	CURRENT STATUS		PROGRESS		COMMENTS
		(As of September 30, 2008)		Fourth Quarter FY 2008	
HUMAN CAPITAL Agency Lead: Toni Dawsey Assistant	Green	Overarching Implements agency-specific and Government-wide measures (Y) SHCM contributes to mission accomplishment (G) Government-wide Implements strategies to achieve results in Government-wide SHCM focus areas (Y) Achieves results in Government-wide SHCM focus areas (G) Agency-Specific	Green	Actions taken this quarter: Government-wide: Submitted an updated SSM Leadership Competency Profile Chart. Provided Acquisition Status Report for closing competency gaps, including an assessment of strategies and milestones, and an updated SSM Acquisition Resource Chart. Submitted Time-to-Hire Reports, with average hiring time for SES and non-SES hires.	Full SES Certifications for NASA and NASA OIG received this quarter Agency-Specific (cont'd): Complete assessment of workforce planning and budgeting processes to improve integration of processes and ability to collect and act on workforce data.
Administrator for Human Capital		Implements strategies to meet agency-specific goals (Y) Implementing integrated workforce planning processes to ensure HC data and analysis inform Agency decisions. (Y) Taking actions to resize and align the workforce with Shuttle transition and future mission requirements. (Y)		Agency-Specific: Completed Phase II of the Shuttle-to-Constellation workforce mapping activity, identifying issues with workforce skill, quantity, and location. Completed a zero-base review of SES positions throughout the Agency to	Key Data 100% of employees covered by effective performance management systems Competency gaps closed (Y/N) for: Y HRM (100 % closed)
OPM HC Officer: Jeanne Friedrich		_ Implementing strategies to strengthen technical and leadership capabilities and reshape the NASA workforce. (Y) _ Building a more flexible workforce to adapt to changing mission requirements. (Y) _ Integrating HC systems in the HCIE and increasing useful content. (Y) _ Establishing operations of governance process to prioritize investments in HC systems. (Y)		ensure the most effective use of NASA's SES allocation and provide input to subsequent succession management initiatives. Provided updated results from activities implemented to transition NASA from the Space Shuttle to the Constellation program.	_Y Leadership (100 % closed) _* IT (_% closed) _* Acquisition (% pending survey) 88/80% of new hires (GS/SES) meeting the 45-day hiring/notification level * to be provided next qtr.
Lead RMO Examiner:		Achieves agency-specific goals (G) _ Workforce planning processes are integrated; HC data/analysis is incorporated into Agency decision-making. (G) _ NASA is effectively resizing the workforce to meet changing mission requirements. (G) _ NASA has strengthened technical and		Planned actions for next quarter: Government-wide: Submit HCMR including Government-wide HCAAF Systems, Standards, and Metrics. Agency-Specific:	
Ryan Schaefer		leadership excellence and is reshaping the workforce to sustain current and future missions. (G) _ NASA has a more flexible adaptable workforce (Term). _ HC information systems are integrated, provide accessible content and are used by NASA managers and employees; a governance structure operates effectively to prioritize investments. (G)		 Deploy initial dashboard capability via the Workforce Services Portal of HCIE to provide multiple NASA constituencies with ready access to HC information and metrics Provide update on results from activities related to Shuttle to Constellation transition. 	

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Initiative COMMERCIAL SERVICES MANAGEMENT Agency Lead (Career): Bill McNally Lead RMO Examiner: Ryan Schaefer Lead OFPP Analyst: Mathew Blum	Approved competition / BPR plan		On track with general progress against Proud to Be goals. NASA science competitions take advantage of public-private competition, resulting in funding of world class science and technology concepts to meet the Agency's strategic goals. Key Data Total projected savings from completed competitions & BPRs over all performance periods: \$46 Million
	validation of comp/BPRs and completes (1/23/08) (G)		Actual estimated savings to date from completed competitions & BPRs: \$4,098,312

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Initiative Financial Performance	GREEN STANDARDS Meets all yellow standards (TBD) Uses financial info to drive results in key areas (TBD)	 As part of the CCS Evaluation, Monitoring and 	NASA remains Red for Status and Green for Progress. The primary impediment to NASA improving its audit opinion is its need for complete documentation to support the
Agency Lead: Terry Bowie	Red Expands routine data use (TBD) FFMIA compliance reported (TBD)	Green Testing (EMT) program, performed review of Dryden and Stennis Center control activities. Remediation actions were taken to address post implementation enhancements for the Continuous Monitoring Program (CMP) and they are performing as designed. All CMP certifications received on time and	historical cost of items currently classified as assets (which meet current financial reporting standards), and in particular those associated with both the International Space Station (ISS) and Space Shuttle. NASA believes that re-valuing and/or
Agency Career Official Lead: Terry Bowie, Deputy CFO	No repeat material auditor- reported internal control weaknesses (TBD) Next ↑ est. by (TBD) No repeat material weaknesses in FMFIA Sec. 2 OFR and Sec. 4 (TBD) YELLOW STANDARDS Clean annual audit (TBD)	 issues disclosed by the CMP are being address promptly. Alternative PP&E solutions have been identified with preliminary timelines and cost estimates, and a plan of action has been prepared. The financial statement fluctuation analysis was 	reconstructing these historical records is costly and is not a prudent use of limited resources. Therefore, an audit opinion (clean or qualified) may not be possible until FY 2016 when the value of the assets associated with the space station and shuttle depreciate to an immaterial level. NASA is actively exploring alternative, costeffective strategies to achieve an opinion earlier.
Lead RMO Examiner: Joydip Kundu Lead OFFM Analyst: Kim Farington	 X Meets reporting deadlines X No chronic or significant Anti-Deficiency Act Violations No more than one repeat material auditor-reported internal control weakness (TBD) X No material non-compliance with laws or regulations No more than one repeat material weakness in either FMFIA Sec. 2 OFR or Sec. 4 (TBD) 	Planned actions for next quarter: • Modify the CMP, based on deficiencies identified in FY 08 auditor's report on internal control and take action on previously unidentified issues. • Provide update on progress on the three potential alternatives to address the remaining PP&E issues. • Review and bring current NASA's Financial Management Requirements (FMR). • Implement monitoring tools to identify contracts requiring close-out actions. • Prevent, or detect and correct in a timely manner, segregation of duties issues through the implementation of automated system controls.	Key Data: Auditor Material Weaknesses FY07 Reported # _2 FY08 Reported # FMFIA Material Weaknesses (Section 2 OFR and Section 4) FY07 Reported # _3 FY08 Reported #

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Initiative E-GOVERNMENT Agency Lead: Jonathan Pettus Lead RMO Examiner: Joydip Kundu Lead IT/E-Gov Analyst: William Curtis	Yellow Next ↑ Est. by (TBD)	Enterprise Architecture X Has an Enterprise Architecture with a score of 4 in the "Completion" section and 4 in both the "Use" and "Results" sections (3/2008) (G) X Has an Enterprise Architecture with a score of 4 in the "Completion" section and 4 in either the "Use" or "Results" sections (3/2008) (Y) Acceptable business cases for major systems X for more than 50% (Y) (10/2007) X for all (G) (12/2007) Cost/schedule/performance adherence for major IT X overruns/shortfalls < 30% (Y) (5/2006) X EVMS shows overruns/ shortfalls <10% (G) (6/2006) Security of all IT systems X 80% secured or IG verifies effectiveness (Y) (10/2007) X 90% secured (Y) (12/2007) IG verifies effective & rates certification as Satisfactory (G) E-Gov implementation X has current plan in place (9/2007) (Y) X adheres to agency-accepted and OMB approved implementation plan (9/2007) (G) MAINTAINING GREEN all IT systems secure	Green	PROGRESS Fourth Quarter FY 2008 Actions taken this quarter: Submitted NASA's proposed EA milestones for Q4 FY08-Q3 FY09 to the FEA PMO. Submitted draft Exhibit 53 through ITWeb. Submitted NASA's quarterly FISMA POA&M status report. Submitted revised NCS 3-10 plan, per OMB request, reflecting completed activities. Reported to fisma@omb.eop.gov the number of desktops using Windows XP & VISTA and the number of these desktops adopting the FDCC. Submitted Sept 15th report stating Agency has no IT acquisitions duplicative of E-Gov initiatives. Submitted high-risk systems report and earned value report. Executed MOUs and transfer funding for all E-Gov initiatives as required. Submitted updated ITI LoB Five-Year Plan to PMO by September 30 th . Planned actions for next quarter: By Dec 1, submit to NCS3-10@omb.eop.gov a revised NCS 3-10 implementation plan reflecting completed activities. By October 24, 2008, have a mutually agreed upon plan of action and milestones for the implementation of the DNSSec with a target completion date of December 2009 in place. By October 27, 2008, meet the agency's HSPD-12 mutually agreed upon goal for issuing PIV cards. By November 1, 2008, be issuing HSPD-12 credentials to all new employees as a	NASA remains Yellow for Status and Green for Progress. FY08, NASA has completed all its E-Gov Implementation Plan milestones through Q4 FY08. In FY08, NASA continues to make strides toward a more consolidated IT services oriented architecture, including a Security Operations Center to manage and coordinate all security events, investigations and activities. Also in development is the consolidated network vulnerability assessment and host based threat analysis initiative to provide a better idea of the true security posture of the network and hosts. Per OMB Policy Memo M-06-22, continue to work with OMB to submit baseline cost estimates for any additional legacy investments impacted by an ongoing or planned future E-Gov or LoB initiative implementation, or reach agreement with OMB no additional investments are impacted by an E-Gov or LoB initiative. Key Data: 9 projects on high risk list 10 investments of 25 total investments on the MWL 604 Government systems and 35 contractor systems 171 (of 171) E-Gov implementation milestones completed by Q4 FY08
William Curtis				issuing PIV cards. • By November 1, 2008, be issuing HSPD-12	

	CURRENT STATUS	PROGRESS	COMMENTS	
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Inititiative PERFORMANC E IMPROVEMEN T Agency Lead (Career): Michael Hawes	Executive Order Implementation Plan X GREEN – Demonstrates effectiveness/efficiency and utilizes PIC best practices (9/30/08) X YELLOW On track to implement EO plan. (6/30/08) Agency Planning X GREEN At least one outcome measure for each strategic goal and program. (9/30/03) X YELLOW Plans contain outcome measures for each strategic goal. (9/30/03) Reporting and Transparency X GREEN Annual budget and performance documents include: X at least one outcome-measure covering each major area; X at least one efficiency measure for each program. X a discussion of performance gains /shortfalls; X the full cost of achieving performance goals including marginal cost analyses; X evaluation study results (9/30/03) X YELLOW Annual budget and performance documents do not meet all	Actions taken this quarter: Reported to OMB lifecycle costs and schedules associated with major spaceflight missions in formulation and development, tracking progress versus baseline cost/schedule goals. Developed performance improvement plans for newly PART reviewed programs. Finalized the "definition of success" for the completion of the activities in the NASA Corrective Action Plan and provided a baseline value and targets to OMB. Delivered the draft annual performance plan, on September 8 th , with new Cross-Agency Support measures, as guided by NASA's strategic planning and completion of the PART reviews. Reached agreement with OMB on which measures to revise in PARTWeb in the fall as part of the quality improvement process. Planned Actions for next quarter: Report quarterly to OMB on the lifecycle costs and schedules associated with major spaceflight missions in formulation and development. Report to include how NASA is tracking versus the baseline cost/schedule goals.	 NASA remains green in status and progress this quarter. The agency successfully completed its quarterly milestones. NASA is continuing its focus on improving internal performance assessments and streamlining these with external reporting. NASA is emphasizing improvement in its cost and schedule reporting and using this to improve performance-budgeting. The current focus is on incorporating Congressional requirements on contract cost reporting. 	
Lead RMO Examiner: Amy Kaminski Lead PII Analyst: Daren Wong	green criteria include: Regular Assessment X GREEN Quarterly meetings examine each strategic goal area. (12/31/06) X YELLOW Quarterly meetings examine most strategic goal areas. (9/30/03) Improvement Actions X GREEN Completes program improvement actions and ensures managers are held accountable. (9/30/06) X YELLOW Regular program assessments direct program improvement actions and managers are held accountable. (9/30/06).	Complete FY 2008 Performance and Accountability Report. Use the results to evaluate program performance and develop plans to improve performance where goals were not fully achieved. Revise or establish new PART metrics for key Agency programs, which factor the 2008 Quality Review results, and reflect the improved program directions. These metrics are to be included in the FY2010 Annual Performance Plan. Revisit and assess if improvement changes are warranted to the reporting on the life cycle costs and schedules associated with each phase for major science flight missions to include major exploration flight missions. Recommend business system enhancement proposal(s) to close identified gaps in NASA's business systems for meeting Project Management community information needs.	Key Data: Agency Planning: 100% programs with at least one outcome-oriented; 100% with efficiency measure. FY09 Improvement Plan Completion: 14 FY09 improvement actions completed, 53 planned, 14 completed on time. (Note that FY09 has not yet started.) Program Results: 45% performance measures improved over prior year; 72% measures that met or exceeded their targets, 50% programs with evaluations fully showing results.	

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REAL PROPERTY Agency Lead: Olga Dominguez Frank Bellinger	Asset management plan (AMP) X_ in place by Q3 '05 (Y) X_ consistent with Federal Real Property Council (FRPC) standards or expected equivalent by _X_Q3 '05 (Y) X_ OMB-approved by Q3 '05 (Y) X_ 3 year timeline for meeting plan goals/objectives by Q3 '06 (G) X_ evidence that plan is being implemented to achieve improved real property management by Q3 '06 (G) Accurate and current inventory _X_ in place by _Q3 '04_ (Y) _X_ consistent with FRPC standards or expected equivalent by _Q3 '04_ (Y) X_ provided to govtwide real property database by _Q3 '04_	Green Actions taken this quarter: Completed all Q4 '08 milestones identified in PTB6 and Three Year Rolling Plan except as noted below: Set new policy for existing building sustainable initiatives to stabilize operations and maintenance costs. Revised date: Q3 FY09, after completion of Sustainable Policy Handbook in development. Develop a sustainment metric that includes the operating and maintenance cost of facility in relation to the Current Replacement Value. Revised date: Q3 FY09, after completion of Sustainable Policy Handbook in development. Complete NASA Real Estate Procedures Requirements manual. Revised date: Q2 FY09 Began using SF13327, Report of Real Property Available for Transfer to Federal Agencies as part of new common federal screening process. Report on new procedures to OMB by 9/15/2008. NO TRANSFERS TO REPORT.	Progress towards Agency goals is on track. Some milestones deferred due to new directions in setting policies for Sustainability. To ensure that NASA meets newly established goals set for sustainability and energy, NASA is developing a Sustainable Policy Handbook (SPH) which will address sustainability for both existing and new facilities is underway. NASA will continue to use existing metrics until the completion of the SPH. Existing metrics will be validated or changed at the completion of the SPH. NASA Real Estate Procedure Requirements is under revision. Completion date changed due to Expanded EUL Authority recently received. Policy is being expanded to incorporate new procedures relating to EUL at all Centers. The updated 3-Yr Rolling Plan is more closely aligned with the Asset Management Plan and Executive Orders issued since the original plan was written. Critical action plans for Q1FY09 are outlined under planned actions for next quarter.
Lead RMO Examiner: Joydip Kundu Lead OFFM Analyst: Nikki Zook	 (Y) X_ used in daily management decision-making by _Q3 '04_ (G) • _X_ Real property performance measures in place by Q3 '04 (Y) _X_ consistent with FRPC standards or expected equivalent by Q3 '05 (Y) _X_ used in daily management decision-making by Q3 '06 (G) • _X_ Evidence that real property management is consistent with agency strategic plan, AMP, and performance measures by Q2 '08 (G) 	Planned actions for next quarter: Complete all Q1 milestones in Agency Three Year Rolling Plan and Proud To Be 6 document, including: Confirm that all assets identified for disposal in FY08 were successfully removed from the NASA portfolio. Update FY2009 disposal target to include additional assets. Analyzing and reporting on progress toward FRPC metric Conducting Agency Prioritization of Capital Projects Update Agency 20 Capital Investment Program Plan (First Iteration) Report on progress toward meeting the FY 09 disposal target. Update Agency's Facility Master Plan (First Interation) Provide guidance on Enhanced Use Leasing expanded authority.	Key Data FY 08 Target Disposals \$9M FY 08 Actual Disposals \$96.1M FY 09 Target Disposals \$300M Cumulative Disposals \$142M OMB FINAL - October 20, 20

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Initiative FEDERAL HIT (TIER 2) Agency Leads: Richard Williams & Jonathan Pettus	Green X Developed agency inventory of health information exchanges, and health IT standards being used for those exchanges, including list of agency systems facilitating the exchanges, as well as a list of applicable contracts with contract renewal cycle information. (10/2006) X Developed agency Standards Implementation Plan for implementation of standards accepted by HHS for existing health information exchanges. Plan includes timeline through FY09, associated resource identification, and identification of planned or potential health information exchanges.	Green • On August 12, 2008 submitted quarterly update to NASA's Federal Health Information Survey (formerly known as the Health Interoperability Survey), now aligned with the Health Information (HI) Scorecard. • In August 2008, executed a formal agreement with the Kennedy Space Center CIO for a dedicated IT Project Manager to work with the occupational health IT staff throughout implementation of the Electronic Health Record System.	NASA remains Green for Status and Green for Progress. In August 2008, separate implementation working groups were established for the areas of medical and industrial hygiene.
Lead RMO Examiner: Joydip Kundu Lead IT/E-Gov Analyst: William Curtis	(12/2006) Systems Development Standards X Implemented for 25 percent of applicable components/processes (12/2006) X Implemented for 50 percent of applicable components/processes (12/2006)	Planned actions for next quarter: • Submit quarterly update to Federal Health Information Survey by October 24, 2008.	