Original proposal: The mission of the Performance Management Advisory Committee is to advise state agencies on performance management initiatives designed to improve the effectiveness and efficiency of state services, highlight successful efforts and promising initiatives, and offer advice on proposed or pending legislation, rules or policies related to performance management, and strategies for increasing evidence-based policy efforts.
    - Vision – Committee members debated the two proposals and asked staff to come up with additional options that were more visionary based on member feedback.
    - **Next Steps:**
        - OSBM will refine the language on the mission and provide new proposals for the vision statement based on member feedback. OSBM will send out a survey with the mission and vision proposals to committee members for a final vote.
- **2:15 pm – Presentation on the [ARP Budget Justification Narratives](#)**
    - Governor Cooper's American Rescue Plan Budget Recommendations included justification narratives for each of the main budget recommendation categories. Each justification narrative included data and evidence to support why the funding was needed and the expected impact it would have on the state.
    - Assistant State Budget Officer Erin Matteson shared two examples of the budget justification narratives: Health and Wellness Promotion and Closing the Digital Divide. The justification narratives tie in with the Committee's focus on continuous improvement and capacity building.
    - The justification narratives set up the framework to track the impact, but the next challenge will be building up capacity to be able to do that monitoring.
    - Members mentioned they appreciate the format.
- **2:35 pm – Presentation on the Performance Management Community of Practice (PMCOP)**

- o The Performance Management Community of Practice (PMCOP) is a group of state agency representatives focused on knowledge sharing and encouraging practical application.
  - o PMCOP was created to encourage the spread of knowledge and practical application of performance management across state agencies; bridge disparate efforts and create space for practitioners to discuss their experience or questions about implementing performance management; create an informal space where practitioners openly discuss challenges, offer solutions and bring cutting-edge practices to the table; and provide a follow up effort to the successful rollout of OSBM's fall 2020 [Performance Management Academy](#).
  - o The PMCOP team asked for suggestions from Committee members on engaging participants between meetings, tips on how to facilitate a community of practice and if there were any resources members recommend.
    - ▪ Members suggested sending out a monthly email on upcoming trainings and "planting" a few people at meetings to help start conversation/ideas.
    - ▪ Members mentioned three community of practice examples that might be good resources: MidAtlantic Stat Network; King County Performance Management Community of Practice; and the NC Budget Officers listserv.
- **2:55 pm – Agency spotlight on Learning Agendas**
  - o The NC Office of Strategic Partnerships (OSP) helps agencies develop research and learning agendas to get support on research priorities requiring external expertise.
  - o A learning agenda is an agency's priorities for which additional and/or external expertise is needed. This is the "what keeps you up at night?" list. The list focuses on areas that could benefit from policy, program, internal operations, etc. types of expertise that need research.
  - o Agencies work in partnership with OSP, who help identify cross-sector collaborations. OSP is open to working with any agency/division. Partnerships and projects are a range of short- and long-term; faculty, researchers, students; funded, pro bono; etc.
  - o OSP is working to build an online dashboard and curated list of project opportunities.
  - o Members asked if there was a cost associated. OSP responded that it depends on the project. A small amount of funding can go a long way but trying to identify a funding source can hold up a project.
  - o Members heard examples from two state agencies (Cabinet and Council of State):
    - ▪ Assistant Secretary McKinley Wooten ([NC Department of Revenue)](#) and Senior Policy and Program Advisor Ellen Spolar ([NC Department of Justice](#)) presented on their agencies' processes for developing research and learning agendas. They shared how developing the agendas is helping their agencies pursue priorities that benefit North Carolinians. DOR shared a specific project they are working on related to fair and empowering tax collections. DOJ shared partnership opportunities currently available with the Taskforce for Racial Equity in Criminal Justice (TREC) that came out of the recommendations from the taskforce.
  - o Members asked if the agencies would prefer to have someone within the agency that has the skills to conduct this research or if they prefer working with external partners. Agencies responded that both are valuable.
- **3:30 pm – Chairman Perusse adjourns the meeting.**