

# Performance Management Scorecard

2023 Recap



Revised: 02/2023

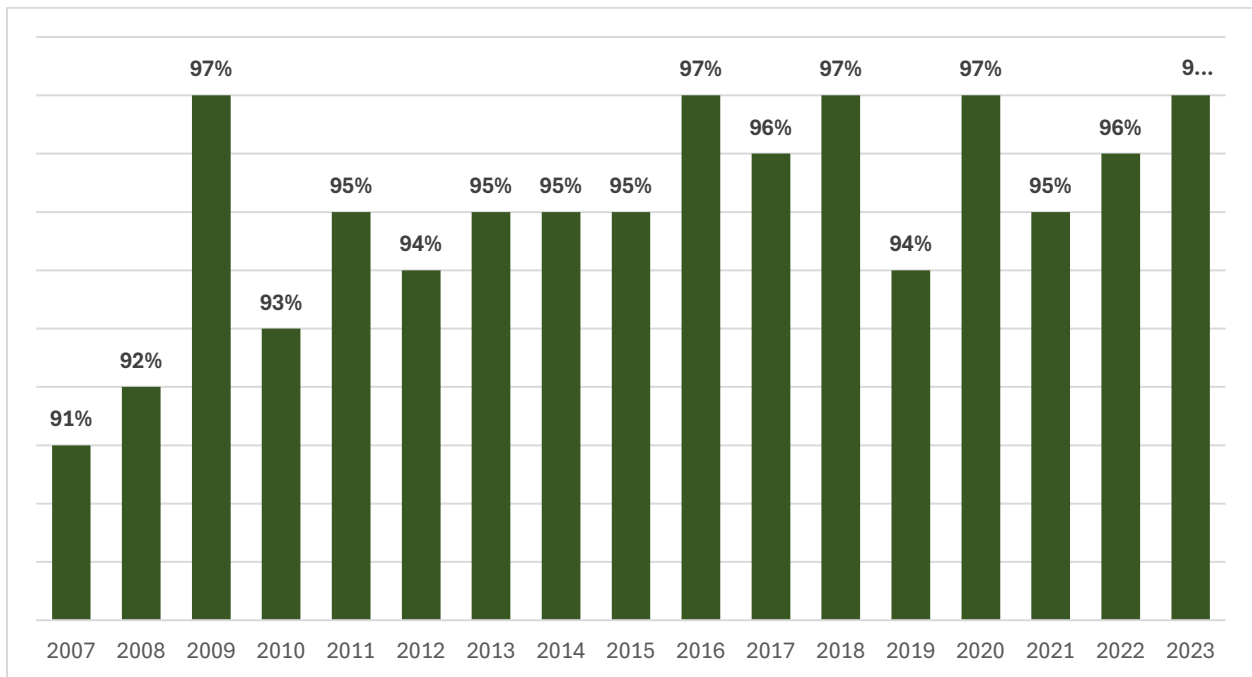
# Performance Management Scorecard

The creation of the Performance Management Scorecard, hereby referred to as 'Scorecard' in 2007 was fostered by Community Action Partnership of Mid-Nebraska's (Mid) involvement in the Pathways to Excellence process – Community Action Partnership of Mid-Nebraska's Organizational Capacity Building Initiative. We felt that a way to evaluate the health or condition of the various agency program was necessary. All programs are not created equal in their ability to pay a living wage, their susceptibility for on-the-job injuries, or their capacity to provide additional training hours. Therefore, this scorecard is not a reflection of a Program Director's ability, but more a report on the condition of the program.

## Why a Performance Management Scorecard?

1. It assists the Organizational Standards, Pathways and Award for Excellence requirements set by the National Community Action Partnership;
2. It provides benchmarks that can be used to evaluate each program and agency's core strengths and weaknesses;
3. It promotes great efficiencies in support services (support staff should not have to continuously be following up on requirements);
4. It fosters a spirit of competition;
5. It can provide a partial basis for managerial evaluations;
6. It provides a measure of risk assessment in daily operations;
7. It provides a measure of assurance to funding sources (existing and potential) that additional internal controls are in place;
8. It keeps the CEO informed; and
9. It keeps the Board of Directors informed.

2007-2023 Performance Management Scorecard Agency Averages



## Performance Management Scorecard, 2022 Recap

Code	Program	Director	Staff	Score
31300	Housing	Jackie Harpst	1	95%
34100	Community Services	Tammy Jeffs	13	99%
31600	Senior Volunteer	Tammy Jeffs	1	94%
31700	RAFT	Erin Nelson	1	93%
32200	Head Start	Lisa Giboney	86	91%
33000	North Platte Senior Center	Meredith Collins	5	96%
33200	Peterson Senior Center	Tammy Jeffs	3	95%
33500	Minden Senior Center	Meredith Collins	2	97%
34000	Women, Infants, and Children (WIC)	Judy Schultz	16	96%
34300	Commodity Supplemental Foods (CSFP)	Rae Lynn Johnson	3	96%
34600	Food Bank/Mobile Pantry	Kyla Martin/Rae Lynn Johnson	1	99%
34900	Immunization	Tish Meyer	3	100%
36500	Weatherization	Larissia Anders	5	94%
38400	Transportation/Ryde	Charles McGraw	41	94%
	CAH/Rental Housing	Jackie Harpst	1	97%

	Category	MAX	Total Scored	Total Possible	Adjustment	Adjusted Total	Percent
1	Job Descriptions	60	900	900	0	900	100%
2	Staff Appraisals	60	900	900	0	900	100%
3	Change in Status	60	900	900	0	900	100%
4	Accidents	30	450	450	0	450	100%
5	Living Wage	30	450	450	0	450	100%
6	Staff Training	30	370	450	0	450	82%
7	Staff Issues	90	1350	1350	0	1350	100%
8	ROMA Goals	90	1260	1350	90	1260	100%
9	ROMA Data	90	1260	1350	90	1260	100%
10	ROMA Targets	30	270	450	90	360	75%
11	Customer File Review	60	420	900	480	420	100%
13	Customer Survey	90	1350	1350	0	1350	100%
14	Partner Survey	90	1350	1350	0	1350	100%
15	Advocacy	60	440	900	60	840	52%
16	Budgets Submitted	60	860	900	0	900	96%
17	Revenues/Expenditures	90	1290	1350	0	1350	96%
18	Reports to Funding	90	1260	1350	0	1350	93%
19	Funding Source Issues	90	1260	1350	0	1350	93%
20	Match Documented	90	630	1350	720	630	100%
21	Additional Funds	60	300	900	600	300	100%
22	Strategic Plan Goals	60	780	900	120	780	100%

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Code	Program	Director	Staff	Score
	Housing Assistance	Sara Frias	1	95%
31400	Community Services	Tammy Jeffs	12	99%
31600	Senior Volunteer	Kyla Martin	1	90%
32200	Head Start	Lisa Giboney	94	94%
33000	North Platte Senior Center	Meredith Collins	5	98%
33200	Peterson Senior Center	Tammy Jeffs	3	98%
33500	Minden Senior Center	Meredith Collins	2	97%
34000	Women, Infants, and Children (WIC)	Judy Schultz	18	100%
34300	Commodity Supplemental Foods (CSFP)	Rae Lynn Johnson	3	95%
34600	Food Bank/Mobile Pantry	Kyla Martin/Rae Lynn Johnson	1	100%
34900	Immunization	Tish Meyer*	3	98%
36500	Weatherization	Larissia Anders	9	97%
38400	Transportation	Charles McGraw	48	96%
	CAH/Rental Housing	Amanda Benz	1	100%

	Category	MAX	Total Scored	Total Possible	Adjustment	Adjusted Total	Percent
1	Job Descriptions	60	840	840	0	840	100%
2	Staff Appraisals	60	840	840	0	840	100%
3	Change in Status	60	840	840	0	840	100%
4	Accidents	30	390	420	0	420	93%
5	Living Wage	30	420	420	0	420	100%
6	Staff Training	30	360	420	0	420	86%
7	Staff Issues	90	1200	1260	0	1260	95%
8	ROMA Goals	90	1170	1260	90	1170	100%
9	ROMA Data	90	1080	1260	180	1080	100%
10	ROMA Targets	30	260	420	90	330	79%
11	Customer File Review	60	340	840	480	360	94%
12	Site Review	60	600	840	240	600	100%
13	Customer Survey	90	1260	1260	0	1260	100%
14	Partner Survey	90	1260	1260	0	1260	100%
15	Advocacy	60	560	840	60	780	72%
16	Budgets Submitted	60	840	840	0	840	100%
17	Revenues/Expenditures	90	1260	1260	0	1260	100%
18	Reports to Funding	90	1170	1260	0	1260	93%
19	Funding Source Issues	90	1200	1260	0	1260	95%
20	Match Documented	90	540	1260	720	540	100%
21	Additional Funds	60	540	840	300	540	100%
22	Strategic Plan Goals	60	840	840	0	840	100%