



# **PERFORMANCE IMPROVEMENT POLICY AND PROCEDURE REVISION**

# THANK YOU, WORKGROUP

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# GOALS

- Make policy easy to understand
- Encourage collaboration
- Remove unnecessary language and steps

# EDITS THROUGH OUT

- Removed specific titles/roles
- Condensed language for clarity and understanding

# PIP PROCESS

Old: Agreement document that agency filled out and returned to ECHO

New: Process which calls for agency and ECHO to meet within first 30 days to develop PIP Work Plan

# NEW: WORKPLAN CRITERIA

PIP Work Plan must address all issues of concern noted in the PIP Notification Memo including the following:

- Clear description of program performance barriers
- How the grantee intend to address the specific program issues identified
- Timeline for demonstrated improvement
- The ways in which ECHO staff will support the project through a combination of these efforts:
  - HMIS training or coaching
  - Training on best practices
  - Monitoring project data and outcomes
  - Assistance with project policy and development/implementation

The duration of the PIP cycle will be 12 months unless otherwise noted. For example, if the start date of the PIP Work Plan is October 1, then the proposed PIP Work Plan end date will be September 30th of the following year.

# REPORTING/MONTHLY MEETINGS

## Old

- Reports submitted from agency every month for 12 months

## New

- Reports and updates as agreed upon in PIP Work Plan

## No change

- Monthly meeting for first 3 months then as agreed upon

# LACK OF COLLABORATION

## Old

- Programs given an additional 12 months to improve/of support regardless of interactions with ECHO

## New

- No collaboration seen, identified as negative outcome, program exited



# REMAINING WORK

Performance Benchmark Standard - still TBD, 60/100  
points was prior standard with old scorecard

**THANK YOU**