

USA Performance Release 51: What's New

August 13, 2025

Agenda

- v.51 Deployment- (08/21)
 - SL/ST Policy Changes (SP)
 - SES Policy Changes
 - More Enhancements
 - Power BI – Introduction, Access, and Report Preview
- Questions

SL/ST Policy Changes

- The SP (SL/ST) template and plan settings are updated to conform to OPM Memorandum “New Senior Professional Performance Appraisal System and Plan.”
- Historical plans are unaffected by the new policy. All plans created after Release 51 will automatically adopt the new SP (SL/ST) settings.



Supervisory Status Removed

The screenshot displays the 'USA Performance' web application interface. At the top, there is a navigation bar with 'USA Performance' logo, 'Dashboard', 'Performance Plans', 'Admin', 'Reports', and 'Resources'. A user profile dropdown for 'Williams, Morgan' is visible in the top right. Below the navigation bar, the page title is '2026 Plan - Emery J. Vidrio'. A secondary navigation bar contains 'Documents', 'Plan History', 'Open profile', and 'Export PDF'. The main content area is titled 'Employee & Plan Information' and includes a note: 'All fields are required unless otherwise stated.' The form contains the following fields: 'Senior Professional' (Vidrio, Emery J), 'Organization' (Bureau of International Labor Affairs), 'Pay Plan' (ST), 'Rating Official' (Woodward, Matilda), and 'Reviewing Official' (Stewart, Jensen). There are two date pickers: 'Plan Start Date' (10/01/2025) and 'Plan End Date' (09/30/2026). A 'Title (Optional)' field contains 'First Assistant Engineer'. The 'Appointment Type' dropdown is set to 'CA - Competitive Service Career or Career-Conditional'. The 'Plan Purpose' dropdown is set to 'Annual'. A checkbox labeled 'This plan is eligible for transmission to eOPF.' is checked. At the bottom of the form, there are 'Save' and 'Next >' buttons. On the left side, there is a sidebar menu with sections: 'Consultation', 'Employee & Plan Information' (selected), 'Progress Review', and 'Rating'. Each section lists various sub-items like 'Critical Elements', 'Requirements', 'Weights', and 'Narratives'.

Critical Element Weights (and CE5 is required)

USA Performance® Dashboard Performance Plans Admin Reports Resources Williams, Morgan

2025 Plan - Emery J. Vidrio Documents Plan History Open profile Export PDF

Status: Active [Change Status](#)

Appraisal Period: 10/1/2024 - 9/30/2025

Consultation
 Employee & Plan Information
Critical Elements
 1. Faithful Support Requirements Weights
 2. Government Efficiency Requirements Weights
 3. Merit and Competence Competencies Weights
 4. Partnership/Leadership/Mentorship Competencies Weights
 5. Achieving Organizational Goals Requirements Weights
 Review & Sign
Progress Review
 Critical Elements
 1. Faithful Support
 2. Government Efficiency
 3. Merit and Competence
 4. Partnership/Leadership/Mentorship
 5. Achieving Organizational Goals
 Progress Review Narratives
 Review & Sign
Rating
 Performance Standards for Critical Elements
 Review Senior Professional Narrative
 Critical Elements
 1. Faithful Support

Critical Elements

Add a weight for each Critical Element. Critical Element 1 must be weighted from 25% to 40% and Critical Elements 2 - 5 must be weighted from 15% to 30%. The total weight must add to 100%.

| Critical Element | Weight (%) |
|---|---------------------------------|
| 1. Faithful Support of Administration of the Law and the President's Policies | <input type="text" value="25"/> |
| 2. Government Efficiency | <input type="text" value="15"/> |
| 3. Merit and Competence | <input type="text" value="15"/> |
| 4. Partnership/Leadership/Mentorship | <input type="text" value="15"/> |
| 5. Achieving Organizational Goals | <input type="text" value="30"/> |
| Total: | 100% |

[Back](#) [Save](#) [Next](#)

Critical Element 1

USA Performance® Dashboard Performance Plans Admin Reports Resources Williams, Morgan

2025 Plan - Emery J. Vidrio Documents Plan History Open profile Export PDF

Status: Active [Change Status](#)

Appraisal Period: 10/1/2024 - 9/30/2025

Consultation

- Employee & Plan Information
- Critical Elements
 1. Faithful Support
 - Requirements
 - Weights
 2. Government Efficiency
 - Requirements
 - Weights
 3. Merit and Competence
 - Competencies
 - Weights
 4. Partnership/Leadership/Mentorship
 - Competencies
 - Weights
 5. Achieving Organizational Goals
 - Requirements
 - Weights
- Review & Sign

Progress Review

- Critical Elements
 1. Faithful Support
 2. Government Efficiency
 3. Merit and Competence
 4. Partnership/Leadership/Mentorship
 5. Achieving Organizational Goals
- Progress Review Narratives
- Review & Sign

Rating

- Performance Standards for Critical Elements
- Review Senior Professional Narrative
- Critical Elements
 1. Faithful Support

Critical Elements

1. Faithful Support of Administration of the Law and the President's Policies

Weight: 25%

This is the most critical element for reviewing the job performance of someone who serves under the elected President. Faithful administration of one's role in the Executive Branch requires commitment to the principles of the Founding, including equality under the law and democratic self-government. All Senior Professionals must clearly and demonstrably support implementation of the President's policy priorities through specific results that align with and advance the President's specific policy agenda.

| Requirement | Action |
|---|--|
| Agency Specific Requirement 1 Lorem ipsum dolor sit amet, consectetur adipiscing elit. | Edit Requirement X Delete Requirement |
| Agency Specific Requirement 2 Aenean sed nulla hendrerit, fermentum purus eleifend, volutpat quam. In nec hendrerit neque, eget convallis velit. Donec venenatis odio non viverra vehicula. Aliquam erat volutpat. Duis cursus enim ad odio posuere consequat. Aliquam et diam odio. Vivamus ullamcorper quis tortor quis rutrum. Aliquam in egestas lorem. Phasellus nec placerat ipsum, sit amet vehicula ligula. Nulla vitae dolor ut lacus lacinia luctus non euismod velit. Proin fringilla elit vel tortor volutpat molestie. Sed id volutpat nisi. In hac habitasse platea dictumst. Etiam id felis a metus posuere elementum id nec justo. Aenean ex sapien, congue sed tincidunt quis, viverra nec ante. | Edit Requirement X Delete Requirement |

[+Add Requirement](#)

[< Back](#) [Next >](#)

Critical Element 2

USA Performance®
Dashboard Performance Plans Admin Reports Resources
Williams, Morgan ▾

2025 Plan - Emery J. Vidrio
Documents Plan History Open profile Export PDF

Status

Active ▾ Change Status

Appraisal Period

10/1/2024 - 9/30/2025

Consultation

- Employee & Plan Information
- Critical Elements
 - 1. Faithful Support
 - Requirements
 - Weights
 - 2. Government Efficiency
 - Requirements**
 - Weights
 - 3. Merit and Competence
 - Competencies
 - Weights
 - 4. Partnership/Leadership/Mentorship
 - Competencies
 - Weights
 - 5. Achieving Organizational Goals
 - Requirements
 - Weights
- Review & Sign
- Progress Review**
- Critical Elements
 - 1. Faithful Support
 - 2. Government Efficiency
 - 3. Merit and Competence
 - 4. Partnership/Leadership/Mentorship
 - 5. Achieving Organizational Goals
- Progress Review Narratives
- Review & Sign
- Rating**
- Performance Standards for Critical Elements
- Review Senior Professional Narrative
- Critical Elements

Critical Elements

2. Government Efficiency

Weight: 15%

Senior Professionals are expected to contribute to the achievement of demonstrable improvements in efficiency, productivity, and quality of work and government services, including significant reductions in costs and paperwork.

| Requirement | Action |
|---|---|
| Agency Specific Requirement 1 Quisque iaculis felis a orci imperdiet aliquet. | Edit Requirement X Delete Requirement |
| Agency Specific Requirement 2 1. Curabitur vitae rhoncus sem. Pellentesque accumsan molestie ante ac tincidunt. Donec mauris erat, pharetra vel orci id, accumsan mollis libero. Donec tristique purus sit amet leo viverra, id pretium nunc mattis. Integer elit dolor, bibendum ac elementum iaculis, molestie vitae sem. Integer aliquet est sit amet elit hendrerit, ut sodales diam consectetur. Phasellus id aliquet nibh. 2. Maecenas venenatis ligula at mi lobortis laoreet. Phasellus placerat libero in dignissim. Sed nisl elit, semper id nibh in, consectetur blandit eros. Curabitur nec scelerisque velit, gravida ultricies urna. Fusce varius, massa a malesuada facilisis, felis tellus aliquam magna, vitae rhoncus felis tortor nec elit. In ac mattis tortor. Vivamus sed enim efficitur, maximus est eget, sagittis mi. | Edit Requirement X Delete Requirement |

+Add Requirement

< Back
Next >

OPM U.S. Office of Personnel Management

7

Critical Element 3

The screenshot displays the USA Performance system interface. The top navigation bar includes 'USA Performance', 'Dashboard', 'Performance Plans', 'Admin', 'Reports', 'Resources', and a user profile for 'Williams, Morgan'. The main content area is titled '2025 Plan - Emery J. Vidrio' and shows the 'Critical Elements' section for '3. Merit and Competence'. The weight for this element is 15%. The description states: 'Senior Professionals must consistently demonstrate outstanding proficiency and competence in the performance of their job duties. Such qualities will be evidenced by specific, demonstrable achievements and results that provide concrete benefits to American citizens. Senior Professionals must consistently produce work that is of the highest quality; handle challenges, exceed targets, and complete assignments in a timely manner.' Below the description, there is a section for 'Competencies (Check all that apply)' with several radio button options: 'Decision Making', 'Financial Management', 'Information Management', 'Legal, Government and Jurisprudence', 'Planning and Evaluating', 'Problem Solving', 'Project Management', 'Reasoning', 'Research', and 'Technical Competence/Subject Matter Expertise'. The 'Decision Making' option is selected. At the bottom of the page, there are 'Back', 'Save', and 'Next' buttons.

USA Performance® Dashboard Performance Plans Admin Reports Resources Williams, Morgan

2025 Plan - Emery J. Vidrio Documents Plan History Open profile Export PDF

Status: Active Change Status

Appraisal Period: 10/1/2024 - 9/30/2025

Consultation: Employee & Plan Information, Critical Elements, 1. Faithful Support, 2. Government Efficiency, 3. Merit and Competence (selected), 4. Partnership/Leadership/Mentorship, 5. Achieving Organizational Goals, Review & Sign

Progress Review: Critical Elements, 1. Faithful Support, 2. Government Efficiency, 3. Merit and Competence (selected), 4. Partnership/Leadership/Mentorship, 5. Achieving Organizational Goals, Progress Review Narratives, Review & Sign

Rating: Performance Standards for Critical Elements, Review Senior Professional Narrative, Critical Elements, 1. Faithful Support, 2. Government Efficiency, 3. Merit and Competence (selected), 4. Partnership/Leadership/Mentorship, 5. Achieving Organizational Goals, Deriving the Rating of Record, Senior Professional Narrative, Rating Official Narrative, Reviewing Official Narrative & Rating, Higher-Level Reviewer Narrative & Rating, PRB Narrative & Rating, Approving Official Narrative & Rating, Review & Sign, Agency Use

Critical Elements

3. Merit and Competence

Weight: 15%

Senior Professionals must consistently demonstrate outstanding proficiency and competence in the performance of their job duties. Such qualities will be evidenced by specific, demonstrable achievements and results that provide concrete benefits to American citizens. Senior Professionals must consistently produce work that is of the highest quality; handle challenges, exceed targets, and complete assignments in a timely manner.

In consultation with the Senior Professional, the Rating Official must identify at least one competency from the list in Attachment 1 against which to evaluate the Senior Professional's performance on this Critical Element.

Competencies (Check all that apply)

- Decision Making** - Makes sound, well-informed, and objective decisions; perceives the impact and implications of decisions; commits to appropriate action, even in uncertain situations, to accomplish work assignments and applicable organizational goals.
- Financial Management** - Understands the organization's financial processes. Prepares, justifies, and administers the project/program budget. Oversees procurement and contracting to drive government efficiency and advance the mission. Monitors expenditures and uses cost-benefit thinking to set priorities.
- Information Management** - Identifies a need for and knows where or how to gather information; organizes and maintains information on information management systems; retrieves and applies information appropriately in various situations.
- Legal, Government and Jurisprudence** - Knowledge of applicable laws, legal codes, court procedures, precedents, legal practices or documents, government regulations, executive orders, agency rules, government organization or functions, and/or the democratic political process as they apply to area of responsibility.
- Planning and Evaluating** - Organizes work, sets priorities, and determines resource requirements; determines short- or long-term goals and strategies to achieve them; coordinates with other organizations or parts of the organization to accomplish goals; monitors progress and evaluates outcomes.
- Problem Solving** - Identifies problems; determines accuracy and relevance of information; uses sound judgment to generate and evaluate alternatives, and to make recommendations.
- Project Management** - Applies principles, methods, or tools for developing, scheduling, coordinating, monitoring, evaluating, and managing projects and resources, including technical performance.
- Reasoning** - Identifies rules, principles, or relationships that explain facts, data, or other information; analyzes information and makes correct inferences or draws accurate conclusions.
- Research** - Applies knowledge of the scientific principles, methods, and processes used to conduct a systematic and objective inquiry; including study design, collection, analysis, and interpretation of data; and the reporting of results.
- Technical Competence/Subject Matter Expertise** - Uses knowledge that is acquired through formal training or extensive on-the-job experience to perform one's job; works with, understands, and evaluates technical information related to the job; advises others on technical issues.

< Back Save Next >

Critical Element 4

USA Performance® Dashboard Performance Plans Admin Reports Resources Williams, Morgan

2025 Plan - Emery J. Vidrio Documents Plan History Open profile Export PDF

Status: Active [Change Status](#)

Appraisal Period: 10/1/2024 - 9/30/2025

Consultation
 Employee & Plan Information
 Critical Elements
 1. Faithful Support
 Requirements
 Weights
 2. Government Efficiency
 Requirements
 Weights
 3. Merit and Competence
 Competencies
 Weights
 4. Partnership/Leadership/Mentorship
Competencies
 Weights
 5. Achieving Organizational Goals
 Requirements
 Weights
 Review & Sign

Progress Review
 Critical Elements
 1. Faithful Support
 2. Government Efficiency
 3. Merit and Competence
 4. Partnership/Leadership/Mentorship
 5. Achieving Organizational Goals
 Progress Review Narratives
 Review & Sign

Rating
 Performance Standards for Critical Elements
 Review Senior Professional Narrative
 Critical Elements
 1. Faithful Support
 2. Government Efficiency
 3. Merit and Competence
 4. Partnership/Leadership/Mentorship
 5. Achieving Organizational Goals
 Deriving the Rating of Record
 Senior Professional Narrative
 Rating Official Narrative
 Reviewing Official Narrative & Rating
 Higher-Level Reviewer Narrative & Rating
 PRG Narrative & Rating
 Approving Official Narrative & Rating
 Review & Sign
 Agency Use

Critical Elements

4. Partnership/Leadership/Mentorship

Weight: 15%

Senior Professionals should serve as trusted advisors, partners, leaders, and mentors at their agencies.

In consultation with the Senior Professional, the Rating Official must identify at least one competency from the list in Attachment 2 against which to evaluate the Senior Professional's performance on this Critical Element.

Competencies (Check all that apply)

- Collaboration/Partnership** - Encourages and facilitates cooperation and trust; fosters commitment; works with others to achieve goals. Engages with agency leaders, customers, and stakeholders to seek input (assess their needs, obtain information), resolve their problems, or satisfy their expectations.
- Leadership** - Influences, motivates, and challenges others; adapts leadership styles to a variety of situations. Accepts leadership roles as appropriate. Conducts oneself in a manner that sets a positive example.
- Mentorship** - Provides guidance, direction, and career advice through mentoring— either a standalone program, part of a training and development program within an organization, or individually.

[< Back](#) [Save](#) [Next >](#)

Critical Element 5

USA Performance®
Williams, Morgan

Dashboard Performance Plans Admin Reports Resources

2025 Plan - Emery J. Vidrio

Status: Active Change Status

Appraisal Period: 10/1/2024 - 9/30/2025

Consultation

- Employee & Plan Information
- Critical Elements
 1. Faithful Support
 - Requirements
 - Weights
 2. Government Efficiency
 - Requirements
 - Weights
 3. Merit and Competence
 - Competencies
 - Weights
 4. Partnership/Leadership/Mentorship
 - Competencies
 - Weights
 5. Achieving Organizational Goals
 - Requirements
 - Weights
- Progress Review
 - Critical Elements
 1. Faithful Support
 2. Government Efficiency
 3. Merit and Competence
 4. Partnership/Leadership/Mentorship
 5. Achieving Organizational Goals
 - Progress Review Narratives
 - Review & Sign
- Rating
 - Performance Standards for Critical Elements
 - Review Senior Professional Narrative
 - Critical Elements
 1. Faithful Support
 2. Government Efficiency
 3. Merit and Competence
 4. Partnership/Leadership/Mentorship
 5. Achieving Organizational Goals
 - Deriving the Rating of Record
 - Senior Professional Narrative
 - Rating Official Narrative
 - Reviewing Official Narrative & Rating
 - Higher-Level Reviewer Narrative & Rating
 - PRB Narrative & Rating
 - Approving Official Narrative & Rating
 - Review & Sign
- Agency Use

Critical Elements

5. Achieving Organizational Goals

Weight: 30%

The Senior Professional's performance rating must be aligned with agency's organizational assessment for the performance period. In addition, at least three performance objectives must be established for this critical element by the Rating Official in consultation with the Senior Professional that are tailored for the Senior Professional's specific function and role. They should focus on measurable targets, outputs and outcomes aligned to specific goals and objectives set forth for the agency in the President's Management Agenda, Agency Strategic Plan, Congressional Budget Justification/Annual Performance Plan, and other organizational planning documents. With the approval of agency leadership, they may also focus on specific program and policy objectives.

| Objectives | Agency/Program Goal Alignment | Action |
|---|---|--|
| <p>Position Specific Performance Objective 1 (Mandatory) Aliquam vitae varius metus, vitae malesuada ligula.</p> | <p>Goal 3: Placerat accumsan vehicula morbi vestibulum platea consectetur non risus hendrerit.</p> | <p>Edit Objective</p> <p>Edit Goal Alignment</p> <p>XDelete Objective</p> |
| <p>Position Specific Performance Objective 2 (Mandatory) Suspendisse potenti.</p> | <p>Goal 1: Lorem ipsum odor amet, consectetur adipiscing elit. Elementum dis ultricies; nec bibendum non sem. - 2</p> | <p>Edit Objective</p> <p>Edit Goal Alignment</p> <p>XDelete Objective</p> |
| <p>Position Specific Performance Objective 3 (Mandatory) Sed est quam, interdum at ex at, maximus congue tellus.</p> | <p>Goal 2: Lacinia tellus interdum finibus pharetra congue maximus duis purus.</p> <p>Goal 7: Pretium cras auctor ac inceptos erat laoreet ipsum.</p> | <p>Edit Objective</p> <p>Edit Goal Alignment</p> <p>XDelete Objective</p> |

+Add Objective

◀ Back Next ▶

Standard Text

The screenshot displays the USA Performance system interface. At the top, there is a navigation bar with the USA Performance logo and menu items: Dashboard, Performance Plans, Admin, Reports, and Resources. The user's name, Williams, Morgan, is shown in the top right corner. Below the navigation bar, the main content area is titled "2025 Plan - Emery J. Vidrio". On the left side, there is a sidebar menu with sections: Consultation, Progress Review, Rating, and Agency Use. The "Rating" section is currently selected, and it contains a sub-section titled "Performance Standards for Critical Elements". The main content area displays the title "Performance Standards for Critical Elements" and a paragraph of text explaining the performance standards. Below the text, there is a list of five performance levels, each with a brief description of the expected performance. At the bottom of the main content area, there are "Back" and "Next" navigation buttons.

USA Performance® Dashboard Performance Plans Admin Reports Resources Williams, Morgan

2025 Plan - Emery J. Vidrio Documents Plan History Open profile Export PDF

Status: Active Change Status

Appraisal Period: 10/1/2024 - 9/30/2025

Consultation
Employee & Plan Information
Critical Elements
1. Faithful Support
Requirements
Weights
2. Government Efficiency
Requirements
Weights
3. Merit and Competence
Competencies
Weights
4. Partnership/Leadership/Mentorship
Competencies
Weights
5. Achieving Organizational Goals
Requirements
Weights
Review & Sign

Progress Review
Critical Elements
1. Faithful Support
2. Government Efficiency
3. Merit and Competence
4. Partnership/Leadership/Mentorship
5. Achieving Organizational Goals
Progress Review Narratives
Review & Sign

Rating
Performance Standards for Critical Elements
Review Senior Professional Narrative
Critical Elements
1. Faithful Support
2. Government Efficiency
3. Merit and Competence
4. Partnership/Leadership/Mentorship
5. Achieving Organizational Goals
Deriving the Rating of Record
Senior Professional Narrative
Rating Official Narrative
Reviewing Official Narrative & Rating
Higher-Level Reviewer Narrative & Rating
PRB Narrative & Rating
Approving Official Narrative & Rating
Review & Sign

Agency Use

Performance Standards for Critical Elements

Performance toward Critical Elements 1-4 (Faithful Support of Administration of the Law and the President's Policies, Government Efficiency, Merit and Competence, and Achieving Organizational Goals) shall be appraised using the performance standards specified below. Within Critical Element 5 (Achieving Organizational Goals), if the performance objective is a competency, it is rated using the performance standards described below. If the performance objective is a result, commitment, or activity, it must include quality indicators that reflect the same level of performance as the Level 3 performance standard below. Examples for the top three performance levels can be found in the program description.

- Level 5:** The Senior Professional demonstrates exceptional performance, directly contributes toward sustaining organizational excellence, and enhances the ability to achieve results in the Senior Professional's organization, agency, department or Governmentwide. This represents the highest level of Senior Professional performance.
- Level 4:** The Senior Professional demonstrates a very high level of performance beyond that required for successful performance in the Senior Professional's position and scope of responsibilities. The Senior Professional consistently exceeds established performance expectations, timelines, or targets.
- Level 3:** The Senior Professional demonstrates the high level of performance expected of Senior Professionals. The Senior Professional's actions contribute positively toward the achievement of project/program goals and meaningful results. The Senior Professional is effective, dependable and delivers high-quality project/program results.
- Level 2:** The Senior Professional's performance is unsatisfactory and needs improvement. While the Senior Professional generally meets established performance expectations, timelines and targets, there are occasional lapses that impair operations and/or cause concern from management.
- Level 1:** In repeated instances, the Senior Professional demonstrates performance deficiencies that detract from project/program goals and objectives. The Senior Professional routinely does not meet established performance expectations/timelines/targets and fails to produce – or produces unacceptable – work products, services, or outcomes.

< Back Next >

4 Progress Reviews (and Progress Review Bypasses)

USA Performance® Dashboard Performance Plans Admin Reports Resources Williams, Morgan

Documents Plan History Open profile Export PDF

Status: Active [Change Status](#)

Appraisal Period: 10/1/2025 - 9/30/2026

Consultation

- Employee & Plan Information
- Critical Elements
 - Faithful Support
 - Requirements
 - Weights
 - Government Efficiency
 - Requirements
 - Weights
 - Merit and Competence
 - Competencies
 - Weights
 - Partnership/Leadership/Mentorship
 - Competencies
 - Weights
 - Achieving Organizational Goals
 - Requirements
 - Weights

Review & Sign

Progress Review

- Critical Elements
 - Faithful Support
 - Government Efficiency
 - Merit and Competence
 - Partnership/Leadership/Mentorship
 - Achieving Organizational Goals
- Progress Review Narratives
- Review & Sign

Rating

- Performance Standards for Critical Elements
- Review Senior Professional Narrative
- Critical Elements
 - Faithful Support
 - Government Efficiency
 - Merit and Competence
 - Partnership/Leadership/Mentorship
 - Achieving Organizational Goals
- Deriving the Rating of Record
- Senior Professional Narrative
- Rating Official Narrative
- Reviewing Official Narrative & Rating
- Higher-Level Reviewer Narrative & Rating
- PRB Narrative & Rating
- Approving Official Narrative & Rating
- Review & Sign

Agency Use

Review & Sign

Senior Professional Appraisal System
SL and ST Performance Plan

Part 1. Consultation. *I have reviewed this plan and have been consulted on its development.* [Remove Consultation Signatures](#)

Senior Professional's Name (Last, First, MI):
Vidrio, Emery J

Appraisal Pd.:
10/01/2025 - 09/30/2026

SL ST

CA Exc Term Temp

Title:
First Assistant Engineer

Organization:
Bureau of International Labor Affairs

Senior Professional's Signature:
Electronically signed by Vidrio, Emery Joel

Date:
06/17/2025

Rating Official's Name:
Woodward, Matilda

Rating Official's Signature:
Electronically signed by Woodward, Matilda (Rating Official)

Date:
06/17/2025

Reviewing Official's Name (Optional):
Stewart, Jensen

Reviewing Official's Signature (Optional):

Date:

Part 2. Progress Review

Q1 Progress Review. *I have participated in a conversation regarding progress toward meeting the critical elements in the performance plan.* [Bypass Progress Review 1 Signatures](#)

Senior Professional's Signature:

Q1 Date:

Rating Official's Name:

Rating Official's Signature:

Q1 Date:

Q2 Progress Review. *I have participated in a conversation regarding progress toward meeting the critical elements in the performance plan.*

Senior Professional's Signature:

Q2 Date:

Rating Official's Name:

Rating Official's Signature:

Q2 Date:

Q3 Progress Review. *I have participated in a conversation regarding progress toward meeting the critical elements in the performance plan.*

Senior Professional's Signature:

Q3 Date:

Rating Official's Name:

Rating Official's Signature:

Q3 Date:

Q4 Progress Review. *I have participated in a conversation regarding progress toward meeting the critical elements in the performance plan.*

Senior Professional's Signature:

Q4 Date:

Rating Official's Name:

Rating Official's Signature:

Q4 Date:

Part 3. Rating of Record

Approving Official Element Ratings

USA Performance®
Williams, Morgan ▾

Dashboard Performance Plans Admin Reports Resources

2025 Plan - Emery J. Vidrio
Documents Plan History Open profile Export PDF

Approving Official Narrative & Rating

When you sign in the Rating phase, any narrative and/or rating that you might have saved below will be locked and visible on the Review & Sign page to everyone with access to this plan.

Approving Official Narrative *(Optional)*

B I U Normal [List Icons] [Align Icons] [Link Icon]

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Quisque iaculis felis a orci imperdiet aliquet. Aliquam vitae varius metus, vitae malesuada ligula. Suspendisse potenti. Sed est quam, interdum at ex at, maximus congue tellus. Aliquam hendrerit nibh nec libero dictum, at posuere felis cursus. Donec ultrices id mi quis finibus. Fusce diam lectus, imperdiet eu neque eget, feugiat egestas ex. Proin suscipit felis nec mi luctus tristique. Sed ultrices mauris diam. Integer pharetra lectus magna, a luctus nisi iaculis id. Fusce luctus felis nibh, vel omare magna semper vitae. Duis semper augue ipsum, quis sodales eros porta sed. Aenean sit amet magna vehicula, vulputate metus non, tempor turpis. Ut eu elementum purus.

| Derivation Formula and Calculation of the Rating of Record | | | | | | | | | | |
|---|-------------------------------|--------------------|-------------------------------|------------|--|--|-------------------------------|--|-------------------------------|--|
| Critical Element Point Values | Level 5 = 5 points | | Level 4 = 4 points | | Level 3 = 3 points | | Level 2 = 2 points | | Level 1 = 0 points | |
| Critical Element | Element Rating | | Weight | Score | | Rating of Record Ranges | | | | |
| | Initial | Final (if changed) | | Initial | Final (if changed) | | | | | |
| 1. Faithful Support of Administration of the Law and the President's Policies | 3 | Level 3 ▾ | 25 | 75 | 75 | 475-500 = Level 5 400-474 = Level 4 300-399 = Level 3 200-299 = Level 2 Any Critical Element rated Level 1 = Level 1 | | | | |
| 2. Government Efficiency | 3 | Level 3 ▾ | 15 | 45 | 45 | | | | | |
| 3. Merit and Competence | 4 | Level 4 ▾ | 15 | 60 | 60 | | | | | |
| 4. Partnership/Leadership/Mentorship | 4 | Level 4 ▾ | 15 | 60 | 60 | | | | | |
| 5. Achieving Organizational Goals | 4 | Level 4 ▾ | 30 | 120 | 120 | | | | | |
| Total | | | 100 Points | 360 | 360 | | | | | |
| Rating Official's Recommended Rating | <input type="radio"/> Level 1 | | <input type="radio"/> Level 2 | | <input checked="" type="radio"/> Level 3 | | <input type="radio"/> Level 4 | | <input type="radio"/> Level 5 | |
| Rating of Record | <input type="radio"/> Level 1 | | <input type="radio"/> Level 2 | | <input checked="" type="radio"/> Level 3 | | <input type="radio"/> Level 4 | | <input type="radio"/> Level 5 | |

< Back
Save
Next >

USA Performance®
Williams, Morgan ▾

Dashboard Performance Plans Admin Reports Resources

2025 Plan - Emery J. Vidrio
Documents Plan History Open profile Export PDF

Consultation

- Employee & Plan Information
- Critical Elements
 - 1. Faithful Support Requirements Weights
 - 2. Government Efficiency Requirements Weights
 - 3. Merit and Competence Competencies Weights
 - 4. Partnership/Leadership/Mentorship Competencies Weights
 - 5. Achieving Organizational Goals Requirements Weights
- Review & Sign

Progress Review

- Critical Elements
 - 1. Faithful Support
 - 2. Government Efficiency
 - 3. Merit and Competence
 - 4. Partnership/Leadership/Mentorship
 - 5. Achieving Organizational Goals
- Progress Review Narratives
- Review & Sign

Rating

- Performance Standards for Critical Elements
- Review Senior Professional Narrative
- Critical Elements
 - 1. Faithful Support
 - 2. Government Efficiency
 - 3. Merit and Competence
 - 4. Partnership/Leadership/Mentorship
 - 5. Achieving Organizational Goals
- Deriving the Rating of Record
- Senior Professional Narrative
- Rating Official Narrative
- Reviewing Official Narrative & Rating
- Higher-Level Reviewer Narrative & Rating
- PRB Narrative & Rating
- Approving Official Narrative & Rating**
- Review & Sign
- Agency Use

SES Policy Changes

- SES template and plan settings are updated to conform to OPM Memo “New Senior Executive Service Performance Appraisal System and Performance Plan, and Guidance on Next Steps for Agencies to Implement Restoring Accountability for Career Senior Executives.”
- Historical plans and templates are unaffected by the new policy. All templates created after Release 51, along with plans created from those templates will automatically adopt the new SES settings.
- Refer to the Memorandum for specific updates.



Key Plan & System Highlights

- 4 Progress Reviews
- Critical Element Minimums
- Critical Element 5 Performance Requirements
- Validation and Error Messaging
- Verbiage Changes to Plans (Parts 2-7)

Progress Review Settings (4 Progress Reviews)

Administration: SES Configuration

[Admin Home](#) [Manage SES Templates](#) [Template Name](#)

Progress Review & Rating Settings for NEW SES TEMPLATE FY 26

Fields marked with an asterisk (*) are required.

Optional Fields

- Include Plan Purpose field on SES plans
Plan Purpose will only appear on the web version of SES plans. Plan Purpose will be omitted from printed SES plans and copies transmitted to eOPF.
- Allow Executives to edit Part 8. Agency Use field

Progress Review Settings

Number of Progress Reviews: ▼

Are Reviewing Official signatures required for Progress Reviews?

No, Optional Yes, Required

Critical Element Minimum Weights

Critical Element Settings for NEW SES TEMPLATE FY 26

Fields marked with an asterisk (*) are required.

| | |
|---|---|
| Critical Element 1: Faithful Administration of the Law and the President's Policies | Minimum Weight: <input type="text" value="25"/> % |
| Standard Plan Language: | Maximum Weight: <input type="text" value="40"/> % |
| Critical Element 2: Government Efficiency | Minimum Weight: <input type="text" value="15"/> % |
| Standard Plan Language: | Maximum Weight: <input type="text" value="30"/> % |
| Critical Element 3: Merit and Competence | Minimum Weight: <input type="text" value="15"/> % |
| Standard Plan Language: | Maximum Weight: <input type="text" value="30"/> % |
| Critical Element 4: Holding Others Accountable and Treating Them Fairly | Minimum Weight: <input type="text" value="15"/> % |
| Standard Plan Language: | Maximum Weight: <input type="text" value="30"/> % |
| Critical Element 5: Achieving Organizational Goals | Minimum Weight: <input type="text" value="15"/> % |
| Standard Plan Language (Optional): | Maximum Weight: <input type="text" value="30"/> % |

Validation and Error Messaging

The screenshot displays a software interface with a dark blue navigation bar at the top. The bar contains 12 items, each with an icon and a label: 1. Consultation (target icon), 2. Progress Review (stethoscope icon with a red error mark), 3. Rating (sunburst icon with a red error mark), 4. Formula (flask icon with a red error mark), 5. Critical Elements (exclamation mark icon), 6, 7. Narratives (speech bubble icon with a red error mark), Documents (document icon), Notes (notepad icon), Signature History (signature icon), Save (floppy disk icon), Print (printer icon), and Profile (bell icon). Below the navigation bar is a light green horizontal bar with the text "Performance Plan Saved." in italics. Below that is a light red horizontal bar containing four error messages in italics: "* Critical Element 2. Government Efficiency (Minimum weight 15 points) does not meet the minimum weight requirement.", "* The weight values entered for critical elements do not add up to 100%.", "* Each Critical Element 5 Performance Requirement must have Performance Requirement text entered.", and "* Each Critical Element 5 Performance Requirement must have at least one Strategic Alignment." followed by "* Critical Element 5 must have at least 3 Performance Requirements." on a new line.

1. Consultation 2. Progress Review 3. Rating 4. Formula 5. Critical Elements 6, 7. Narratives Documents Notes Signature History Save Print Profile

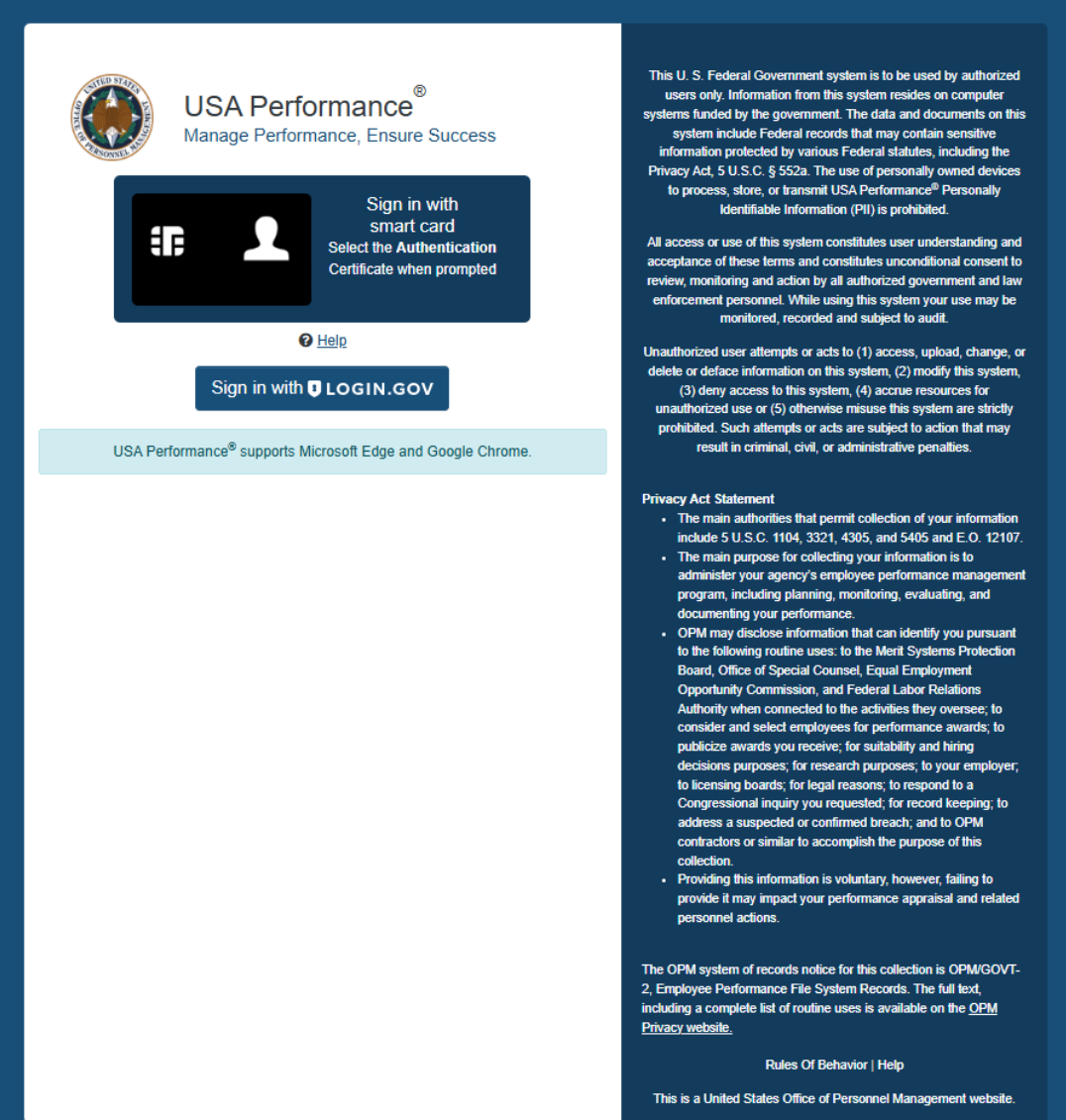
Performance Plan Saved.

** Critical Element 2. Government Efficiency (Minimum weight 15 points) does not meet the minimum weight requirement.
* The weight values entered for critical elements do not add up to 100%.
* Each Critical Element 5 Performance Requirement must have Performance Requirement text entered.
* Each Critical Element 5 Performance Requirement must have at least one Strategic Alignment.
* Critical Element 5 must have at least 3 Performance Requirements.*

Ooo-Ahhh, More Enhancements

Privacy Act Statement

- The login page has been updated to include the USAP Privacy Act Statement (PAS)
- Pursuant to 5 U.S.C. §552a (e) (3) agencies are required to provide a PAS to all persons asked to provide personal information, which will go into a system of records



The screenshot shows the USA Performance login interface. At the top left is the U.S. Office of Personnel Management logo. The main header reads "USA Performance® Manage Performance, Ensure Success". Below this is a dark blue box with a smart card icon and a person icon, with the text "Sign in with smart card" and "Select the Authentication Certificate when prompted". A "Help" link is below this box. A "Sign in with LOGIN.GOV" button is centered below. A light blue banner at the bottom of the login area states "USA Performance® supports Microsoft Edge and Google Chrome." On the right side, a white box contains the Privacy Act Statement text.

This U. S. Federal Government system is to be used by authorized users only. Information from this system resides on computer systems funded by the government. The data and documents on this system include Federal records that may contain sensitive information protected by various Federal statutes, including the Privacy Act, 5 U.S.C. § 552a. The use of personally owned devices to process, store, or transmit USA Performance® Personally Identifiable Information (PII) is prohibited.

All access or use of this system constitutes user understanding and acceptance of these terms and constitutes unconditional consent to review, monitoring and action by all authorized government and law enforcement personnel. While using this system your use may be monitored, recorded and subject to audit.

Unauthorized user attempts or acts to (1) access, upload, change, or delete or deface information on this system, (2) modify this system, (3) deny access to this system, (4) accrue resources for unauthorized use or (5) otherwise misuse this system are strictly prohibited. Such attempts or acts are subject to action that may result in criminal, civil, or administrative penalties.

Privacy Act Statement

- The main authorities that permit collection of your information include 5 U.S.C. 1104, 3321, 4305, and 5405 and E.O. 12107.
- The main purpose for collecting your information is to administer your agency's employee performance management program, including planning, monitoring, evaluating, and documenting your performance.
- OPM may disclose information that can identify you pursuant to the following routine uses: to the Merit Systems Protection Board, Office of Special Counsel, Equal Employment Opportunity Commission, and Federal Labor Relations Authority when connected to the activities they oversee; to consider and select employees for performance awards; to publicize awards you receive; for suitability and hiring decisions purposes; for research purposes; to your employer; to licensing boards; for legal reasons; to respond to a Congressional inquiry you requested; for record keeping; to address a suspected or confirmed breach; and to OPM contractors or similar to accomplish the purpose of this collection.
- Providing this information is voluntary, however, failing to provide it may impact your performance appraisal and related personnel actions.

The OPM system of records notice for this collection is OPM/GOVT-2, Employee Performance File System Records. The full text, including a complete list of routine uses is available on the [OPM Privacy website](#).

[Rules Of Behavior](#) | [Help](#)

This is a United States Office of Personnel Management website.

Import Page

- Admins are now able to update organizations

Data Download

If you would like to view the current USA Performance system data to assist with any updates, you can do so by selecting the appropriate option.

1. [Download Organizations](#)
2. [Download Official Assignments](#)

Data Import

Use this page to manage user accounts, organizations, and assignment of officials following these steps:

1. Create an import file by following the instructions outlined in the corresponding template below:
 1. Create or update user accounts: [ImportUsersTemplate.xlsx](#)
 2. Assign officials: [ImportOfficialsTemplate.xlsx](#)
 3. Assign Agency Identifiers: [ImportAgencyIdentifiersTemplate.xlsx](#)
 4. Assign SSNs: [ImportSSNsTemplate.xlsx](#)
 5. Create organizations: [ImportCreateOrganizationsTemplate.xlsx](#)
 6. Update organizations: [ImportUpdateOrganizationsTemplate.xlsx](#)
2. Select the corresponding option from the *import* type dropdown.
3. Click the *Browse* button and select your import file.
4. Click the button again to import your file.

NOTE: You do not need to stay on this page after the file upload success message. An email notification will be sent once the processing is complete. If there is an error processing the data, the error file will be generated and can be found on this page.

Import Type


- Users
- Officials
- SSNs
- Agency Identifiers
- Create Organizations
- Update Organizations


Reports Page



- Power BI Report link added (external link)

USA Performance Dashboard Performance Plans Admin Reports Resources

Reports Home


Evaluation Reports
[Performance Plans Progress Report](#)


Admin Reports
[SES Rating Distribution Report](#)
[Non-SES Rating Distribution Report](#)
[User Certification Report](#)
[eOPF Submission Status Report](#)
[User Report](#)


Power BI Reports
[Power BI Service \(All Reports\)](#) 

Additional Updates

- Non-SES Supervisory Element Script Creation
- GW Pay Plan - Wildland Firefighter (in production)
- Performance Enhancements
- Backend database updates



Introduction to Power BI

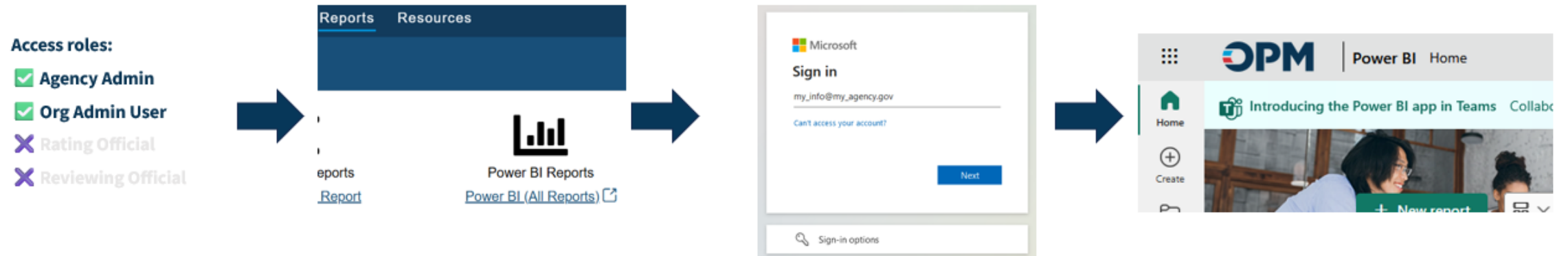


Microsoft Power BI Advantages:

- Cloud-based servicing = fast refresh times
- Wide adoption across multiple platforms
- Interactive reporting (with visualizations)

Accessing Power BI for USA Performance

- Power BI access via USA Performance® Apps Workspace:
<https://www.usaperformance.opm.gov> →  → Reports → Power BI (All Reports) → Apps Workspace → Performance Management App or Performance Ratings App



Performance Management App Reports



- Non-SES/SP Plan Activity and Progress Report (PAPR)
- SES Plan Activity and Progress Report (PAPR)
- Administrative Profile Report
- eOPF Submission Status Report
- Performance Review Board (PRB) Report

Non-SES/SP Plan Activity Progress Report (PAPR)

- Overview
- **Organization Progress**
- Plans Ending Within 30 Days
- Filter by Plan Attributes
- Filter by Plan Holder

Non-SES/SP PAPR Organization Progress Page



Plan Holders In Phase: Rating

| Year | Organization | Plan Holder Name | Phase | Next Step | Plan Purpose | Rating Cycle Null |
|------|----------------------------------|-------------------------------------|--------|---|--------------|--------------------|
| 2025 | Office of Personnel Management | Aaron, Santiago | Rating | Waiting for Rating Official Signature in Rating | Annual | Fiscal Year Rating |
| 2025 | Modern Leadership | Abadie-Mauricio, Anabelita D | Rating | Waiting for Rating Official Signature in Rating | Annual | Fiscal Year |
| 2025 | Kendrick Testing Unit Fee | Aberra, Naviti S | Rating | Waiting for Rating Official Signature in Rating | Annual | Kendrick Rating |
| 2025 | Kendrick Testing Unit Fee | Abbas, Ryan | Rating | Waiting for Rating Official Signature in Rating | Annual | Kendrick Rating |
| 2025 | Office of International Programs | Abbas, Mariana E | Rating | Complete | Annual | Fiscal Year Rating |
| 2025 | OH Q2 Performance Appraisal | Abbey-Riverside, Zanayra Katrina Jt | Rating | Waiting for Rating Official Signature in Rating | Annual | Bulk-Mat_2025 |
| 2025 | Shelly's Dept of Leadership | Abbott, Felicia Hazel | Rating | Waiting for Rating Official to sign in Rating | Annual | Fiscal Year |
| 2025 | Shelly's Dept of Leadership | Abbott, Gregory | Rating | Waiting for Rating Official Signature in Rating | Annual | Fiscal Year |
| 2025 | Shelly's Dept of Leadership | Abbott, Janine | Rating | Waiting for Rating Official Signature in Rating | Annual | Fiscal Year |
| 2025 | Yu Jipson | Abdul, Saiz Jami | Rating | Waiting for Employee SIGN | Annual | Fiscal Year Cycle |
| 2025 | Kendrick Testing Unit Fee | Abdullah, Imilia | Rating | Waiting for Rating Official Signature in Rating | Annual | Kendrick Rating |
| 2025 | Kendrick Testing Unit Fee | Abeyta, Gonzalez | Rating | Waiting for Employee Signature in Rating | Annual | Kendrick Rating |
| 2025 | Modern Leadership | Abrao-Modera, Bergwald | Rating | Complete | Annual | Fiscal Year |
| 2025 | Acadix Sub-Org | Acosta, Amber | Rating | Waiting for Rating Official Signature in Rating | Annual | _0101 Starts 01/ |
| 2025 | 844C V2 Oep 1.1.2.2 | Acosta, Lily-Rose A London | Rating | Waiting for Employee Signature in Rating | Annual | _0301 Starts 03/0 |
| 2025 | 844C V2 Oep 1.1.2.2 | Acosta, Lily-Rose A London | Rating | Waiting for Rating Official Narrative in Rating | Annual | _0112 Starts 01/1 |
| 2025 | 844C V2 Oep 1.1.2.2 | Acosta, Lily-Rose A London | Rating | Waiting for Rating Official Signature in Rating | Annual | _0101 Starts 01/0 |
| 2025 | 844C V2 Oep 1.1.2.2 | Acosta, Lily-Rose A London | Rating | Waiting for Rating Official Signature in Rating | Annual | _0102 Starts 01/0 |
| 2025 | 844C V2 Oep 1.1.2.2 | Acosta, Lily-Rose A London | Rating | Waiting for Rating Official Signature in Rating | Annual | _0103 Starts 01/0 |
| 2025 | 844C V2 Oep 1.1.2.2 | Acosta, Lily-Rose A London | Rating | Waiting for Rating Official Signature in Rating | Annual | _0104 Starts 01/0 |
| 2025 | 844C V2 Oep 1.1.2.2 | Acosta, Lily-Rose A London | Rating | Waiting for Rating Official Signature in Rating | Annual | _0105 Starts 01/0 |
| 2025 | 844C V2 Oep 1.1.2.2 | Acosta, Lily-Rose A London | Rating | Waiting for Rating Official Signature in Rating | Annual | _0106 Starts 01/0 |

See Plan Holder Detail



Workflow Status

Current Phase: Next Step

Planning: Closed
Rating: Waiting for Rating Official Signature in Rating

Plan Details

| Template ID | Template | Plan Purpose | Cycle Start | Cycle End | eOFF Eligible |
|-------------|-----------------------------|--------------|-----------------|--------------------|---------------|
| 90382 | PH 048827 Weighted Inequity | Annual | October 1, 2024 | September 30, 2025 | Yes |
| 90382 | PH 048827 Weighted Inequity | Annual | October 1, 2024 | September 30, 2025 | Yes |

Plan Holder Details

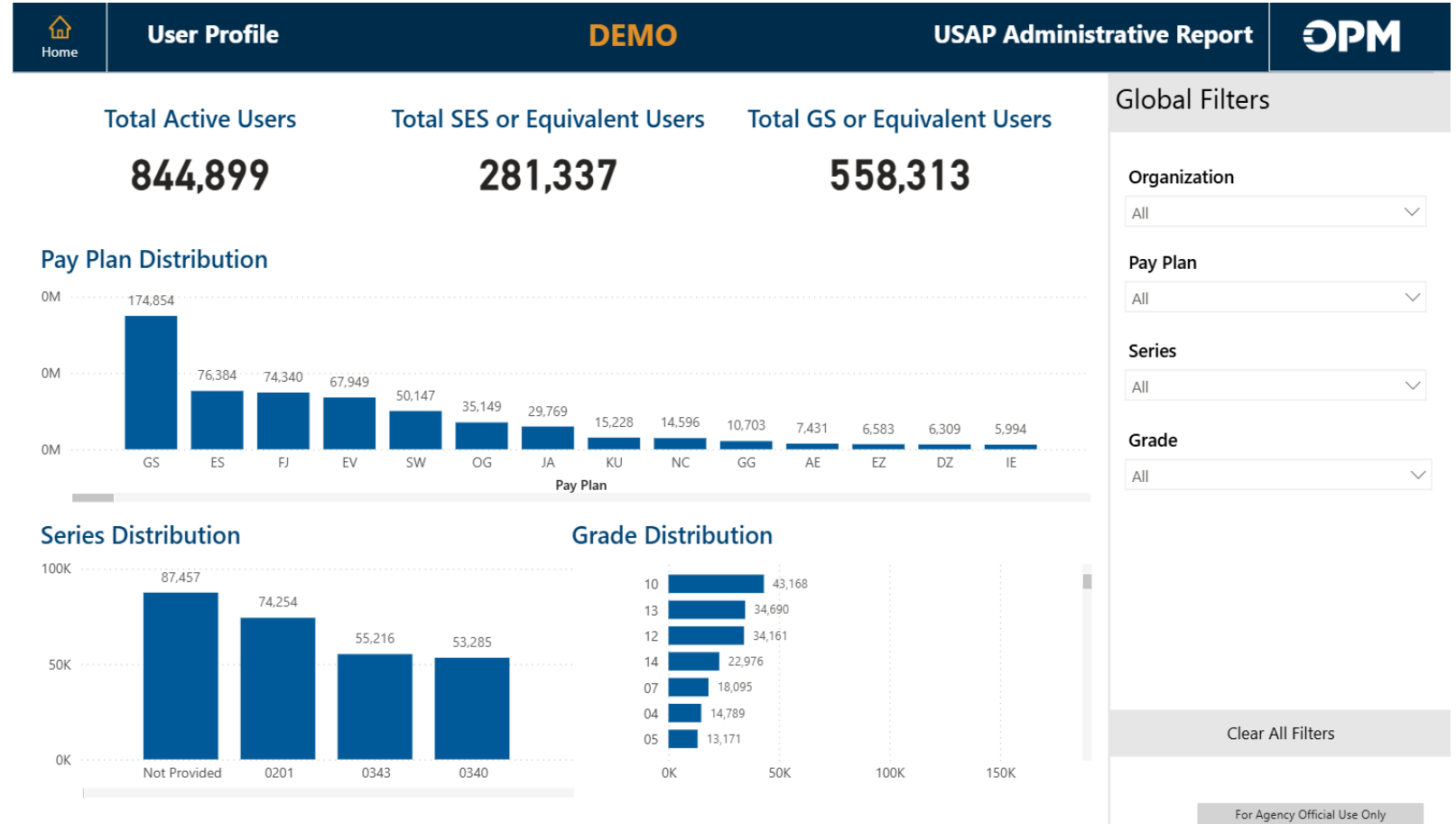
| Plan Holder | Organization | Position Description Number | Pay Plan | Grade | Series | Supervisory Status | Rating Cycle |
|-------------|---------------------------|-----------------------------|----------|-------|--------|--------------------|-----------------------|
| Anah, Kyla | Kendrick Testing Unit Fee | MC 30304 | PS | GS | NC01 | | Kendrick Rating Cycle |

Plan History

| Date | Phase | Event | Next Step | Actor | Actor ID |
|------------|-----------------|---|---|----------------------------|----------|
| 2024-10-17 | Planning | Employee plan has been created | Closed | TESTING, AGENCADMIN | 7148 |
| 2024-10-18 | Planning | Status of plan evaluations has changed | Closed | TESTING, AGENCADMIN | 7148 |
| 2024-10-18 | Planning | Employee plan has been created | Waiting on Reviewing Official Signature in Planning | TESTING, AGENCADMIN | 7148 |
| 2024-10-18 | Planning | Rating Official signature applied in phase for plan. | Waiting for Employee Signature in Planning | ROBINSON, MICHELLE THERESA | 125293 |
| 2024-10-18 | Planning | Employee narrative signature applied in phase for plan. | Waiting for Rating Official Signature in Planning | ROBINSON, MICHELLE THERESA | 125293 |
| 2024-10-18 | Progress Review | Rating Official signature applied in phase for plan. | Waiting for Employee Signature in Planning | ROBINSON, MICHELLE THERESA | 125293 |

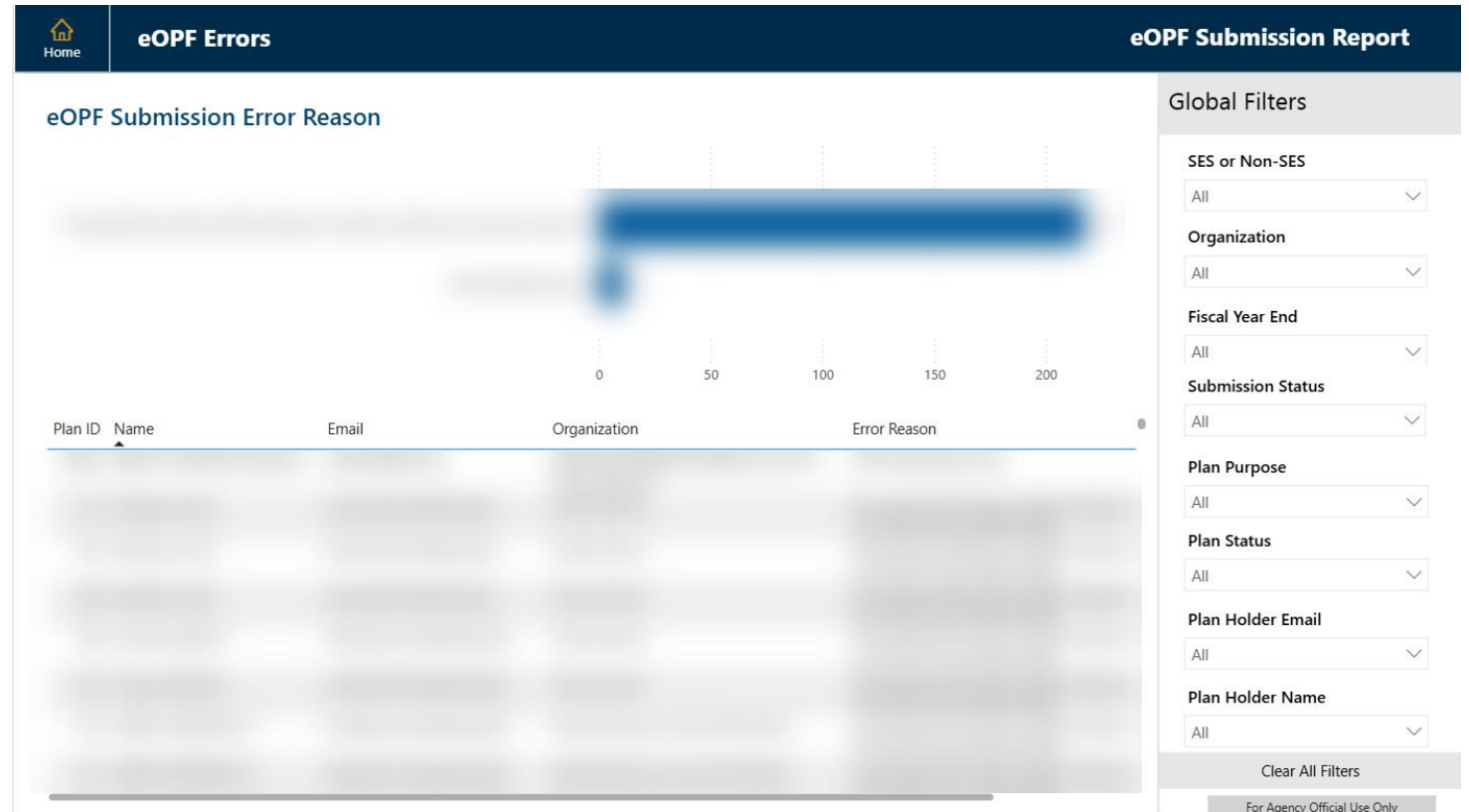
Administrative Profile Report

- Overview
- **User Profile**
- User Role Distribution
- Profile Lockout
- 2-Week Lockout Warning
- SSN or Agency ID Missing
- Template/Rating Cycle Needed
- RO and RevO - Assignments Needed



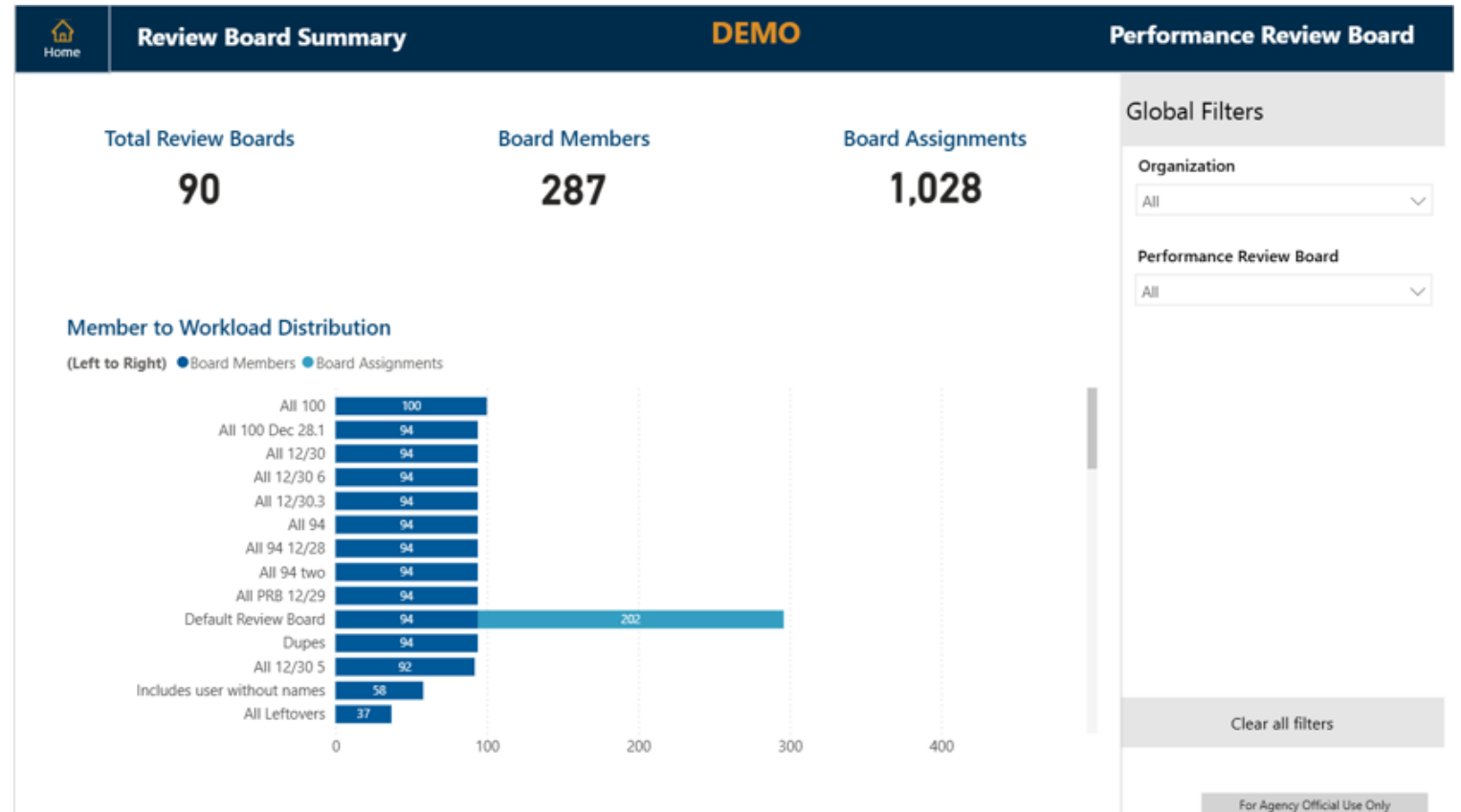
eOPF Submission Status Report

- Overview
- eOPF Submission Overview
- Ready for eOPF Submission
- eOPF Submissions Status
- **eOPF Errors Received**



Performance Review Board (PRB) Report

- Overview
- **Review Board Summary**
- Board Composition and Assignments



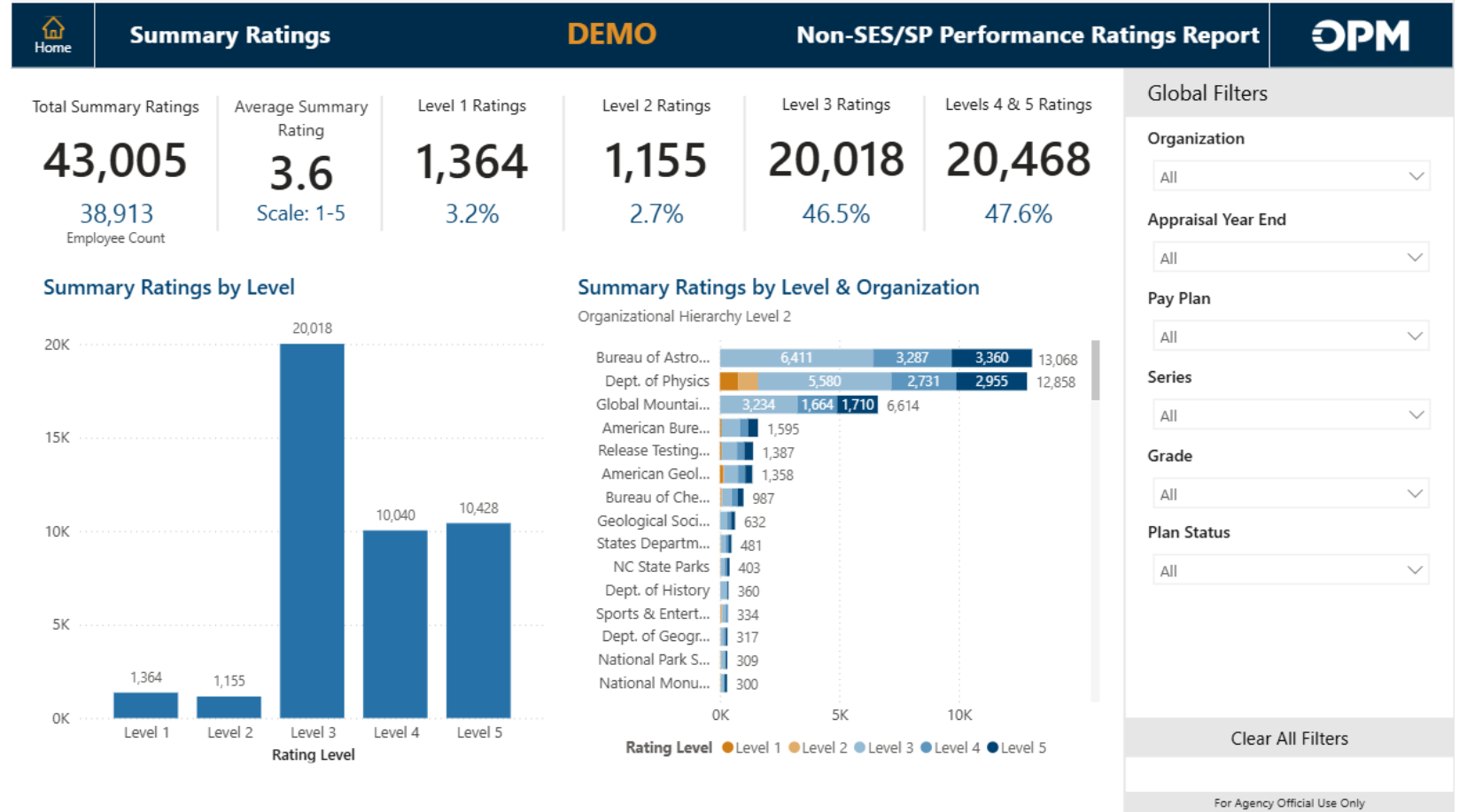
Performance Ratings App Reports



- Non-SES/SP Performance Ratings Report
- SES Performance Ratings Report


Non-SES/SP Performance Ratings Report

- Overview
- **Summary Ratings**
- Element Ratings
- Employee Plan Lookup
- All Ratings



SES Performance Ratings Report

- Overview
- Summary Ratings
- **Critical Element Ratings**
- Executive Plan Lookup
- All Ratings

 Home
Critical Element (CE) Ratings
DEMO
SES Performance Ratings Report
OPM

Critical Element Rating Stage

Initial | **Appt. Auth.**

Total CE Ratings

101,083

Average CE Rating

3.6

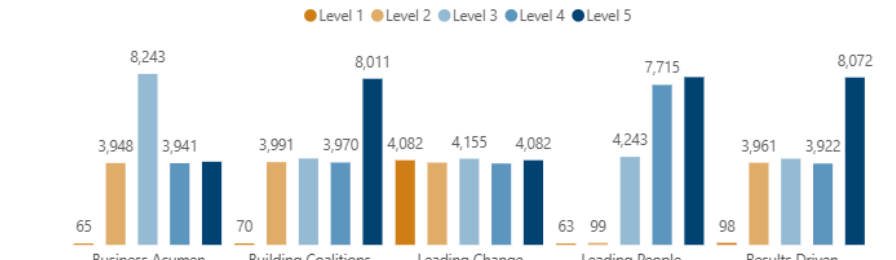
Level 1
Total CE Ratings

4,378

Level 4 & 5
Total CE Ratings

55,761

Critical Element Ratings by Level Values



Critical Element Ratings by Level

Expand rows to compare by Org Level 2

| CE Name | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Total Executives |
|---------------------|--------------|---------------|---------------|---------------|---------------|------------------|
| Business Acumen | 65 | 3,948 | 8,243 | 3,941 | 4,012 | 17,709 |
| Building Coalitions | 70 | 3,991 | 4,167 | 3,970 | 8,011 | 17,709 |
| Leading Change | 4,082 | 3,966 | 4,155 | 3,924 | 4,082 | 17,709 |
| Leading People | 63 | 99 | 4,243 | 7,715 | 8,089 | 17,709 |
| Results Driven | 98 | 3,961 | 4,158 | 3,922 | 8,072 | 17,709 |
| Total | 4,378 | 15,965 | 24,966 | 23,472 | 32,266 | 17,709 |

Global Filters

Organization:

Appraisal Year End:

Pay Plan:

Appointment Type:

Plan Status:

Rating Level:

[Clear All Filters](#)

For Agency Official Use Only

Power BI Training Resources

- Power BI Report Consumer Training (recording available)
- Power BI Report Overview Guide
- FAQ document



Questions?

Customer Sneak Peak

User Acceptance Testing for Release 51 will be available on August 14!

Contact your Account Manager if you are interested in participating.



Thank you!