Legislative Oversight Committee

South Carolina House of Representatives Post Office Box 11867 Columbia, South Carolina 29211

Telephone: (803) 212-6810 • Fax: (803) 212-6811



2016 Annual Restructuring Report Extension Request Guidelines

PLEASE NOTE:

The information included in the agency's report will appear online for all legislators and the public to view.

Agency Name: Vocational Rehabilitation Department

Date Request Submitted: **January 8, 2016**

Background

Committee Standard Practices 4.2.2 - 4.2.4

Extensions for Annual Restructuring Reports

- 4.2.2 The Chairman may, for reasons he determines as good cause, provide an agency an extension and new deadline to submit its Annual Restructuring Report ("New Deadline"). The Chairman will not provide more than two extensions without unanimous consent from the full committee.
- 4.2.3 Before the Chairman will consider a request from an agency for an extension, the agency must fully complete a Committee Extension Request form, as approved by the Committee Chairman, and provide it to the Chairman for consideration.
- 4.2.4 Until the agency receives a response, it should continue to complete the report to the best of its ability as if it is due on the original deadline.

Note this Extension Request Form will be published online.

Agency	Vocational Rehabilitation Department
Date of Submission	8-Jan-16

<u>Instructions</u>: Please complete this Extension Request Form. The completed form should be submitted electronically to the House Legislative Oversight Committee (HCommLegOv@schouse.gov) in both the original format (Excel) and saved as a PDF for online reporting. Please direct any questions about this process to Jennifer Dobson (jenniferdobson@schouse.gov) or Charles Appleby (charlesappleby@schouse.gov).

I. Extension Request

1	State the date the agency orginially	25-Nov-15
	received the report guidelines:	
2	State the date the agency submitted	8-Jan-16
	this request for an extension:	
3	State the orginial deadline for the	January 12, 2016, first day of session as provided by statute
	report:	
4	State the number of additional days	14
	the agency is requesting:	
5	State the new deadline if the	26-Jan-16
	additional days are granted:	

II. History of Extensions

List the years in which the agency previously requested an extension, N/A

III. Good Cause

Please state good cause as to why 1 the Committee should grant the extension requested by the agency. Please limit the response to 1,000 words or less.

The agency has been actively working on the Restructuring Report but seeks an extension to complete the report, primarily to have additional opportunity for identifying the anticipated budget expenditures for each of the agency's objectives from the Accountability Report, as required in the "Strategic Budgeting" section. While the agency has clear budget allotments for each of its program areas, the 29 objectives in the strategic plan do not each carry specific budget allotments due to the nature of the objectives, some of which have less tangible aspects in their support of the larger goals and strategies, and in some cases involve factors that are in common with other objectives. This has provided us with challenges in determining the levels of funding for each objective that will accurately depict our expenditures.

We are also simultaneously completing documentation to meet our federal requirements as mandated by the newly implemented Workforce Innovation and Opportunity Act (WIOA) to submit a unified state plan working in coordination with other core partners. Our agency's plan must be completed by the end of January. This is requiring extensive time involvement for many of the principal contributors to the Restructuring Report. We respectfully seek an additional two weeks to file the report so that we may provide as accurate an account as possible of the activities of our agency to the legislature and the citizens of South Carolina.

Verfication IV.

- Please state the name of the agency *Neal Getsinger* head, or person designated and authorized by the agency head to do so, that has approved and reviewed the information provided in this Extension Request form.
- Does the agency head, or designated *Yes* person by the agency head, affirm that the information contained in this form from the agency is complete and accurate to the extent of his or her knowledge.

٧. **Committee Response**

Leave this section blank.

Date extension was granted: 8-Jan-16 1 2 Number of additional days granted: 14 days 3 New deadline for agency response: 26-Jan-16

Note this Extension Request Form will be published online.

Agency	SC Vocational Rehabilitation	
Date of Submission	January 26 2016	

<u>Instructions</u>: Please complete this Extension Request Form. The completed form should be submitted electronically to the House Legislative Oversight Committee (HCommLegOv@schouse.gov) in both the original format (Excel) and saved as a PDF for online reporting. Please direct any questions about this process to Jennifer Dobson (jenniferdobson@schouse.gov) or Charles Appleby (charlesappleby@schouse.gov).

I. Extension Request

1	State the date the agency	25-Nov-15
	orginially received the	
	report guidelines:	
2	State the date the agency	26-Jan-16
	submitted this request for	
	an extension:	
3	State the orginial deadline	January 12, 2016, first day of session as provided by statute
	for the report:	
4	State the number of	30
	additional days the agency is	
	requesting:	

5 State the new deadline if the additional days are granted:

25-Feb-16

II. History of Extensions

1 List the years in which the 2016 agency previously requested an extension, putting the years the extension was gratned in bold:

III. Good Cause

1 Please state good cause as to why the Committee should grant the extension requested by the agency. Please limit the response to

1.000 words or less.

SCVRD respectfully requests additional time to complete and submit the Agency Restructuring Report for 2016. The committee graciously provided a two-week extension prior to the original due date, and we are nearing completion. However, there are aspects of the report that we would greatly appreciate additional time to discuss and review. Our agency director is new to his role; his first day in this position was January 3, 2016. While we have been able to provide him with updates on our report draft and get input from him, we have not had the opportunity, given his transition, to have full discussions and sufficient reviews of the agency response. It has also taken us more time than anticipated to thoroughly and completely answer some of the questions asked in the report.

In addition, as mentioned in our earlier request, this has coincided with our federal mandate to submit our unified state plan as part of the new Workforce Innovation and Opportunity Act implementation, which has involved considerable time for our agency director as well as our for director of planning and program evaluation, whose input is important to our Agency Restructuring Report.

It is not in our agency's nature or our history to submit required reports later than the original deadline. However, it is our responsibility to thoroughly discuss and review the very serious questions and potential scenarios posed in the report. We believe that an additional 30 days would enable our new director and our executive staff to fully review the responses to the degree that is expected by the committee, the General Assembly and our state's citizens.

IV. Verfication

Please state the name of the *Neal Getsinger* 1 agency head, or person designated and authorized by the agency head to do so, that has approved and reviewed the information provided in this Extension Request form.

Does the agency head, or designated person by the agency head, affirm that the information contained in this form from the agency is complete and accurate to the extent of his or her knowledge.

Yes

V. Committee Response

Leave this section blank.

- 1 Date extension was granted: 26-Jan-16
- Number of additional days 30 days

granted:

2

New deadline for agency 25-Feb-16 response:

Legislative Oversight Committee

South Carolina House of Representatives Post Office Box 11867 Columbia, South Carolina 29211

Telephone: (803) 212-6810 • Fax: (803) 212-6811



2016 Annual Restructuring Report Guidelines

PLEASE NOTE:

The information included in the agency's report will appear online for all legislators and the public to view.

Agency Name: S.C. Vocational Rehabilitation Department

Date Report Submitted: February 25, 2016

Agency Head

First Name Neal Last Name: Getsinger

Email Address: ngetsinger@scvrd.state.sc.us

Phone Number: 803-896-6504

General Instructions

SUBMISSIONS	
	Please submit this document in electronically only in both the original format (Excel) as well as in a PDF document. Save the document as "2016 - Agency ARR (<i>insert date agency submits report</i>)."
When to submit?	The deadline for submission is by the first day of session, January 12, 2016.
Where to submit?	Email all electronic copies to HCommLegOv@schouse.gov.

<u>NOTE</u>: If the agency enters its Name and the Date of Submission in the "Cover Page" tab, it should automatically populate at the top of each tab in this report.

WHERE INFORMATION WILL APPEAR	
Where will submissions appear?	The information included in the agency's report will appear online for all legislators and the public
	to view. On the South Carolina Statehouse Website it will appear on the Publications page as well
	as on the individual agency page, which can be accessed from the House Legislative Oversight Page.

QUESTIONS	
Who to contact?	House Legislative Oversight at 803-212-6810.

OTHER INFORMATION			
House Legislative Oversight			
Mailing	Post Office Box 11867		
Phone	803-212-6810		
Fax	803-212-6811		
Email	HCommLegOv@schouse.gov_		
Web	The agency may visit the South Carolina General Assembly Home Page		
	(http://www.scstatehouse.gov) and click on "Citizens' Interest" then click on "House Legislative		
	Oversight Committee Postings and Reports."		

This is the first chart in the report because the legal standards which apply to the agency should serve as the basis for the agency's mission, vision and strategic plan.

Agency Responding	S.C. Vocational Rehabilitation Department
Date of Submission	25-Feb-16

<u>Instructions</u>: List all state and federal statutes, regulations and provisos that apply to the agency ("Laws") and a summary of the statutory requirement and/or authority granted in the particular Law listed. If the agency grouped Laws together last year, they can continue to do so this year. However, please be aware that when the agency goes under study, the House Legislative Oversight Committee will ask it to list each Law individually. The Committee makes this request so the agency can then analyze each of the Laws to determine which current Laws may need to be modified or eliminated, as well as any new Laws possibly needed, to allow the agency to be more effective and efficient or to ensure the Law matches current practices and systems. Included below is an example, with a partial list of Laws which apply to the Department of Juvenile Justice. Please delete the example information before submitting this chart in final form. NOTE: Responses are not limited to the number of rows below that have borders around them, please list all that are applicable.

Statute, Regulation, or Proviso Number	State or Federal	, , , , , , , , , , , , , , , , , , , ,	Is the law a Statute, Proviso or Regulation?
South Carolina Code of Laws: Title 43, Chapter 31	State	Statutorily required to provide vocational rehabilitation services to every "eligible physically handicapped individual," except those qualifying under vocational rehabilitation for the blind, all as defined by law. The statutes, among other things, authorize SCVRD to enter into contractual arrangements with the Federal Government and other departments, agencies and institutions, both public and private, for performance of services related to vocational rehabilitation, and to conduct research and compile statistics relating to the provision of services to individuals with a disability.	Statute

2	The Rehabilitation Act of 1973 (PL 93- 112, as amended); Federal Regulations, 34 CFR Part 361	Federal	Entitled the State Vocational Rehabilitation Program (VR program), the law and regulations establish the framework for providing grants to assist States in operating a statewide comprehensive, coordinated, effective, efficient and accountable program, as an integral part of a statewide workforce investment system designed to assess, plan, develop, and provide VR services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.	Regulation
3	Workforce Innovation and Opportunity Act (WIOA), signed into law July 22, 2014. Federal Regulations pending	Federal	Replaces the Workforce Investment Act of 1998 and amends the Rehabilitation Act of 1973. Places significant emphasis on individuals with disabilities obtaining competitive integrated employment. The VR State plan must ensure that priority is given to individuals who are otherwise eligible for VR program services and who are at imminent risk of losing their jobs unless they receive additional necessary post-employment services. Requires the core programs of the Workforce Innovation System, including VR, to submit a Unified State Plan that includes common goals and strategies for fulfilling Federal requirements. Specifies requirements for VR in providing pre-employment transition services for students with disabilities.	Statute
4	20 CFR 404.1503 (for DDS)	Federal	Permits State Agencies to make disability and blindness determinations for the SSA Commissioner for most persons living in the State. These determinations are made under regulations containing performance standards and other administrative requirements relating to the disability and blindness determination function.	Regulation
5	20 CFR 404 Subpart Q (for DDS)	Federal	Describes the standards of performance and administrative requirements and procedures for States making determinations of disability for the SSA Commissioner under the Social Security Act.	Regulation

6	State Appropriations Act, 2015-2016 (R127, H3701) Section 32 - H73-Department of Vocational Rehabilitation; Section 32.1	State	(VR: Production Contracts Revenue) All revenues derived from production contracts earned by people with disabilities receiving job readiness training at the agency's Work Training Centers may be retained by the State Agency of Vocational Rehabilitation and used in the facilities for Client Wages and any other production costs; and further, any excess funds derived from these production contracts may be used for other operating expenses and/or permanent improvements of these facilities.	Proviso
7	State Appropriations Act, 2015-2016 (R127, H3701) Section 32 - H73-Department of Vocational Rehabilitation; Section 32.2	State	(VR: Reallotment Funds) To maximize utilization of federal funding and prevent the loss of such funding to other states in the Basic Service Program, the State Agency of Vocational Rehabilitation be allowed to budget reallotment and other funds received in excess of original projections in following State fiscal years.	Proviso
8	State Appropriations Act, 2015-2016 (R127, H3701) Section 32 - H73-Department of Vocational Rehabilitation; Section 32.3	State	(VR: User/Service Fees) Any revenues generated from user fees or service fees charged to the general public or other parties ineligible for the department's services may be retained to offset costs associated with the related activities so as to not affect the level of service for regular agency clients.	Proviso
9	State Appropriations Act, 2015-2016 (R127, H3701)Section 32 - H73-Department of Vocational Rehabilitation; Section 32.4	State	(VR: Meal Ticket Revenue) All revenues generated from sale of meal tickets may be retained by the agency and expended for supplies to operate the agency's food service programs or cafeteria.	Proviso

10	State	State	(VR: Basic Services Program - Educational Scholarships) For those persons with	Proviso
	Appropriations Act,		disabilities who are eligible for and are receiving services under an approved plan	
	2015-2016 (R127,		of the South Carolina Vocational Rehabilitation Department (consistent with the	
	H3701)Section 32 -		1973 Rehabilitation Act, as amended) tuition costs at state supported	
	H73-Department of		institutions (four year, technical, or trade schools) will not increase beyond the	
	Vocational		1998 tuition rate, will be provided, or will be waived by the respective institution	
	Rehabilitation;		after the utilization of any other federal or state student aid for which the	
	Section 32.5		student is eligible. Persons eligible for this tuition reduction or sponsorship must	
			meet all academic requirements of the particular institution and be eligible for	
			State need-based scholarships as defined in Chapter 142, Title 59, Code of Laws	
			of South Carolina, 1976.	
11	State	State	The Department of Vocational Rehabilitation shall be authorized to retain the	Proviso
	Appropriations Act,		net proceeds from the sale of 3.205 acres located at 22861 Highway 76 East in	
	2015-2016 (R127,		Clinton, South Carolina to be used for capital projects and deferred	
	H3701) Section 93 -		maintenance. The Department of Vocational Rehabilitation shall annually submit	
	D50-Department of		a report, within sixty days after the close of the fiscal year, to the Senate Finance	
	Administration;		Committee and the House Ways and Means Committee on the status of the sale	
	93.25-DOA: Sale of		of the identified property and a detailed accounting on the expenditure of funds	
	Surplus Real		resulting from such sale.	
12	State	State	Establishes within the Revenue and Fiscal Affairs Office, the South Carolina	Proviso
	Appropriations Act,		Health and Human Services Data Warehouse. The purpose of the Warehouse is	
	2015-2016 (R127,		to ensure that the operation of health and human services agencies may be	
	H3701) Section		enhanced by coordination and integration of client information. Designates	
	102.4 - E50-		SCVRD as one of the state agencies/programs that is required to report client	
	Revenue and Fiscal		information to the Warehouse.	
	Affairs; 102.4-			
	RFAO: SC Health &			
	Human Services			
	Data Warehouse			

13	State	State	Designates the SC Vocational Rehabilitation Department as one of the agencies	Proviso
	Appropriations Act,		that is allowed to spend state, federal, and other sources of revenue to provide	
	2015-2016 (R127,		lump sum bonuses to aid in recruiting and retaining healthcare workers in critical	
	H3701) Section 117		needs healthcare jobs based on objective guidelines established by the Budget	
	X90-General		and Control Board. Within prescribed circumstances, allows for paid educational	
	Provisions; 117.66 -		leave for certain FTE employees in healthcare degree programs, allows for	
	GP: Healthcare		repayment agreements for outstanding student loans associated with	
	Employee		completion of a healthcare degree, authorizes SCVRD to allow employees	
	Recruitment and		working on a practicum or required clinical experience towards completion of a	
	Retention		healthcare degree to complete these requirements at SCVRD or another state	
			agency at the discretion of the agency head, and allows for certain tuition	
			reimbursements or pre-payments for employees pursuing degrees in healthcare	
			programs.	

Mission, Vision and Goals

This is the second chart because the agency's mission and vision should have a basis in the legal standards, which the agency provided in the previous chart. After the agency knows the laws it must satisfy, along with its mission and vision, it can then set goals to satisfy those laws and achieve that vision (and the strategy and objectives to accomplish each goal - see next chart). To ensure accountability, one person below the head of the agency should be responsible for each goal. The same person is not required to be responsible for all of the goals.

Agency Responding	SC Vocational Rehabilitation Dept.
Date of Submission	25-Feb-16
Fiscal Year for which information	2015-16
below pertains	

<u>Instructions</u>: Provide the agency's mission, vision and laws (i.e. state and/or federal statutes) which serve as the basis for the agency's mission and vision.

Mission	
	To prepare and assist eligible South Carolinians with disabilities to achieve and maintain
	competitive employment.
Legal Basis for agency's mission	WIOA - Title IV - Rehabilitation Act as amended.
	We will be the leader in quality employment outcomes for our clients and business partners through our people, partnerships and performance.
Legal Basis for agency's vision	WIOA - Title IV - Rehabilitation Act as amended.

Instructions:

- 1) Under the "Legal Responsibilities Satisfied" column, enter the legal responsibilities (i.e. state and/or federal statutes and provisos) the goal is satisfying. All of the laws mentioned in the previous chart (i.e. Legal Standards Chart) should be included next to one of the agency's goals. When listing the Legal Responsibilities Satisfied, the agency can group the standards together when applicable (i.e. SC Code 63-19-320 thru 63-19-450). Make sure it is clear whether the agency is referencing state or federal laws and whether it is a proviso or statute.
- 2) Under the "Goals and Description" column, enter the number and description of the goal which will help the agency achieve its vision (i.e. Goal 1 Increase the number of job opportunities available to juveniles to 20 per juvenile within the next 2 years). The agency should have 3-4 high level goals.
- 3) Under the "Describe how the Goal is SMART" column, enter the information which shows the goal is Specific, Measurable, Attainable, Relevant and Time-bound.
- 4) Under the "Public Benefit/Intended Outcome" column, enter the intended outcome of accomplishing the goal.
- 5) Under the "Responsible Person" columns, provide information about the individual who has primary responsibility/accountability for each goal. The Responsible Person has different teams of employees beneath him/her to help accomplish the goal. The Responsible Person is the person who, in conjunction with his/her team(s) and approval from higher level superiors, determines the strategy and objectives to accomplish the goal. In addition, this is the person who monitors the progress and makes any changes needed to the strategies and objectives to ensure the goal is accomplished. Under the "Position" column, enter the Responsible Person's position/title at the agency.

Legal Responsibilities Satisfied	Goals & Description	Describe how the Goal is S.M.A.R.T.	Public Benefit/Intended Outcome		Number of months person	
(i.e. state and federal statutes or provisos the goal is satisfying)	(i.e. Goal 1 - insert description)	Specific Measurable Attainable Relevant Time-bound	e public perceives that the road is safer) Just enter the intended outcome		has been responsible for the goal or objective:	Position:
WIOA/Rehabilitation Act	Goal 1 - Successful employment outcomes for South Carolinians with disabilities through specialized, individualized services.	S- clearly defined population, outcome and services. M - quantified annual goal for successful employment outcomes attained. A - goal set based on available staffing/resources, historical performance, economic and demographic analysis, and federal requirements. R- serves as the main outcome measure in support of the mission. T- reviewed annually, with real-time reporting on pro-rated goal attainment.	preparation and training needed for competitive	Neal Getsinger	1 month as Commissioner and 96 months in field operations oversight	Commissioner

Mission, Vision and Goals

WIOA/Rehabilitation Act	Goal 2 - We will be a team of highly qualified professionals who have the commitment, accountability and opportunity to excel.	S-specific to staff resources, one of the most valuable assets of the organization. M-measures in place for staff credentials and education requirments (CSPD standard); track impact of professional development/leadership program in terms of career progression of graduates. A-effective training for all positions is an agency priority; training development protocol is used. R-resources and accountability for staff core duties are in place. T-training syllabi for new employees are time-specific as are CSPD standards for counselors.	Output: clients receive high quality services and business partners benefit from coordinated, informed approach to closing skills gaps and meeting requirements for hiring diversity. Outcome: staff demonstrate mastery of skills required to address specific barriers to employment and implement training and career exploration tied to the needs of business and industry. HIgh rates of staff satisfaction and retention.	Mark Wade; Anne Irie; /Eric Moore	84 months; 8months in current role, 86 months in related role; 185 months	Asst. Commissioner; Asst. Commissioner; HR Director
WIOA/Rehabilitation Act	Goal 3 - Accountability to taxpayers through efficient and effective use of resources entrusted to us.	programmatic priorities in support of the mission. M-state and federal performance	Output: strategic planning and budgeting with adherence to state and federal regulations. Outcome: adherence demonstrated through audits and submission of state/federal reports.	Neal Getsinger	1 month as Commissioner and 96 months in field operations oversight	Commissioner
WIOA/Rehabilitation Act	Goal 4 - Maintain a dynamic network of partnerships to shape a better future for all stakeholders.	S-specific dual customer approach involving client and business partners, as well as other agencies and organizations involved in workforce development, education, and employment. M-specific deliverables for MOA and MOU's with partners; business database and career matching program tracks outcomes with hiring partners; expectations are set and evaluated for local level partnerships.	Output: effective agreements and collaboration with stakeholders. Outcome: mutually beneficial employment outcomes.	Anne Iriel; Margaret Alewine; Rick Elam	8 months in current role, 86 months in related role; 55 months; 126 months	Asst. Commissioner; Director of Planning/Progr am Evaluation; Asst. Commissioner
	Add others if needed					

Agency Responding	SC Vocational Rehabilitation
	Dept.
Date of Submission	25-Feb-16
Fiscal Year for which information below pertains	2015-16

Instructions:

- 1) Under the "Legal Responsibilities Satisfied" column, enter the legal responsibilities (i.e. state and/or federal statutes and provisos) the goal or objective is satisfying. For each goal, the agency can copy and paste the information from the Mission, Vision and Goals Chart. All of the legal standards mentioned for a particular goal should be included next to one of the objectives under that goal. When listing the Legal Responsibilities Satisfied, the agency can group the standards together when applicable (i.e. 63-19-320 thru 63-19-370). Make sure it is clear whether the agency is referencing state or federal laws and whether it is a proviso or statute.
- 2) Under the "Strategic Plan Part and Description" column, enter the strategic plan part number and description (i.e. Goal 1 Increase the number of job opportunities available to juveniles to 20 per juvenile within the next 2 years). For each goal, the agency can copy and paste the information from the Mission, Vision and Goals Chart. If the agency is still utilizing the same strategies and objectives it submitted as part of the Accountability Report, it can copy and paste those into this chart, then fill in the remainder of the columns. However, if the agency has trouble explaining how each objective is SMART, it may need to revise its objectives. In addition, if the agency has revised its strategic plan since submitting its last Accountability Report, please provide information from the most current strategic plan.
- 3) Under the "Describe how it is SMART" column, enter the information which shows how each goal and objective is Specific, Measurable, Attainable, Relevant and Time-bound.
- 4) Under the "Public Benefit/Intended Outcome" column, enter the intended outcome of accomplishing each goal and objective.
- 5) Under the "Responsible Person" columns, provide information about the individual who has primary responsibility/accountability for each goal and objective. The Responsible Person for a goal has different teams of employees beneath him/her to help accomplish the goal. The Responsible Person for an objective has employees and possibly different teams of employees beneath him/her to help accomplish the objective. The Responsible Person for a goal is the person who, in conjunction with his/her team(s) and approval from higher level superiors, determines the strategy and objectives needed to accomplish the goal. The Responsible Person for an objective is the person who, in conjunction with his/her employees and approval from higher level superiors, sets the performance measure targets and heads the game plan for how to accomplish the objective for which he/she is responsible. Under the "Position" column, enter the Responsible Person's position/title at the agency. Under "Office Address" column, enter the address for the office from which the Responsible Person works. Under the "Department/Division at the agency in which the Responsible Person works. Under the "Department or division does in the agency."

Legal Responsibilities Satisfied:	Strategic Plan Part and Description	How it is S.M.A.R.T.:	Public Benefit/Intended Outcome:		Number of months person			Department or Division:	Department or Division Summary:
(i.e. state and federal statutes or provisos the goal or objective is satisfying)	(i.e. Goal 1 - Insert description, Strategy 1.1 - Insert Description, Objective 1.1.1 - Insert Description)	<u>S</u> pecific; <u>M</u> easurable; <u>A</u> ttainable; <u>R</u> elevant; and <u>T</u> ime	(Ex. Output = rumble strips are installed on the sides of a road; Outcome = incidents decrease and public perceives that the road is safer) Just enter the intended outcome	Responsible Person Name:	has been responsible for the goal or objective:	Position:	Office Address:		
WIOA/Title IV/Rehabilitation Act	Goal 1 - Successful employment outcomes for South Carolinians with disabilities through specialized, individualized services.								
The agency does not need to insert the information for the rest of the columns for any strategy, type "n/a"	Strategy 1.1 - Improve the quality of employment outcomes for eligible individuals with disabilities.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Objective 1.1.1 - Support continuous improvement within Program Integrity: Productivity, Compliance Assurance, Customer Service.	quantified index. A-based on established levels of performance with certain "stretch" goals. R-tied to key	Output: consistent performance at or above expected goal levels for each area office and comprehensive program. Outcome: balanced results lead to high quality employment outcomes for clients and business partners; continuous improvement supported by ongoing, systematic client and partner feedback.	Margaret Alewine		Director, Planning and Program Evaluation	1410 Boston Ave. West Columbia, SC	<u>Evaluation</u>	Conduct strategic planning and evaluation of program results.

Objective 1.1.2 - Increase services to underserved and emerging disability populations.	S-specific populations identified through triennial needs assessment and included in state plan. M-monthly tracking of referrals and quarterly tracking of outcomes for identified populations. A-based on needs assessment, local community needs, historical data on total served and staffing capacity. R-tied to key program indicators. T-quarterly reporting with annual review of results.	Output: increase in services to designated populations. Outcome: individuals receiving services reflect the needs of local communities.	Freda King	84	Director, Community Relations	1410 Boston Ave. West Columbia, SC		Maintain and monitor outreach efforts with community partners and local organizations.
Objective 1.1.3 - Identify opportunities for matchin client strengths and abilities with community employment needs.	career choices in context of local job openings. M-reports of career objectives compared	Output: increase in business partnerships and hiring opportunities. Outcome: clients go to work in jobs that meet their strengths and capabiltiies; employers fill vacant positions with well-matched candidates; individualized career exploration and training leads to closing skills gaps.		8	Assistant Commissioner, Client Services	1410 Boston Ave. West Columbia, SC	Client Services	Manage client service delivery, adherence and updates to policy, business development activities, and staff training.
Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures.	S-specific to federal performance requirements. M-annual reports from RSA with comparative data on performance measures. Anational performance standards, with history of meeting standards. R-required for program. T-annual.	Output: performance above national standards for federally monitored performance indicators. Outcome: diversity of clients served; clients go to work in occupations matching strengths and capabilities, at wages and hours that meet maximum potential. Training and credential attainment leads to employment in in-demand careers.	Margaret Alewine	6	Director, Planning and Program Evaluation	1410 Boston Ave. West Columbia, SC	Planning and Program Evaluation	Conduct strategic planning and evaluation of program results.
Strategy 1.2 - Enhance school-to-work transition	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
services Objective 1.2.1 - Maximize relationships with education officials in all SC school districts.	monitoring of transition caseloads. A-goals based on	Output: increased service delivery to students while in high school to prepare for post-school activities. Outcomes: positive impact on school indicators 1,2,13 and 14; total served and employment outcomes for students referred while in HS and for youth age 14 - 24 increase.	Anne Iriel	8	Assistant Commissioner, Client Services	1410 Boston Ave. West Columbia, SC	Client Services	Manage client service delivery, adherence and updates to policy, business development activities, and staff training.

Objective 1.2.2 - Improve services to individuals with autism spectrum disorders and intellectual/developmental disabilities.	S-specified population. M-monthly and quarterly reporting on new referrals and employment outcomes. A-based on staff capacity and needs assessment. R-tied to agency plan for emerging disabilities. T-annual assessment and review.	Output: training for staff, work with community and agency partners for coordinated service delivery, development of new MOA for specialized services to prepare individuals with autism for employment. Outcomes: increased employment outcomes matching client strengths and abilities with complementary services and supports identified to maintain employment.		8 months in current role, 86 months related	Assistant Commissioner, Client Services	1410 Boston Ave. West Columbia, SC	Client Services	Manage client service delivery, adherence and updates to policy, business development activities, and staff training.
Objective 1.2.3 - Enhance services for at-risk youth with disabilities.	capacity and needs	Output: increased outreach, coordination with partner agencies (DJJ; SCDEW), dedicated staffing to assist partners with vocational preparation for youth with disabilities involved in DJJ system. Outcomes: increased employment and training opportunities for at-risk youth.	Anne Iriel	8 months in current role, 86 months related	Assistant Commissioner, Client Services	1410 Boston Ave. West Columbia, SC	Client Services	Manage client service delivery, adherence and updates to policy, business development activities, and staff training.
Objective 1.2.4 - Expose students with disabilities to careers in science, technology, engineering and math through High School/High Tech programs.	requirements. M-monthly caseload monitoring and quarterly videoconference updates. A-based on established program requirements and goals. R-	Output: sustained enrollment in HS/HT programs across 15 locations; students receive mentoring, exposure to business and industry in STEM careers, exploration of post-secondary training opportunities, and internships. Outcomes: students go on to post-secondary training and become employed in technical, skilled careers.		8	Assistant Commissioner, Client Services	1410 Boston Ave. West Columbia, SC	Client Services	Manage client service delivery, adherence and updates to policy, business development activities, and staff training.
Strategy 1.3 - Enhance job-driven vocational training	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
orograms. Dbjective 1.3.1 - Develop job-readiness skills through work training center activities, demand- driven skills training, and on-the-job supports.	S-job readiness training programs and business development services. M-JRT performance and business outreach/skilled training development monitored through monthly reports. A-based on staff capacity and needs assessment as well as local LMI. R-tied to agency vision and goals. T-quarterly and annual review.	Output: increased training opportunities tied to LMI. Range of training opportunities meets individualized needs of clients. Outcome: clients are prepared for employment opportunites in community; close skills gap for employers.	Rick Elam; Anne Iriel	126; 8	Assistant Commissioner for Administration and Assistant Commissioner for Client Services	1410 Boston Ave. West Columbia, SC	JRT services / Client services	Manage client service delivery, adherence and updates to policy, business development activities, and staff training.
Objective 1.3.2 - Equip clients for job search through resume development, interviewing skills, other 'soft" skills, and disability-related classes.	S-Job Preparedness Instructor role specified to address this set of services. M-JPI class hours and curriculum. Abased on client need and staffing levels. R-tied to agency goals and achievement of mission. T-monthly and annual review.	job search through JPI classes. Outcome: clients achieve successful employment outcomes.	Rick Elam; Anne Iriel	126; 8	Assistant Commissioner for Administration and Assistant Commissioner for Client Services	1410 Boston Ave. West Columbia, SC	Client Services	Manage client service delivery, adherence and updates to policy, business development activities, and staff training.

Goal 2 - We will be a team of highly qualified

professionals who have the commitment, accountability and opportunity to excel.								
Strategy 2.1 - provide training to equip staff to provide quality vocational rehabilitation services.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Objective 2.1.1 - Develop training based on needs assessment in accordance with the State Plan.		Output: staff master skills to deliver high quality, individualized vocational rehabilitation services. Outcomes: clients achieve employment outcomes through timely and properly delivered services.	Mark Wade; Anne Iriel;	84; 8	Asst. Commissioners	1410 Boston Ave. West Columbia, SC		Plan, provide and evaluate staff training program. Manage client service delivery, adherence and updates to policy, business development activities, and staff
Objective 2.1.2 - Enhance job-specific training for specialized areas of agency operations. Strategy 2.2 - Foster opportunities for professional growth and the enhancement of future leadership.	expertise specified. M-annual training plan. A-prioritized based on agency resources	Output: staff master skills to deliver high quality, individualized vocational rehabilitation services. Outcomes: clients achieve employment outcomes through timely and properly delivered services.	Mark Wade; Anne Iriel	84; 8	Asst. Commissioners	1410 Boston Ave. West Columbia, SC		Plan, provide and evaluate staff training program. Manage client service delivery, adherence and updates to policy, business development activities, and staff
Objective 2.2.1 - Provide a professional development and leadership program.	impact on staff advancement tracked. A-2-year curriculum.	Output: increased skill level of staff in leadership and management training topics. Outcomes: improve staff retention; succession planning; staff prepared to assume leadership roles.	Mark Wade	84	Assistant Commissioner	1410 Boston Ave. West Columbia, SC		Plan, provide and evaluate staff training program.

graduation upon program completion.

Objective 2.2.2 - Maintain a working environment that fosters measurable increases in job satisfaction and rewards accomplishment.	S-supervisory/management staff held accountable for staff engagement and identifying promotion and reclassification opportunities. M-annual staff satisfaction surveys and follow up meetings based on results. A-position matrices outline requirements for advancement in career tracks. R-staff retention and advancement tied to achievement of agency mission and part of vision and values. T-annual review of satisfaction rates; ongoing review of staff performance and recommendation for advancement.	Outcomes: staff retention increases and high job satisfaction ratings.		185	HR Director	1410 Boston Ave. Human West Columbia, SC Resources	Hiring and selection; classification and compensation; payroll and benefits administration; adminstrative policy.
Objective 2.2.3 - Structure a work environment that promotes employee accountability for performance and ethical standards.	adherence to EPMS system for performance management. M clear and measurable job duties and success criteria. Aregular review of job duties with adjustment as necessary.	Output: high rates of employee satisfaction; structured and consistent method for addressing performance and ethical issues. Outcomes: clients receive quality services that provide for their informed choice and result in employment at maximum level of potential based on strengths, abilities and capabilities.	Eric Moore	185	HR Director	1410 Boston Ave. Human West Columbia, SC Resources	Hiring and selection; classification and compensation; payroll and benefits administration; administrative policy.
Goal 3 - Accountability to taxpayers through efficient and effective use of resources entrusted to us. Strategy 3.1 - Successful outcomes for clients and claimants using resources efficiently. Objective 3.1.1 - High return on investment for clients through successful employment outcomes.	S-specific comparison of resources expended to return. M-formula used to calculate ROI. A-benchmarked based on historical and comparative data. R-key indicator for program efficiency and	Output: measure of how program expenditures result in positive economic gains based on competitive employment. Outcomes: clients successfully employed pay back the cost of rehabilitation through taxes and decrease in SSI/SSDI.	Koon	84; 96	Assistant Commissioner; Chief Financial Officer	1410 Boston Ave. Administration; West Columbia, SC Finance	Public information and annual reporting; Finance and fiscal processes

effectiveness. T-annual

Objective 3.1.2 - Demonstrate cost effectiveness that compares favorably with national/regional peers.	S-specific cost of services. M - federally reported cost per client rehabilitated. A- historically better than national benchmarks. R-tied to mission, vision and values. T annual evaluation.	Output: measure of expenditures per client rehabilitated. Outcome: maintain recurring funding through demonstrated achievement of positive results with fiscal accountability.	Mark Wade; Richard Elam; Shirley Jarrett	84;126; 40	Assistant Commissioner for Special Services; Assistant Commissioner for Administration; Disability Determination	1410 Boston Ave. West Columbia, SC	Administration; Finance	Public information and annual reporting; Finance and fiscal processes
Strategy 3.2 - Continued evaluation and	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
improvement of key processes. Objective 3.2.1 - Conversion to electronic case management system encompassing time management and compliance aids with statewide access.	and caseload levels. Development process grouped by stages of rehabilitation	Output: case management system that stores client information securely, with applications to conduct service delivery activities and provide reporting for program evaluation and performance monitoring. Outcomes: staff can serve clients in a timely, more efficient manner and managers can evaluate performance systematically.	Anne Iriel/Jay Rolin	78; 108	Assistant Commissioner, Client Services / IT Director	1410 Boston Ave. West Columbia, SC	Client Services /	Plan, provide and evaluate staff training program. Manage client service delivery, adherence and updates to policy, business development activities, and staff training. IT dept: manage and oversee security of data systems, federal and state reporting requirements, database administration, programming and evaluate training and evaluate and state reporting requirements, database administration, programming and evaluate and state reporting requirements.
Objective 3.2.2 - Expansion and enhancement of quality assurance and program evaluation.	real-time and quarterly performance reports. A- benchmarked based on historical performance and/or	Output: revisions to QA questions, sampling and reporting to ask and answer the right questions accurately. Outcome: adherence to policy and program regulations; continuous improvement as evidenced by client outcomes and high quality service delivery.	Anne Iriel / Margaret Alewine	8; 8	Assistant Commissioner, Client Services; Director, Planning and Program Evaluation	1410 Boston Ave. West Columbia, SC	Client Services; Planning and Program Evaluation	Plan, provide and evaluate staff training program. Manage client service delivery, adherence and updates to policy, business development activities, and staff training. / Conduct strategic planning and evaluation of
Objective 3.2.3 - Evaluation and development of fiscal and programmatic joint processes.	S-specific to linking programmatic with fiscal planning. M-strategic budgeting and costing of services. A-based on availability of funding/resources and spending authority. R-tied to achievement of mission, vision, values. T-annual planning and budgeting process with regular monthly services.	Output: link strategic budgeting and programmatic planning to identify priorities, develop realistic and appropriate budget requests that include specific expected outcomes. Outcomes: goal is achieved for the number of clients gaining or maintaining competitive employment.	Margaret Alewine; Richard Elam	36; 126	Director, Planning and Program Evaluation;Assis tant Commissioner for Administration	1410 Boston Ave. West Columbia, SC	Planning and Program Evaluation / Finance / Grants and Funds Mgt.	Conduct strategic planning and evaluation of program results. Manage fiscal activities; Conduct strategic budgeting and management of grants and funds.

reviews of expenditures.

Strategy 3.3 - Ensure safety and adequacy of								
infrastructure. Objective 3.3.1 - I.T. and Systems Security		Output: data and personably identifiable information (PII) remains secure; staff and clients remain safe. Outcomes:no known data breaches of sensitive PII.	Jay Rolin	151	IT Director	1410 Boston Ave. West Columbia, SC	Π	IT dept: manage and oversee security of data systems, federal and state reporting requirements, database administration, programming and application analysis
Objective 3.3.2 - Promote a safe environment for staff and clients, resulting in minimal rates of injury.		Output: limit the number of injuries and safety issues within all VR offices. Reduction in insurance premiums as a result of safety program with lower EMOD.	Jeb Batten	298	General Counsel	1410 Boston Ave. West Columbia, SC	Legal, Safety, and Risk Management	Management of safety program, risk management, worker's compensation, security, tort liability/professional liability insurance, facility inspections.
Goal 4 - Maintain a dynamic network of partnerships o shape a better future for all stakeholders.								
Strategy 4.1 - Increase collaboration with other state	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Objective 4.1.1 - Inform stakeholders of services and get their feedback on VR performance in meeting needs.	and conduct outreach; M- referrals from partners;	Output: positive relationships with partner agencies and stakeholders. Outcomes: diverse range of clients served that meets the needs of each community.	Freda King	72	Director, Community Relations	1410 Boston Ave. West Columbia, SC	Community Relations	Maintain and monitor outreach efforts with community partners and local organizations.

Objective 4.1.2 - Provide employment preparation and supports for people with disabilities referred by partner agencies and organizations.	improvement in service delivery and referral process; M-referrals from partners;	Output: positive relationships with partner agencies and stakeholders; provision of complementary services; employment outcomes are achieved for the desired number of clients that want/need VR services.	Freda King; Anne Iriel	84; 8	Director, Community Relations; Assistant Commissioner	1410 Boston Ave. West Columbia, SC	Community Relations; Client Services	Maintain and monitor outreach efforts with community partners and local organizations.
Objective 4.1.3 - Build relationships that encourage complementary interagency collaboration.	S-MOA/MOUs with partner agencies. M-deliverables outlined in agreements are met; A-based on evaluation and assessment of achievable goals; R: tied to agency mission, legislation requirements, and values; T-quarterly/annual review.	Output: positive relationships with partner agencies and stakeholders; provision of complementary services; employment outcomes are achieved for the desired number of clients that want/need VR services.	Freda King	84	Director, Community Relations	1410 Boston Ave. West Columbia, SC	Community Relations	Maintain and monitor outreach efforts with community partners and local organizations.
Strategy 4.2 - Mutually beneficial partnerships with business and industry that provide	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
publics and intest that provide employment/training opportunities for clients. Objective 4.2.1 - Build and maintain VR Business Partnership Network and collaborate with business and industry associations.	S-BPN structured to operate at state and local levels; M-membership totals are tracked; A-membership continues to increase as do employment and training opportunities; R-tied to agency vision and values; T-quarterly meetings and annual review.	Output: enrollment in BPN allows business to hear from peers on benefits of collaboration with VR for training and employment opportunities. Outcomes: clients obtain competitive employment positions for which they are well-matched; VR is seen as an employer's "first call" for hiring.	Anne Iriel	8	Assistant Commissioner, Client Services	1410 Boston Ave. West Columbia, SC	Client Services	Plan, provide and evaluate staff training program. Manage client service delivery, adherence and updates to policy, business development activities, and staff training

Objective 4.2.3 - Advanced solutions for job matching through Career Connect and Universal Business Database.

reporting provides measurment of staff utilization, work orders, interviewing, hiring and selection. A-targets for use and for meeting hiring needs are based on business partner input and (if applicable) federal regulations. R-tied to agency vision and values. Tmonthly reporting, annual review.

S-Career Connect and UBD; M- Output: systematic tracking of work orders, hiring patterns, and demanddriven opportunities. Outcomes: more clients are matched with opportunities that meet their skill sets and strengths, and businesses get well-prepared, wellmatched employees.

Anne Iriel

8

Assistant Commissioner, Client Services

1410 Boston Ave. Client Services West Columbia, SC

evaluate staff training program. Manage client service delivery, adherence and updates to policy, business

Plan, provide and

development activities, and staff training.

Objective 4.2.4 - Provide outsource opportunities that meet clients' job readiness training needs and local labor market and industry needs.

S-specific to training opportunities in JRT centers that lead to employment based on skills. M-real-time and monthly/quarterly performance benchmarks, staffing in job readiness centers, and client needs for a closed. diverse range of training opportunities. R-based on local LMI and individualized to client needs. T-training plan for clients individualized and time-limited; quality and timeliness expectations must be met for outsource contracts.

Output: business partners gain capacity Rick Elam; Anne 126; 8 and clients obtain skills leading to employment; skills are developed in a supportive environment that prepares clients for work settings. Outcomes: reports. A-based on historical training contracts are developed that lead to employment opportunities within the community; skills gaps are

Assistant Director, Job Readiness Training Services;

1410 Boston Ave. JRT services / Commissioner; West Columbia, SC Client Services

Manage client service delivery, adherence and updates to policy, business development activities, and staff training.

Assistant Commissioner.

Client Services

This is the next chart because once the agency has determined its goals, strategies and objectives, the agency needs to determine which of its programs will help achieve those objectives and goals and which programs may need to be curtailed or eliminated. If one program is helping accomplish an objective that a lot of other programs are also helping accomplish, the agency should consider whether the resources needed for that program could be better utilized (i.e. so the agency can most effectively and efficiently accomplish all of its goals and objectives) if they were distributed among the other programs that are helping accomplish the same objective or among programs that are helping accomplish other objectives.

Agency Responding	S.C. Vocational Rehabilitation Department
Date of Submission	25-Feb-16
Fiscal Year for which information below	2015-16
pertains	

Instructions:

- 1) Under the "Name of Agency Program" column, enter the name of every program at the agency on a separate row.
- 2) Under the "Description of Program" column, enter a 1-3 sentence description of the agency program.
- 3) Under the "Legal Statute Requiring Program" column, enter the legal statute which requires (this is different than allows) the program, if the program is required by a state or federal statute or proviso. Make sure it is clear whether the agency is referencing state or federal laws and whether it is a proviso or statute. If the program is not required by a state or federal statute or proviso, enter "none."
- 3) Under the "Objective the Program Helps Accomplish" column, enter the strategic plan objective number and description. The agency can copy the Objective number and description from the first column of the Strategy, Objective and Responsibility Chart. Enter ONLY ONE objective per row. If an agency program helps accomplish multiple objectives, insert additional rows with that agency program information and enter each different objective it helps accomplish on a separate row.

Name of Agency Program	Description of Program	Legal Statute or Proviso Requiring the Program	Objective the Program Helps Accomplish (The agency can copy the Objective number and description from the first column of the Strategy, Objective and Responsibility Chart) List ONLY ONE strategic objective per row.
Program	hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	Objective 1.1.1 - Support continuous improvement within Program Integrity: Productivity, Compliance Assurance, Customer Service.

Vocational Rehabilitation Basic Services Program	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain competitive employment. To be eligible a person must have a physical or mental impairment that hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work transition services; job readiness and skills training; assistive technology; job retention services; supported employment (job coaching); post secondary training; apprenticeships and on-the-job training; job placement.	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	Objective 1.1.2 - Increase services to underserved and emerging disability populations.
Vocational Rehabilitation Basic Services Program	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain competitive employment. To be eligible a person must have a physical or mental impairment that hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work transition services; job readiness and skills training; assistive technology; job retention services; supported employment (job coaching); post secondary training; apprenticeships and on-the-job training; job placement.	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	Objective 1.1.3 - Identify opportunities for matching client strengths and abilities with community employment needs.
Vocational Rehabilitation Basic Services Program	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain competitive employment. To be eligible a person must have a physical or mental impairment that hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work transition services; job readiness and skills training; assistive technology; job retention services; supported employment (job coaching); post secondary training; apprenticeships and on-the-job training; job placement.	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures.

Program	assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work transition services; job readiness and skills training; assistive technology; job retention services; supported employment (job coaching); post secondary training; apprenticeships and on-the-job training; job placement.	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal Regulations, 34 CFR Part 361; Workforce Innovation and Opportunity Act (WIOA), signed into law July 22, 2014. Federal Regulations pending	Objective 1.2.1 - Maximize relationships with education officials in all SC school districts.
Vocational Rehabilitation Basic Services Program	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain competitive employment. To be eligible a person must have a physical or mental impairment that hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work transition services; job readiness and skills training; assistive technology; job retention services; supported employment (job coaching); post secondary training; apprenticeships and on-the-job training; job placement.	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	Objective 1.2.2 - Improve services to individuals with autism spectrum disorders and intellectual/developmental disabilities.
Vocational Rehabilitation Basic Services Program	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain competitive employment. To be eligible a person must have a physical or mental impairment that hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work transition services; job readiness and skills training; assistive technology; job retention services; supported employment (job coaching); post secondary training; apprenticeships and on-the-job training; job placement.	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	Objective 1.2.3 - Enhance services for at-risk youth with disabilities.

Vocational Rehabilitation Basic Services	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain	South Carolina Code of Laws:	Objective 1.2.4 - Expose students with disabilities to
Program	competitive employment. To be eligible a person must have a physical or mental impairment that hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work transition services; job readiness and skills training; assistive technology; job retention services; supported employment (job coaching); post secondary training; apprenticeships and on-the-job training; job placement.	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	careers in science, technology, engineering and math through High School/High Tech programs.
Vocational Rehabilitation Basic Services Program	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain competitive employment. To be eligible a person must have a physical or mental impairment that hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work transition services; job readiness and skills training; assistive technology; job retention services; supported employment (job coaching); post secondary training; apprenticeships and on-the-job training; job placement.	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	Objective 1.3.1 - Develop job-readiness skills through work training center activities, demand-driven skills training, and on-the-job supports.
Vocational Rehabilitation Basic Services Program	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain competitive employment. To be eligible a person must have a physical or mental impairment that hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work transition services; job readiness and skills training; assistive technology; job retention services; supported employment (job coaching); post secondary training; apprenticeships and on-the-job training; job placement.	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	Objective 1.3.2 - Equip clients for job search through resume development, interviewing skills, other "soft" skills, and disability-related classes.

Vocational Rehabilitation Basic Services	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain	South Carolina Code of Laws	Objective 2.1.1 - Develop training based on needs
Program	competitive employment. To be eligible a person must have a physical or mental impairment that	Title 43, Chapter 31	assessment in accordance with the State Plan.
8	hinders them from working and must require and be able to benefit from vocational rehabilitation		
		The Rehabilitation Act of	
	assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work	1973 (PL 93-112, as	
	transition services; job readiness and skills training; assistive technology; job retention services;	amended); Federal	
	supported employment (job coaching); post secondary training; apprenticeships and on-the-job training;	Regulations, 34 CFR Part 361;	
	job placement.		
		Workforce Innovation and	
		Opportunity Act (WIOA),	
		signed into law July 22, 2014.	
		Federal Regulations pending	
Vocational Rehabilitation Basic Services	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain	South Carolina Code of Laws:	Objective 2.1.2 - Enhance job-specific training for
Program	competitive employment. To be eligible a person must have a physical or mental impairment that	Title 43, Chapter 31	specialized areas of agency operations.
	hinders them from working and must require and be able to benefit from vocational rehabilitation		
	services that would lead to gainful employment. Services include counseling and guidance; vocational	The Rehabilitation Act of	
	assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work	1973 (PL 93-112, as	
	transition services; job readiness and skills training; assistive technology; job retention services;	amended); Federal	
	supported employment (job coaching); post secondary training; apprenticeships and on-the-job training;	Regulations, 34 CFR Part 361;	
	job placement.		
		Workforce Innovation and	
		Opportunity Act (WIOA),	
		signed into law July 22, 2014.	
		Federal Regulations pending	
Vocational Rehabilitation Basic Services	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain	South Carolina Code of Laws	Objective 2.2.1 - Provide a professional development
Program	competitive employment. To be eligible a person must have a physical or mental impairment that	Title 43, Chapter 31	and leadership program.
r rogium	hinders them from working and must require and be able to benefit from vocational rehabilitation	True 40, Grapter 31	and reductionly program.
	services that would lead to gainful employment. Services include counseling and guidance; vocational	The Rehabilitation Act of	
		1973 (PL 93-112, as	
	transition services; job readiness and skills training; assistive technology; job retention services;	amended); Federal	
		Regulations, 34 CFR Part 361;	
	job placement.	,	
		Workforce Innovation and	
		Opportunity Act (WIOA),	
		signed into law July 22, 2014.	
		Federal Regulations pending	

Program	hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	Objective 2.2.2 - Maintain a working environment that fosters measurable increases in job satisfaction and rewards accomplishment.
Program		South Carolina Code of Laws: Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal Regulations, 34 CFR Part 361; Workforce Innovation and Opportunity Act (WIOA), signed into law July 22, 2014. Federal Regulations pending	Objective 2.2.3 - Structure a work environment that promotes employee accountability for performance and ethical standards.
Vocational Rehabilitation Basic Services Program	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain competitive employment. To be eligible a person must have a physical or mental impairment that hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work transition services; job readiness and skills training; assistive technology; job retention services; supported employment (job coaching); post secondary training; apprenticeships and on-the-job training; job placement.	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	Objective 3.1.1 - High return on investment for clients through successful employment outcomes.

Vocational Rehabilitation Basic Services	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain	South Carolina Code of Laws:	Objective 3.1.2 - Demonstrate cost effectiveness that
Program	competitive employment. To be eligible a person must have a physical or mental impairment that	Title 43, Chapter 31	compares favorably with national/regional peers.
	hinders them from working and must require and be able to benefit from vocational rehabilitation		
	services that would lead to gainful employment. Services include counseling and guidance; vocational	The Rehabilitation Act of	
	assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work	1973 (PL 93-112, as	
	transition services; job readiness and skills training; assistive technology; job retention services;	amended); Federal	
	supported employment (job coaching); post secondary training; apprenticeships and on-the-job training;	Regulations, 34 CFR Part 361;	
	job placement.		
		Workforce Innovation and	
		Opportunity Act (WIOA),	
		signed into law July 22, 2014.	
		Federal Regulations pending	
	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain	South Carolina Code of Laws:	
Program	competitive employment. To be eligible a person must have a physical or mental impairment that	Title 43, Chapter 31	management system encompassing time management
	hinders them from working and must require and be able to benefit from vocational rehabilitation		and compliance aids with statewide access.
	services that would lead to gainful employment. Services include counseling and guidance; vocational	The Rehabilitation Act of	
		1973 (PL 93-112, as	
	transition services; job readiness and skills training; assistive technology; job retention services;	amended); Federal	
	supported employment (job coaching); post secondary training; apprenticeships and on-the-job training;	Regulations, 34 CFR Part 361;	
	job placement.		
		Workforce Innovation and	
		Opportunity Act (WIOA),	
		signed into law July 22, 2014.	
		Federal Regulations pending	
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Vocational Rehabilitation Basic Services	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain		Objective 3.2.2 - Expansion and enhancement of quality
Program	competitive employment. To be eligible a person must have a physical or mental impairment that hinders them from working and must require and be able to benefit from vocational rehabilitation	Title 43, Chapter 31	assurance and program evaluation.
	services that would lead to gainful employment. Services include counseling and guidance; vocational	The Rehabilitation Act of	
		1973 (PL 93-112, as	
	transition services; job readiness and skills training; assistive technology; job retention services;	amended); Federal	
	supported employment (job coaching); post secondary training; apprenticeships and on-the-job training;	**	
	job placement.	negalations, 54 Critical Col.,	
	Jos P. 100 P.	Workforce Innovation and	
		Opportunity Act (WIOA),	
		signed into law July 22, 2014.	
		Federal Regulations pending	
		. 223 di Nebalationo pending	

Vocational Rehabilitation Basic Services	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain	South Carolina Code of Laws	Objective 3.2.3 - Evaluation and development of fiscal
Program	competitive employment. To be eligible a person must have a physical or mental impairment that hinders them from working and must require and be able to benefit from vocational rehabilitation	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	and programmatic joint processes.
Vocational Rehabilitation Basic Services Program	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain competitive employment. To be eligible a person must have a physical or mental impairment that hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work transition services; job readiness and skills training; assistive technology; job retention services; supported employment (job coaching); post secondary training; apprenticeships and on-the-job training; job placement.	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	Objective 3.3.1 - I.T. and Systems Security
Vocational Rehabilitation Basic Services Program	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain competitive employment. To be eligible a person must have a physical or mental impairment that hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work transition services; job readiness and skills training; assistive technology; job retention services; supported employment (job coaching); post secondary training; apprenticeships and on-the-job training; job placement.	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	Objective 3.3.2 - Promote a safe environment for staff and clients, resulting in minimal rates of injury.

Vocational Rehabilitation Basic Services Program	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain competitive employment. To be eligible a person must have a physical or mental impairment that hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work	South Carolina Code of Laws: Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as	Objective 4.1.1 - Inform stakeholders of services and get their feedback on VR performance in meeting needs.
	transition services; job readiness and skills training; assistive technology; job retention services; supported employment (job coaching); post secondary training; apprenticeships and on-the-job training; job placement.	amended); Federal Regulations, 34 CFR Part 361; Workforce Innovation and Opportunity Act (WIOA), signed into law July 22, 2014. Federal Regulations pending	
Vocational Rehabilitation Basic Services Program	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain competitive employment. To be eligible a person must have a physical or mental impairment that hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work transition services; job readiness and skills training; assistive technology; job retention services; supported employment (job coaching); post secondary training; apprenticeships and on-the-job training; job placement.	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	Objective 4.1.2 - Provide employment preparation and supports for people with disabilities referred by partner agencies and organizations.
Vocational Rehabilitation Basic Services Program	Services to prepare and assist eligible South Carolinians with disabilities to achieve and maintain competitive employment. To be eligible a person must have a physical or mental impairment that hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work transition services; job readiness and skills training; assistive technology; job retention services; supported employment (job coaching); post secondary training; apprenticeships and on-the-job training; job placement.	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	Objective 4.1.3 - Build relationships that encourage complementary interagency collaboration.

Associated Programs

Vocational Rehabilitation Basic Services Program	hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	Objective 4.2.1 - Build and maintain VR Business Partnership Network and collaborate with business and industry associations.
Vocational Rehabilitation Basic Services Program	hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	Objective 4.2.2 - Actively use business advisory councils for guidance on employment standards and training curricula.
Vocational Rehabilitation Basic Services Program	hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational	Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal	Objective 4.2.3 - Advanced solutions for job matching through Career Connect and Universal Business Database.

Associated Programs

Vocational Rehabilitation Basic Services Program	hinders them from working and must require and be able to benefit from vocational rehabilitation services that would lead to gainful employment. Services include counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; school-to-work transition services; job readiness and skills training; assistive technology; job retention services;	South Carolina Code of Laws: Title 43, Chapter 31 The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal Regulations, 34 CFR Part 361; Workforce Innovation and Opportunity Act (WIOA), signed into law July 22, 2014. Federal Regulations pending	Objective 4.2.4 - Provide outsource opportunities that meet clients' job readiness training needs and local labor market and industry needs.
Disability Determination Services Program	Processes initial claims for Social Security Disability Insurance and Supplemental Security Income for the Social Security Administration, as well as claims at the first level of appeals (reconsideration). DDS also processes disability retirement claims for the South Carolina Public Benefit Authority and Medicaid disability claims for the South Carolina Department of Health and Human Services.	20 CFR 404.1503 20 CFR 404 Subpart Q	Objective 3.1.2 - Demonstrate cost effectiveness that compares favorably with national/regional peers.
Disability Determination Services Program	Processes initial claims for Social Security Disability Insurance and Supplemental Security Income for the Social Security Administration, as well as claims at the first level of appeals (reconsideration). DDS also processes disability retirement claims for the South Carolina Public Benefit Authority and Medicaid disability claims for the South Carolina Department of Health and Human Services.	20 CFR 404.1503 20 CFR 404 Subpart Q	Objective 2.2.1 - Provide a professional development and leadership program.
Disability Determination Services Program	Processes initial claims for Social Security Disability Insurance and Supplemental Security Income for the Social Security Administration, as well as claims at the first level of appeals (reconsideration). DDS also processes disability retirement claims for the South Carolina Public Benefit Authority and Medicaid disability claims for the South Carolina Department of Health and Human Services.	20 CFR 404.1503 20 CFR 404 Subpart Q	Objective 2.2.2 - Maintain a working environment that fosters measurable increases in job satisfaction and rewards accomplishment.
Disability Determination Services Program	Processes initial claims for Social Security Disability Insurance and Supplemental Security Income for the Social Security Administration, as well as claims at the first level of appeals (reconsideration). DDS also processes disability retirement claims for the South Carolina Public Benefit Authority and Medicaid disability claims for the South Carolina Department of Health and Human Services.	20 CFR 404.1503 20 CFR 404 Subpart Q	Objective 2.2.3 - Structure a work environment that promotes employee accountability for performance and ethical standards.

Objective Details

This is the next chart because once the agency determines the associated programs and amount of funds it is allocating to accomplish each objective, the agency needs to ensure it has proper performance measures established to track how effectively and efficiently it is utilizing the resources allocated. The agency also needs to consider potential negative impacts which may arise, and need to be addressed, if the objective is not accomplished; ensure the agency is addressing issues raised in previous audits or reviews; and continually consider which partners the agency could work with to more effectively and efficiently accomplish each objective.

Agency Responding	SC Vocational Rehabilitation Dept.
Date of Submission	25-Feb-16
Fiscal Year for which information below pertains	2015-16

<u>Instructions:</u> Below is a template to <u>complete for each Objective</u> listed in the Strategy, Objectives and Responsibility Chart. It is recommended that the agency copy and paste the data in this tab into multiple other tabs, while it is still blank. The agency will then have a blank version to complete for each separate Objective. The agency needs to provide information in all the cells that are highlighted. Please save the information related to each Objective as a separate tab in the excel document. Label each Tab, "O__" and insert the applicable numbers in the blanks (For example "O1.1.1"). NOTE: Call House Staff if the agency has any questions or needs any assistance in completing the information below.

Objectives begin on next tab (O1.1.1)

Strategic Plan Context		
# and description of Goal the Objective is helping accomplish:	Goal 1 - Successful employment outcomes for South	Copy and paste this from the second column of the Mission, Vision and Goals Chart
	Carolinians with disabilities through specialized,	
	individualized services.	
Legal responsibilities satisfied by Goal:	WIOA	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 1.1 - Improve the quality of employment	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	outcomes for eligible individuals with disabilities.	
Objective		,
Objective # and Description:	Objective 1.1.1 - Support continuous improvement	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	within Program Integrity: Productivity, Compliance	
	Assurance, Customer Service.	
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome:	Output: consistent performance at or above expected	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
	goal levels for each area office and comprehensive	
	program. Outcome: balanced results lead to high	
	quality employment outcomes for clients and business	
	partners; continuous improvement supported by	
	ongoing, systematic client and partner feedback.	
	3 3, ,	
Agency Programs Associated with Objective		•
Program Names:	Basic Services	
Responsible Person		
Name:	Margaret Alewine	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Number of Months Responsible:	8	Copy and paste this information from the sixth column of the Strategy, Objectives and Responsibility Chart
Position:	Director, Planning and Program Evaluation	Copy and paste this information from the seventh column of the Strategy, Objectives and Responsibility Char
Office Address:	1410 Boston Ave. West Columbia, SC	Copy and paste this information from the eighth column of the Strategy, Objectives and Responsibility Chart
Department or Division:	Planning and Program Evaluation	Copy and paste this information from the ninth column of the Strategy, Objectives and Responsibility Chart
Department or Division Summary:	Conduct strategic planning and evaluation of program	Copy and paste this information from the tenth column of the Strategy, Objectives and Responsibility Chart
	results.	
Amount Budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year:	\$33,851,101 - combined with all Srategy 1.1	
	Objectives	
Total Actually Spent:	Agency will provide next year	

Instructions: Please copy and paste the chart and questions below as many times as needed so the agency can provide this information for each Performance Measure that applies to this objective. Types of Performance Measures:

How the Agency is Measuring its Performance

	_
Objective 1.1.1 - Support continuous improvement within Program	
Integrity: Productivity, Compliance Assurance, Customer Service.	
: Successful Employment Outcomes for Agency Clients	
: Outcome	
: <mark>6,382</mark>	
: <mark>7,015</mark>	
: <mark>6,747</mark>	
: <mark>6,748</mark>	
: <mark>7,252 </mark>	
Yes	Reported on federal RSA-911 data report a state accountability report.
Rehabilitation Services Administration, U.S. Dept. of Education	
Federal requirement	
	Integrity: Productivity, Compliance Assurance, Customer Service. Successful Employment Outcomes for Agency Clients Outcome 6,382 7,015 6,747 6,748 7,252 Yes Rehabilitation Services Administration, U.S. Dept. of Education

## Restoration of a falling following period of budget reductions: management plans for each local are and depth and storage for correction. What are the names and tales of the individuals who chose the target value for 2013-16? What was considered when determining the level to set the target value in 2013-16 and why was the decision finally and the level at which it was set? ### Performance Measure ### Performance Measure ### Performance Measure 2013-14 Andreal Results (see of 6/2014)	lest a series of the second of	
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reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached? Performance Measure: Program Integrity for Customer Service Type of Measure: Outcome Results	If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
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Performance Measure: Program Integrity for Customer Service Type of Measure: Outcome Results		
Type of Measure: Outcome Results		
Type of Measure: Outcome Results		
Type of Measure: Outcome Results	Performance Measure	Program Integrity for Customer Service
Results		
2013-14 Actual Results (as of 6/30/14): 92.59%		
	2013-14 Actual Results (as of 6/30/14)	ı: <mark>92.59%</mark>

2014-15 Target Results:	increase from previous year
2014-15 Actual Results (as of 6/30/15):	96.29%
2015-16 Minimum Acceptable Results:	increase from previous year
2015-16 Target Results:	increase from previous year
<u>Details</u>	
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	No
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner
Why was this performance measure chosen?	It measures customer satisfaction with SCVRD services
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	previous performance and expecations for next year
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	

Performance Mescure	Draggana Intagrity for Compliance Assurance
Type of Measure:	Program Integrity for Compliance Assurance
Results	Outcome
2013-14 Actual Results (as of 6/30/14):	97.20%
	increase from previous year
2014-15 Actual Results (as of 6/30/15):	
2015-16 Minimum Acceptable Results:	
	increase from previous year
Details	introduce from previous year
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	No
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner
Why was this performance measure chosen?	It reflects quality assurance reviews of compliance with federal and agency policies in client services delivery.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	previous performance and expecations for next year
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes

If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
Performance Measure	Program Integrity for Productivity
Type of Measure	Outcome
Results	
2013-14 Actual Results (as of 6/30/14)	
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Target Results	100%
<u>Details</u>	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner
what are the names and thes of the individuals who chose this as a performance measure:	SCAMP COMMISSIONEI
Why was this performance measure chosen?	It reflects level of achievement in successful employment outcomes for clients
, , ,	based on a prorated goal.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Restoration of staffing following period of budget reductions; management
in the target value was not reached in 2014-15, what changes were made to try and change it was reached:	plans for each local area addressing deficits and strategies for correction.
	Emphasis on training for significant number of inexperienced staff. Note:
	Federally-set goal was achieved. Agency target based on internal goals.
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Prior year performance; staffing and resources; economic and employment
· · · · · · · · · · · · · · · · · · ·	
made on setting it at the level at which it was set?	analysis; labor market information; staffing and caseload capacity; client
	service expenditures and budget authority; needs assessment as indicated in
	the State Plan submitted to RSA; performance targets per caseload;
	rehabilitation rate and historical trend data on percentage of clients achieving
	an employment outcome; number of clients already receiving planned
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
	Number of client complaints to Client Relations office
Type of Measure	Outcome
Results	
2013-14 Actual Results (as of 6/30/14)	
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	stability
2015-16 Target Results	
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes
two cells over)	
Miles and the control of the control	CCVDD Commission on
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner

Why was this performance measure chosen?	To reflect client satsifaction as well as to track trends in types of complaints and to document resolution of complaints.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	N/A
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?	
Performance Measure	Percentage of client complaints resolved without need for formal administrative review
Type of Measure	
Results	
2013-14 Actual Results (as of 6/30/14)	: 99.2%
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
	: increase from previous year
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	Yes
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration
Why was this performance measure chosen?	To reflect performance by SCVRD staff in examining client complaints in partnership with the client and the Client Assistance Program to resolve issues without requests for formal administrative reviews.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Although there was a 0.4% decrease the stability of an extremely high percentage was maintained.

What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	
made on setting it at the level at which it was set?	
made on setting it at the lever at which it was set:	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
Performance Measure:	Rehabilitation rate for clients in work training centers
Type of Measure:	Outcome
	dicone
Results 2012 1444 L. I.B. J. L. F. C. (2014)	CO 10/
2013-14 Actual Results (as of 6/30/14):	
2014-15 Target Results:	
2014-15 Actual Results (as of 6/30/15):	57.9%
2015-16 Minimum Acceptable Results:	55.8%
2015-16 Target Results:	55.8%
	33.8%
<u>Details</u>	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration (RSA), U.S. Department of Education
· ·	
Why was this performance measure chosen?	reflects impact of SCVRD program on employment of state's residents with
The state personnance measure of section	
	disabilities who participate in job readiness training activities at the agency's
	work training centers.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
the target value was not reached in 2011 15, what changes were made to try and ensure it was reached.	
	No. of the Control of
What are the names and titles of the individuals who chose the target value for 2015-16?	Nationally-established indicator
What was annidered when determining the level to get the terret value in 2015 10 and who were the decision for the	Nationally-established indicator
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	ivationally-established indicator
made on setting it at the level at which it was set?	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	

<u>Instructions</u>: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Impact," enter the most potential negative impact to the public that may occur as a result of the agency not accomplishing the objective. Next to, "Level Requires Outside Help," enter the level at which the agency believes it needs outside help. Next to, "Outside Help to Request," enter the entities to whom the agency would reach out if the potential negative impact rises to that level. Next to, "Level Requires Inform General Assembly," enter the level at which the agency thinks the General Assembly should be put on notice of the level at which the potential negative impact has risen. Next to, "3 General Assembly Options," enter three options for what the General Assembly could do to help resolve the issue before it became a crisis. The House Legislative Oversight Committee will provide this information to all other House standing committees, but will not address it itself until the agency is under study.

Most Potential Negative Impact	South Carolinians with disabilities would not have the necessary supports to prepare for, achieve and maintain competitive employment; the state's employers would not benefit	
	from having as many qualified and well-prepared job candidates.	
Level Requires Outside Help	When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in transition to new federal performance standards. Previously two	
	consecutive years of substandard performance on primary indicators triggered reviews.	
Outside Help to Request	RSA and its associated Technical Assistance Centers	
Level Requires Inform General Assembly	When RSA does not resolve through monitoring and assistance	
3 General Assembly Options	Continued open communication with legislative committee members to address gaps	

REVIEWS/AUDITS

<u>Instructions</u>: Below please list all external or internal reviews, audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impacts this objective. Please remember to maintain an electronic copy of each Review and any other information generated by the entity performing the Review as copies may be requested when the agency is under study. NOTE: Responses are not limited to the number of rows below that have borders around them, please insert as many rows as needed.

Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)
Rate of successful employment outcomes	internal oversight	Commissioner's Executive Staff, internal	Monthly from 07/01/2014 to 06/30/2015
Program Integrity Reviews- Productivity, Customer Service,	internal oversight	Committee on Rehabilitation Excellence (CORE), internal	Quarterly from 07/01/2014 to 06/30/2015
Compliance Assurance			
Single Audit	required; compliance with federal regulations and	State Auditor's Office, external; data reported to Rehabilitation Services	01/05/2015 to 03/16/2015
	agency policies	Administration, U.S. Department of Education, external	
Agreed Upon Procedures Audit	required; review application of procedures to internal	Independent contractor for the State Auditor's Office; external	04/20/2015 to 07/21/2015
	controls and accounting records		
Internal Audits of Facilities	internal controls and accounting records for work	Internal Audits Department; internal	Ongoing on annual basis
	training centers/comprehensive facilities		

PARTNERS

<u>Instructions</u>: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Partners," enter the ways the agency works with the entity (names of projects, initiatives, etc.) which helps the agency accomplish this objective. List only one partner per row and insert as many rows as necessary to list all of the partners. Note, if there is a large list of partners that all fit within a certain group, the agency can list the group instead of each partner individually. For example, if the agency works with every middle school in the state, the agency can list SC Middle Schools, instead of listing each middle school separately. As another example, if the agency works with every high school in Lexington county, the agency can list Lexington County High Schools, instead of listing each high school in the county separately.

Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or Other
	Business, Association, or Individual?
School-to-work transition services in all districts	State and local
Work Keys instruction and testing	State
	State
leading to competitive employment of clients; DDSN is	
extended complementary service provider beyond	
term of VR involvement; also assistive technology	
services partnership	
To provide complementary services leading to	State
competitive employment of clients	
To provide complementary services leading to	State
competitive employment of clients	
To provide complementary services leading to	State
competitive employment of clients	
To provide vocational rehabilitation services to youth	State
with disabilities with DJJ involvement	
To provide vocational rehabilitation services to	State
inmates with disabilities in preparation for	
employment upon release	
To provide vocational rehabilitation services to	State
persons with disabilities for transition into	
employment upon release from correctional facilities	
	School-to-work transition services in all districts Work Keys instruction and testing VR provides complementary, non-duplicative services leading to competitive employment of clients; DDSN is extended complementary service provider beyond term of VR involvement; also assistive technology services partnership To provide complementary services leading to competitive employment of clients To provide complementary services leading to competitive employment of clients To provide complementary services leading to competitive employment of clients To provide vocational rehabilitation services to youth with disabilities with DJJ involvement To provide vocational rehabilitation services to inmates with disabilities in preparation for employment upon release To provide vocational rehabilitation services to persons with disabilities for transition into

	The state of the s	le
South Carolina Commission for the Blind	To provide complementary services for individuals	State
	who may have disabilities in addition to visual	
	impairments and could benefit from specific services	
	or guidance from the partner agency.	
S.C. Technical Colleges System	Demand-driven vocational training for persons with	State
	disabilities, manufacturing certification to enhance	
	marketability for SCVRD clients	
SC DEW	Coordinated business services teams; unified planning	State
	for workforce development and implementation of	
	WIOA: youth programs	
Able SC, Walton Options, AccessAbility	client referrals for Independent Living services;	Community based non-profit
	referrals to SCVRD for vocational rehabilitation	
	services; information sharing pertaining to SSA	
	benefits	
Higher Education System	post-secondary education for clients, partnerships in	State
,	programs and initiatives for demand-driven career	
	opportunities	
Client Assistance Program	Resolution of complaints about SCVRD services	State
	mutual referrals of persons with traumatic brain	
Brain Injury Association of SC	injuries, education and awareness activities	Non-profit
Developmental Disabilities Council	referrals of persons with developmental disablities	State
' '	for vocational rehabilitation services, education and	
	awareness activities	
Spinal Cord Injury Association of SC	mutual referrals of persons with spinal cord injuries,	Non-profit
	education and awareness activities	
American Diabetes Association	mutual referrals of persons with diabetes, education	Non-profit
	and awareness activities	
S.C. Autism Society	mutual referrals of persons with autism, education	Non-profit
	and awareness activities	
Protection and Advocacy for People with Disabilities Inc.	Advocacy for people with disabilities and resolution of	Private, non-profit corporation
	service issues	
S.C. Assistive Technology Program	education, awareness and provision of assistive	University-based
	technology devices for persons with disabilities	
Transition Alliance of South Carolina	brings multiple agency and organizations	Organizational alliance
	together to enhance school-to-work transition	
	services	
Center for Disablity Resources	mutual referrals, education and awareness, training	University-based
	and technical assistance	
Family Connection of SC	referrals of young persons with disabilities for SCVRD	Non-profit
	services, education and awareness activities	
PRO-Parents of SC	referrals of young persons with disabilities for SCVRD	Non-profit
	services, education and awareness activities	
College Transition Connection	Transition and post-secondary education for	Non-profit
	young adults with intellectual disabilities	
Multiple Sclerosis Society of SC	mutual referrals of persons with multiple sclerosis,	Non-profit
	education and awareness activities	
SC Association for the Deaf	mutual referrals of persons who are d/Deaf or hard	Non-profit
	of hearing for services, education and awareness	
	activities	
Arthritis Foundation	mutual referrals of persons with arthritis,	Non-profit
	education and awareness activities	
	,	

Strategic Plan Context		
# and description of Goal the Objective is helping accomplish:	: Goal 1 - Successful employment outcomes for South Carolinians with	Copy and paste this from the second column of the Mission, Vision and Goals Chart
	disabilities through specialized, individualized services.	
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 1.1 - Improve the quality of employment outcomes for eligible	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	individuals with disabilities.	
Objective		1
Objective # and Description:	Objective 1.1.2 - Increase services to underserved and emerging	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	disability populations.	
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome:	Output: increase in services to designated populations. Outcome:	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
	individuals receiving services reflect the needs of local communities.	
Agency Programs Associated with Objective		,
Program Names:	Basic Services	Enter all the agency programs which are helping accomplish this objective. The agency can
Responsible Person	4	
Name:	Freda King	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility
Number of Months Responsible:	72	
Position:	Director, Community Relations	
Office Address:	1410 Boston Ave. West Columbia, SC	
Department or Division:	Community Relations	
Department or Division Summary:	Maintain and monitor outreach efforts with community partners and	
	local organizations.	
Amount Budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year:	\$33,851,101 - combined with all Srategy 1.1 Objectives	Copy and paste this information from the Strategic Budgeting Chart

Instructions: Please copy and paste the chart and questions below as many times as needed so the agency can provide this information for each Performance Measure that applies to this objective. Types of Performance Measures:

rypes of reflormance ineasures.		
How the Agency is Measuring its Performance		_
Objective Number and Descriptio	Objective 1.1.2 - Increase services to underserved and	
	emerging disability populations.	
Performance Measure	: Successful Employment Outcomes for Agency Clients	<u> </u>
Type of Measure		
esults	- Catalonic	
2013-14 Actual Results (as of 6/30/14	: 6,382	
2014-15 Target Results	:: 7,015	
2014-15 Actual Results (as of 6/30/15)	: 6,747	
2015-16 Minimum Acceptable Results	: 6,748	
2015-16 Target Results	:: 7,252	
etails		
loes the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	Yes	Insert any further explanation, if needed
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration, U.S. Dept. of Education	
Why was this performance measure chosen?	Federal requirement	
f the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Restoration of staffing following period of budget reductions;	
	management plans for each local area addressing deficits and	
	strategies for correction. Emphasis on training for significant	
	number of inexperienced staff. Note: Federally-set goal was	
	achieved. Agency target based on internal goals.	
What are the names and titles of the individuals who chose the target value for 2015-16?	Barbara Hollis, former SCVRD Commissioner	

Full control of the c	
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting	
it at the level at which it was set?	employment analysis; labor market information; staffing and
	caseload capacity; client service expenditures and budget
	authority; needs assessment as indicated in the State Plan
	submitted to RSA; performance targets per caseload;
	rehabilitation rate and historical trend data on percentage of
	clients achieving an employment outcome; number of clients
	already receiving planned services.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what	103
resources are being diverted to ensure performance measures more likely to be reached, are reached?	
Performance Measure:	Rehabilitations per 100,000 population national/regional ranking
Type of Measure:	Outcome
Results	
	114; 6th lowest in U.S.; 2nd lowest in Southeast
2014-15 Target Results:	
2014-15 Actual Results (as of 6/30/15):	136; national comparative data unavailable
2015-16 Minimum Acceptable Results:	increase in number, but ranking target not set because of lack
	of comparative data due to changes to federal reporting requirements:
2015-16 Target Results:	increase in number, but ranking target not set because of lack
· ·	of comparative data due to changes to federal reporting
	requirements
	requirements
<u>Details</u>	
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	по
What are the names and titles of the individuals who chose this as a performance measure?	previous SCVRD administrations; agency has been tracking this
	for many years
Why was this performance measure chosen?	reflects impact of SCVRD program on state's population with disabilities
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	Committee on Rehabilitation Excellence (CORE), consisting of
That are the names and these or the managed the choice of the target rate for 2020 10.	executive level staff who assess agency performance, practices,
	initiatives, issues, and make recommendations to SCVRD Commissioner.
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	Anticipated increase in the number of successful employment outcomes in conjunction with anticipated population level for SC
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Increase in number is projected; ranking target undetermined
based on the performance so far in 2019-10, does it appear the agency is going to reach the target for 2019-10:	due to uncertainty over availability of national comparative data.
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what	
resources are being diverted to ensure performance measures more likely to be reached, are reached?	
Performance Measure	Program Integrity for Customer Service
Type of Measure:	
Results	
2013-14 Actual Results (as of 6/30/14):	92.59%
	increase from previous year

2004 45 4 1 12 14 1 5 (20)45	05 200/
2014-15 Actual Results (as of 6/30/15):	
2015-16 Minimum Acceptable Results:	
	increase from previous year
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	No
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner
Why was this performance measure chosen?	It measures customer satisfaction with SCVRD services
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	previous performance and expecations for next year
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?	
Performance Measure:	Program Integrity for Productivity
Type of Measure:	Outcome
Results	
Results 2013-14 Actual Results (as of 6/30/14):	97.41%
2013-14 Actual Results (as of 6/30/14):	100%
2013-14 Actual Results (as of 6/30/14): 2014-15 Target Results:	100% 96.65%
2013-14 Actual Results (as of 6/30/14): 2014-15 Target Results: 2014-15 Actual Results (as of 6/30/15):	100% 96.65% 100%
2013-14 Actual Results (as of 6/30/14): 2014-15 Target Results: 2014-15 Actual Results (as of 6/30/15): 2015-16 Minimum Acceptable Results: 2015-16 Target Results:	100% 96.65% 100%
2013-14 Actual Results (as of 6/30/14): 2014-15 Target Results: 2014-15 Actual Results (as of 6/30/15): 2015-16 Minimum Acceptable Results:	100% 96.65% 100%
2013-14 Actual Results (as of 6/30/14): 2014-15 Target Results: 2014-15 Actual Results (as of 6/30/15): 2015-16 Minimum Acceptable Results: 2015-16 Target Results: Details	100% 96.65% 100% 100%
2013-14 Actual Results (as of 6/30/14): 2014-15 Target Results: 2014-15 Actual Results (as of 6/30/15): 2015-16 Minimum Acceptable Results: 2015-16 Target Results: Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	100% 96.65% 100% 100%
2013-14 Actual Results (as of 6/30/14): 2014-15 Target Results: 2014-15 Actual Results (as of 6/30/15): 2015-16 Minimum Acceptable Results: 2015-16 Target Results: 2015-16 Target Results: Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over) What are the names and titles of the individuals who chose this as a performance measure?	100% 96.65% 100% 100% No SCVRD Commissioner It reflects level of achievement in successful employment

What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting	Prior year performance: staffing and resources: economic and
it at the level at which it was set?	employment analysis; labor market information; staffing and
to at the level at which it was see:	caseload capacity; client service expenditures and budget
	authority; needs assessment as indicated in the State Plan
	The state of the s
	submitted to RSA; performance targets per caseload;
	rehabilitation rate and historical trend data on percentage of
	clients achieving an employment outcome; number of clients
	already receiving planned services.
Decided the section of the 2015 1C decide to see the section of the section of the 2015 1C2	V
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what	
resources are being diverted to ensure performance measures more likely to be reached, are reached?	
Devicements Massure	Navy Applicants Defended to COVID
Type of Measure:	New Applicants Referred to SCVRD Outcome
Results	Outcome
2013-14 Actual Results (as of 6/30/14):	13,716
2014-15 Target Results:	
2014-15 Actual Results (as of 6/30/15):	
	increase and representative of needs
	increase and representative of needs
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	Yes
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration and SCVRD Commissioner
while the fittings that dates of the manualist who chose this as a performance measure.	(longstanding measure)
Why was this performance measure chosen?	To maximize the impact of the VR program for South Carolinians
with was this performance measure chosen:	with disabilities who require and can benefit from the services
	· · · · · · · · · · · · · · · · · · ·
	to become competitively employed.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	N/A
What are the names and titles of the individuals who chose the target value for 2015-16?	SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting	Agency resources and the goal to maximize the impact of the VR
it at the level at which it was set?	program for South Carolinians with disabilities who require and
	can benefit from the services to become competitively
	employed.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what	
resources are being diverted to ensure performance measures more likely to be reached, are reached?	

Instructions: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative			
Most Potential Negative Impact	Lack of balance in provision of services; South Carolinians with disabilities would not have the necessary supports to prepare for, achieve and maintain competitive		
	employment; the state's employers would not benefit from having as many qualified and well-prepared job candidates.		
Level Requires Outside Help	When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in transition to new federal performance standards. Previously two consecutive years of substandard performance on primary indicators triggered reviews.		
Outside Help to Request	RSA and its associated Technical Assistance Centers		

Level Requires Inform General Assembly	When RSA does not resolve through monitoring and assistance		
3 General Assembly Options	Continued open communication with legislative committee members to address gaps		
REVIEWS/AUDITS			
Instructions: Below please list all external or internal re	views, audits, investigations or studies ("Reviews") of the agency v	which occurred during the past fiscal year that relates/impa	cts this objective. Please
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal policy, etc.)	Entity Performing the Review and Whether Reviewing Entity	Date Review Began (MM/DD/YYYY)
		External or Internal	and Date Review Ended
			(MM/DD/YYYY)
Rate of successful employment outcomes	internal oversight	Commissioner's Executive Staff, internal	Monthly from 07/01/2014 to
			06/30/2015
Program Integrity Reviews- Productivity, Customer Service,	internal oversight	Committee on Rehabilitation Excellence (CORE), internal	Quarterly from 07/01/2014 to
Compliance Assurance, Balance of Referrals Reviews			06/30/2015

ent Partner Entity Ways Agency Works with Current Partner Ways Agency Works with Current Partner		Is the Partner a State/Local Government Entity; College, University; or Other Business, Association, or Individual?	
SC School Districts / SC Dept of Ed	School-to-work transition services	State and local	
Adult Education	WorkKeys instruction and testing	State	
Dept. of Disabilities and Special Needs	VR provides complementary, non-duplicative services leading to	State	
	competitive employment of clients; DDSN is extended complementary		
	service provider beyond term of VR involvement; also assistive		
	technology services partnership		
Dept. of Mental Health	To provide complementary services leading to	State	
	competitive employment of clients		
	mutual referrals of persons with traumatic brain injuries, education		
Brain Injury Association of SC	and awareness activities	Non-profit	
Developmental Disabilities Council	referrals of persons with developmental disablities	State	
	for vocational rehabilitation services, education and awareness		
	activities		
Spinal Cord Injury Association of SC	mutual referrals of persons with spinal cord injuries,	Non-profit	
	education and awareness activities		
S.C. Autism Society	mutual referrals of persons with autism, education and awareness	Non-profit	
	activities		
Transition Alliance of South Carolina	brings multiple agency and organizations	Organizational alliance	
	together to enhance school-to-work transition		
	services		
Family Connection of SC	referrals of young persons with disabilities for SCVRD services,	Non-profit	
	education and awareness activities		
PRO-Parents of SC	referrals of young persons with disabilities for SCVRD services,	Non-profit	
	education and awareness activities		
College Transition Connection	Transition and post-secondary education for	Non-profit	
	young adults with intellectual disabilities		
Multiple Sclerosis Society of SC	mutual referrals of persons with multiple sclerosis,	Non-profit	
<u> </u>	education and awareness activities		
SC Association for the Deaf	mutual referrals of persons who are d/Deaf or hard	Non-profit	
	of hearing for services, education and awareness activities		

Goal 1 - Successful employment outcomes for South	Copy and paste this from the second column of the Mission, Vision and Goals Chart
Carolinians with disabilities through specialized,	
individualized services.	
WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
Strategy 1.1 - Improve the quality of employment	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
outcomes for eligible individuals with disabilities.	
Objective 1.1.3 - Identify opportunities for matching	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
client strengths and abilities with community	
employment needs.	
	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Output: increase in business partnerships and hiring	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
opportunities. Outcome: clients go to work in jobs	
that meet their strengths and capabiltiies; employers	
fill vacant positions with well-matched candidates;	
individualized career exploration and training leads to	
alacing chille gane	l e e e e e e e e e e e e e e e e e e e
	1
Basic Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Anne Iriel	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
8	
-	
=	
= "	
and staff training.	
\$33,851,101 - combined with all Srategy 1.1	Copy and paste this information from the Strategic Budgeting Chart
Objectives	-
Agency will provide next year	
	Carolinians with disabilities through specialized, individualized services. WIOA/Title IV/Rehabilitation Act Strategy 1.1 - Improve the quality of employment outcomes for eliaible individuals with disabilities. Objective 1.1.3 - Identify opportunities for matching client strengths and abilities with community employment needs. WIOA/Title IV/Rehabilitation Act Output: increase in business partnerships and hiring opportunities. Outcome: clients go to work in jobs that meet their strengths and capabilities; employers fill vacant positions with well-matched candidates; individualized career exploration and training leads to election shills gave. Basic Services Anne Iriel 8 Assistant Commissioner, Client Services 1410 Boston Ave. West Columbia, SC Client Services Manage client service delivery, adherence and updates to policy, business development activities, and staff training.

Instructions: Please copy and paste the chart and questions below as many times as needed so the agency can provide this information for each Performance Measure that applies to this objective. Types of Performance Measures:

Types of Ferrormance intensities.		
How the Agency is Measuring its Performance		
Objective Number and Description	Objective 1.1.3 - Identify opportunities for matching client strengths	
	and abilities with community employment needs.	
Performance Measure:	Successful Employment Outcomes for Agency Clients	
Type of Measure:	Outcome	
Results		
2013-14 Actual Results (as of 6/30/14):	6,382	
2014-15 Target Results:	7,015	
2014-15 Actual Results (as of 6/30/15):	6,747	
2015-16 Minimum Acceptable Results:	6,748	
2015-16 Target Results:	7,252	
Details		
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes	Reported on federal RSA-911 data report and state accountability report.
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration, U.S. Dept. of Education	
Why was this performance measure chosen?	Federal requirement	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Restoration of staffing following period of budget reductions; management	
	plans for each local area addressing deficits and strategies for correction.	
	Emphasis on training for significant number of inexperienced staff. Note:	
	Federally-set goal was achieved. Agency target based on internal goals	
What are the names and titles of the individuals who chose the target value for 2015-16?	Barbara Hollis, former SCVRD Commissioner	

What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Prior year performance; staffing and resources; economic and employment
made on setting it at the level at which it was set?	analysis; labor market information; staffing and caseload capacity; client
made on Setting it at the level at which it was set?	
	service expenditures and budget authority; needs assessment as indicated in
	the State Plan submitted to RSA; performance targets per caseload;
	rehabilitation rate and historical trend data on percentage of clients achieving
	an employment outcome; number of clients already receiving planned
	services.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16? If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	Yes
if the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
Performance Measure	Rehabilitations per 100,000 population national/regional ranking
Type of Measure:	
Results	
2013-14 Actual Results (as of 6/30/14).	
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
	data due to changes to federal reporting requirements:
2015-16 Target Results	
D. 4.	data due to changes to federal reporting requirements
Details Poss the state or federal government require the agency to track this? (provide any additional evaluation people)	no
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	no
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	previous SCVRD administrations; agency has been tracking this for many years
Why was this performance measure chosen?	reflects impact of SCVRD program on state's population with disabilities
This was the performance measure shosen.	Tenesis impact of service program on state a population men also bindes
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
, , ,	
What are the names and titles of the individuals who chose the target value for 2015-16?	Committee on Rehabilitation Excellence (CORE), consisting of executive level
	staff who assess agency performance, practices, initiatives, issues, and make
What was a said and when data writing the level to said to be the bound when it is 2015 10 and when we the decision finally.	recommendations to SCVRD Commissioner. Anticipated increase in the number of successful employment outcomes in
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	
made on setting it at the level at which it was set?	conjunction with anticipated population level for SC
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Increase in number is projected; ranking target undetermined due to
To the first term of the	uncertainty over availability of national comparative data.
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	and the state of t
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
	Program Integrity for Productivity
Type of Measure:	
Results	dicome
2013-14 Actual Results (as of 6/30/14)	97.41%
2013 147/ctdd/ricsdra/(ta/s/ricsdra/ta/s/ric	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Target Results:	
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner
Why was this performance measure chosen?	It reflects level of achievement in successful employment outcomes for clients
	based on a prorated goal.

If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Restoration of staffing following period of budget reductions; management
	plans for each local area addressing deficits and strategies for correction.
	Emphasis on training for significant number of inexperienced staff. Note:
	Federally-set goal was achieved. Agency target based on internal goals
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Prior year performance; staffing and resources; economic and employment
made on setting it at the level at which it was set?	analysis; labor market information; staffing and caseload capacity; client
induce on seeing reactive level at which it was see.	service expenditures and budget authority; needs assessment as indicated in
	the State Plan submitted to RSA; performance targets per caseload;
	rehabilitation rate and historical trend data on percentage of clients achieving
	an employment outcome; number of clients already receiving planned
	services.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
Performance Measure:	Successfully rehabiliated clients working 35+ hours per week exceeds
	national and regional averages.
Type of Measure	
Type of Measure	Outcome
Results	CAO(appropriate F20/ positionally and A00/ positionally
	64% compared with 53% regionally and 48% nationally
2014-15 Target Results	
	63.4% for SCVRD; regional and national comparative data unpublished
2015-16 Minimum Acceptable Results:	
2015-16 Target Results	target not set because of lack of comparative data due to changes to federal
	reporting requirements
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes
	103
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration and SCVRD Commissioner
	(longstanding measure)
	(
Why was this performance measure chosen?	Full-time employment for SCVRD clients increases financial standing and
	opportunities for employer benefits while lessening reliance on public
	assistance.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Comparative data not available; slight decrease in SCVRD rate is addressed
in the target value was not reached in 2014-13, what changes were made to try and ensure it was reached:	The second secon
	through emphasis to staff on preparing and assisting clients for enhanced
	employment opportunities.
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Uncertainty of whether comparative data will be available.
made on setting it at the level at which it was set?	2.1.2.1.2.1.1., or whether comparative data will be distillable.
imade on setting it at the level at which it was set:	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Undetermined due to uncertainty over availability of national comparative
213-10:	data.
	uata.
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
Performance Measure:	Number of client complaints to Client Relations office
Type of Measure:	Outcome
Results	
2013-14 Actual Results (as of 6/30/14)	127
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2014-13 Actual Results (as 01 6/30/13). 2015-16 Minimum Acceptable Results	
2015-16 Minimum Acceptable Results 2015-16 Target Results	
	uecrease
Details	

	lu.
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner
what are the names and thes of the individuals who chose this as a performance measure:	SCVND COMMISSIONEI
Why was this performance measure chosen?	To reflect client satsifaction as well as to track trends in types of complaints
with was this performance measure chosen.	
	and to document resolution of complaints.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	N/A
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE
what are the names and thes of the individuals who those the target value for 2013-10:	CORE
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	
made on setting it at the level at which it was set?	
made on setting that the level of minority masses.	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
Performance Measure	Percentage of client complaints resolved without need for formal
renormance Measure	g ,
	administrative review
Type of Measure	Outcome
Results	
2013-14 Actual Results (as of 6/30/14)	
2014-15 Target Results	stability
2014-15 Actual Results (as of 6/30/15)	98.8%
2015-16 Minimum Acceptable Results	stability
2015-16 Target Results	
Details 2019 10 Hanger Heading	morease
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes
	163
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration
Why was this performance measure chosen?	To reflect performance by SCVRD staff in examining client complaints in
• • • • • • • • • • • • • • • • • • • •	partnership with the client and the Client Assistance Program to resolve issues
	without requests for formal administrative reviews.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Although there was a 0.4% decrease the stability of an extremely high
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Although there was a 0.4% decrease the stability of an extremely high percentage was maintained.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	

What are the names and titles of the individuals who chose the target value for 2015-16?	CORE
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	
made on setting it at the level at which it was set?	
inade on setting it at the level at which te was set:	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
Performance Measure:	Rehabilitation rate for clients in work training centers
Type of Measure:	Outcome
Results	
2013-14 Actual Results (as of 6/30/14):	60.1%
2014-15 Target Results:	55.8%
2014-15 Actual Results (as of 6/30/15):	57.9%
2015-16 Minimum Acceptable Results:	
2015-16 Target Results:	
Details 2019 10 Parget Resolution	55.076
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes
two cells over)	163
(wo cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration (RSA), U.S. Department of Education
Md Abi of	and the state of t
Why was this performance measure chosen?	reflects impact of SCVRD program on employment of state's residents with
	disabilities who participate in job readiness training activities at the agency's
	work training centers.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
	No. 10 The Control of
What are the names and titles of the individuals who chose the target value for 2015-16?	Nationally-established indicator
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Nationally-established indicator
made on setting it at the level at which it was set?	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
The state of the s	

Instructions: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Impact,"

Most Potential Negative Impact	Reduction in competitive employment opportunities for South Carolinians with disabilities and in availability of job-ready candidates with disabilities to employers.	
Level Requires Outside Help	When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in transition to new federal performance standards. Previously two	
	consecutive years of substandard performance on primary indicators triggered reviews.	
Outside Help to Request	RSA and its associated Technical Assistance Centers	
Level Requires Inform General Assembly	When RSA does not resolve through monitoring and assistance	
3 General Assembly Options	Continued open communication with legislative committee members to address gaps	

REVIEWS/AUDITS

Instructions: Below please list all external or internal reviews, audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impacts this objective. Please remember to			
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)

Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or
Business Partnership Network	employment opportunity development for clients, training partnerships for clients, disability awareness, includes more than 300 member businesses statewide	Other Business, Association, or Individual? private and public employers
Business Advisory Council, IT Training Pgm	mentoring, curriculum guidance, employment opportunity development for clients in SCVRD's	private and public employer representatives with IT emphasis
Technical College System	demand-driven training, manufacturing certification to enhance marketability of clients; Apprenticeship Carolina and ReaduSC initiatives	public, with private partners
Regional Business Services Teams	coalition of workforce agencies, organizations and business leaders; SCVRD involvement enhances employment opportunities for persons with disabilities and benefits employers seeking qualified, job-ready	public and private
State Workforce Investment Board/Local Workforce Investment Boards	SCVRD is WIOA core partner, for inclusion of people with disabilities in employment initiatives and job development opportunities, and for referrals of persons needing vocational rehabilitation services to become competitively employed.	public and private
Department of Commerce	Regional education centers connecting employers to school districts: SC Talent Pipeline Project	public and private
SC Industry Liaison Group	promotion of employment of agency clients and exposure to federal contractors seeking qualified job candidates with disabilities	organization

# and description of Goal the Objective is helping			
# and description of Goal the Objective is helping	Goal 1 - Successful employment outcomes for South	Copy and paste this from the second column of	the Mission, Vision and Goals Chart
accomplish:	Carolinians with disabilities through specialized,		
	individualized services.	_	
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the	•
# and description of Strategy the Objective is und		Copy and paste this from the second column of	the Strategy, Objectives and Responsibility
Obiective	outcomes for eligible individuals with disabilities.	Chart	
Objective # and Description:	Objective 1.1.4 - Demonstrate effectiveness in	Copy and paste this from the second column of	the Strategy, Objectives and Responsibility
Objective # and Description.	national comparative data for performance measures.		the strategy, Objectives and Responsibility
	national comparative data for performance measures.	Citati	
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the	Strategy, Objectives and Responsibility
Public Benefit/Intended Outcome:	Output: performance above national standards for	Copy and paste this from the fourth column of t	= 11 1
,	federally monitored performance indicators.	Chart	5,7 , , , , , , , , , , , , , , , , , ,
	Outcome: diversity of clients served; clients go to work		
	in occupations matching strengths and capabilities, at		
	wages and hours that meet maximum potential.		
	Training and credential attainment leads to		
	employment in in-demand careers.		
	employment in in demand careers.		
Agency Programs Associated with Objective	Provide Compliance	Forker all the construction of the constructio	
Program Names:	Basic Services	Enter all the agency programs which are helping	g accomplish this objective. The agency can
Responsible Person Name:	Margaret Aleuvine	Copy and pasta this information from the State	column of the Stratogy Objectives and
	Margaret Alewine	Copy and paste this information from the fifth o	column of the Strategy, Objectives and
Number of Months Responsible: Position:	Director, Planning and Program Evaluation	_	
Office Address:	1410 Boston Ave. West Columbia, SC		
Department or Division:	Planning and Program Evaluation		
Department or Division Summary:	Conduct strategic planning and evaluation of program		
beparement of bivision summary.	results.		
Amount Budgeted and Spent To Accomplish Ob			
T . I B . I . I C . I . C . I	And an extension of the state o	<u> </u>	
Total Budgeted for this fiscal year:	\$33,851,101 - combined with all Srategy 1.1	Copy and paste this information from the Strate	egic Budgeting Chart
	<u>Objectives</u>	Copy and paste this information from the Strate	egic Budgeting Chart
Total Actually Spent:		Copy and paste this information from the Strate	egic Budgeting Chart
Total Actually Spent:	<u>Objectives</u>	Copy and paste this information from the Strate	egic Budgeting Chart
Total Actually Spent: PERFORMANCE MEASURES	Objectives Agency will provide next year		
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chain	<u>Objectives</u>		
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the char Types of Performance Measures:	Objectives Agency will provide next year		
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chain	Objectives Agency will provide next year rt and questions below as many times as needed so the a	gency can provide this information for each F	
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the char Types of Performance Measures:	Objectives Agency will provide next year rt and questions below as many times as needed so the a	gency can provide this information for each F Objective 1.1.4 - Demonstrate	
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the char Types of Performance Measures:	Objectives Agency will provide next year rt and questions below as many times as needed so the a	gency can provide this information for each F Objective 1.1.4 - Demonstrate effectiveness in national comparative data	
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the char Types of Performance Measures:	Objectives Agency will provide next year rt and questions below as many times as needed so the agency of the agen	gency can provide this information for each F Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures.	
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the char Types of Performance Measures:	Objectives Agency will provide next year rt and questions below as many times as needed so the a	gency can provide this information for each F Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures. Change in number of successful employment	
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the char Types of Performance Measures:	Objectives Agency will provide next year rt and questions below as many times as needed so the agency of the agen	gency can provide this information for each F Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures.	
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the char Types of Performance Measures:	Objectives Agency will provide next year rt and questions below as many times as needed so the agency of the agen	Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures. Change in number of successful employment outcomes from previous federal fiscal year	
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the char Types of Performance Measures:	Objectives Agency will provide next year rt and questions below as many times as needed so the agency of the provide next year. Objective Number and Description Performance Measure	Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures. Change in number of successful employment outcomes from previous federal fiscal year	
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chain Types of Performance Measures: How the Agency is Measuring its Performance	Objectives Agency will provide next year rt and questions below as many times as needed so the agency of the provide next year. Objective Number and Description Performance Measure	gency can provide this information for each F Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures. Change in number of successful employment outcomes from previous federal fiscal year Outcome	
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chain Types of Performance Measures: How the Agency is Measuring its Performance	Objectives Agency will provide next year rt and questions below as many times as needed so the agency of the agency will provide next year Objective Number and Description Performance Measure Type of Measure 2013-14 Actual Results (as of 6/30/14) 2014-15 Target Results	Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures. Change in number of successful employment outcomes from previous federal fiscal year Outcome increase of 1,141 increase from previous year	
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chain Types of Performance Measures: How the Agency is Measuring its Performance	Objectives Agency will provide next year rt and questions below as many times as needed so the agency will provide next year Objective Number and Description Performance Measure Type of Measure 2013-14 Actual Results (as of 6/30/14) 2014-15 Target Results 2014-15 Actual Results (as of 6/30/15)	Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures. Change in number of successful employment outcomes from previous federal fiscal year Outcome increase of 1,141 increase from previous year increase of 129	
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chain Types of Performance Measures: How the Agency is Measuring its Performance	Objectives Agency will provide next year rt and questions below as many times as needed so the agency will provide next year Objective Number and Description Performance Measure Type of Measure 2013-14 Actual Results (as of 6/30/14) 2014-15 Target Results 2014-15 Actual Results (as of 6/30/15) 2015-16 Minimum Acceptable Results	gency can provide this information for each F Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures. Change in number of successful employment outcomes from previous federal fiscal year Outcome increase of 1,141 increase from previous year increase of 129 increase from previous year	
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chartypes of Performance Measures: How the Agency is Measuring its Performance Results	Objectives Agency will provide next year rt and questions below as many times as needed so the agency will provide next year Objective Number and Description Performance Measure Type of Measure 2013-14 Actual Results (as of 6/30/14) 2014-15 Target Results 2014-15 Actual Results (as of 6/30/15)	gency can provide this information for each F Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures. Change in number of successful employment outcomes from previous federal fiscal year Outcome increase of 1,141 increase from previous year increase of 129 increase from previous year	
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Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chartypes of Performance Measures: How the Agency is Measuring its Performance Results Details Does the state or federal government require the	Objectives Agency will provide next year rt and questions below as many times as needed so the agency to the agency will provide next year Objective Number and Description Performance Measure Type of Measure 2013-14 Actual Results (as of 6/30/14) 2014-15 Target Results 2014-15 Actual Results (as of 6/30/15) 2015-16 Minimum Acceptable Results 2015-16 Target Results	Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures. Change in number of successful employment outcomes from previous federal fiscal year Outcome increase of 1,141 increase from previous year	
PERFORMANCE MEASURES Instructions: Please copy and paste the char Types of Performance Measures: How the Agency is Measuring its Performance Results Details	Objectives Agency will provide next year rt and questions below as many times as needed so the agency to the agency will provide next year Objective Number and Description Performance Measure Type of Measure 2013-14 Actual Results (as of 6/30/14) 2014-15 Target Results 2014-15 Actual Results (as of 6/30/15) 2015-16 Minimum Acceptable Results 2015-16 Target Results	Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures. Change in number of successful employment outcomes from previous federal fiscal year Outcome increase of 1,141 increase from previous year	Performance Measure that applies to this
PERFORMANCE MEASURES Instructions: Please copy and paste the char Types of Performance Measures: How the Agency is Measuring its Performance Results Details Does the state or federal government require the What are the names and titles of the individuals	Objectives Agency will provide next year rt and questions below as many times as needed so the agency to the agency will provide next year Objective Number and Description Performance Measure Type of Measure 2013-14 Actual Results (as of 6/30/14) 2014-15 Target Results 2014-15 Actual Results (as of 6/30/15) 2015-16 Minimum Acceptable Results 2015-16 Target Results	gency can provide this information for each F Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures. Change in number of successful employment outcomes from previous federal fiscal year Outcome increase of 1,141 increase from previous year increase of 129 increase from previous year	Performance Measure that applies to this
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chartypes of Performance Measures: How the Agency is Measuring its Performance Results Details Does the state or federal government require the	Objectives Agency will provide next year rt and questions below as many times as needed so the agency to the agency will provide next year Objective Number and Description Performance Measure Type of Measure 2013-14 Actual Results (as of 6/30/14) 2014-15 Target Results 2014-15 Actual Results (as of 6/30/15) 2015-16 Minimum Acceptable Results 2015-16 Target Results	Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures. Change in number of successful employment outcomes from previous federal fiscal year Outcome increase of 1,141 increase from previous year Yes Rehabilitation Services Administration (RSA), U.S. Department of Education reflects impact of SCVRD program on	Performance Measure that applies to this
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the char Types of Performance Measures: How the Agency is Measuring its Performance Results Details Does the state or federal government require the What are the names and titles of the individuals	Objectives Agency will provide next year rt and questions below as many times as needed so the agency to the agency will provide next year Objective Number and Description Performance Measure Type of Measure 2013-14 Actual Results (as of 6/30/14) 2014-15 Target Results 2014-15 Actual Results (as of 6/30/15) 2015-16 Minimum Acceptable Results 2015-16 Target Results	Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures. Change in number of successful employment outcomes from previous federal fiscal year Outcome increase of 1,141 increase from previous year	Performance Measure that applies to this
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chartypes of Performance Measures: How the Agency is Measuring its Performance Results Details Does the state or federal government require the What are the names and titles of the individuals Why was this performance measure chosen?	Objectives Agency will provide next year rt and questions below as many times as needed so the agency to the agency will provide next year Objective Number and Description Performance Measure Type of Measure 2013-14 Actual Results (as of 6/30/14) 2014-15 Target Results 2014-15 Actual Results (as of 6/30/15) 2015-16 Minimum Acceptable Results 2015-16 Target Results	Objective 1.1.4 - Demonstrate effectiveness in national comparative data for performance measures. Change in number of successful employment outcomes from previous federal fiscal year Outcome increase of 1,141 increase from previous year Yes Rehabilitation Services Administration (RSA), U.S. Department of Education reflects impact of SCVRD program on	Performance Measure that applies to this

What was considered when determining the level to set the target value in 2015-16 and why was the decision	Nationally-established indicator
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure	
	Percentage of clients with employment
T (11	outcomes
Type of Measure:	Outcome
Results 2013-14 Actual Results (as of 6/30/14):	60.159/
2013-14 Actual Results (as 01 6/30/14). 2014-15 Target Results.	
2014-15 Actual Results (as of 6/30/15):	
2015-16 Minimum Acceptable Results.	
2015-16 Target Results:	
Details	,
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	Yes
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration (RSA), U.S. Department of Education
Why was this performance measure chosen?	reflects impact of SCVRD program on
If the transition is a manufacture and in 2014 1F what shows a model to the condition of th	employment of state's residents with
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	RSA
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	Nationally-established indicator
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015- 16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?	
Performance Measure:	Percentage of clients with employment outcomes who were competitively employed.
Type of Measure:	Outcome
Results 2013-14 Actual Results (as of 6/30/14):	00.54%
	72.6%(national standard)
2014-15 Actual Results (as of 6/30/15):	
2015-16 Minimum Acceptable Results.	
	72.6% (national standard)
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	Yes
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration (RSA), U.S. Department of Education
Why was this performance measure chosen?	reflects impact of SCVRD program on opportunity for competitive, integrated
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	RSA
	·

What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	Nationally-established indicator
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-	Yes
16?	
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure	
it is reached or what resources are being diverted to ensure performance measures more likely to be reached,	
are reached?	
Performance Measure	Percentage of competitively employed clients who had significant disabilities
Type of Measure	
Results	
2013-14 Actual Results (as of 6/30/14	
	s: <mark>62.54 percent (national standard)</mark>
2014-15 Actual Results (as of 6/30/15	
2015-16 Minimum Acceptable Result	
	s: 62.54 percent (national standard)
Details Does the state or federal government require the agency to track this? (provide any additional explanation	Yes
needed, two cells over)	res
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration (RSA), U.S. Department of Education
Why was this performance measure chosen?	reflects impact of SCVRD program on opportunity for competitive, integrated
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	opportunity for compensately integrated
What are the names and titles of the individuals who chose the target value for 2015-16?	RSA
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	Nationally-established indicator
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015- 16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure	
it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?	
Performance Measure	Ratio of rehabilitated client wages compared to state average wage
Type of Measure	
Results	
2013-14 Actual Results (as of 6/30/14	
	s: <mark>0.52 (national standard)</mark>
2014-15 Actual Results (as of 6/30/15	
2015-16 Minimum Acceptable Result	
	s: 0.52 (national standard)
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	Yes
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration (RSA), U.S. Department of Education
Why was this performance measure chosen?	reflects impact of SCVRD program on

If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	RSA
What was considered when determining the level to set the target value in 2015-16 and why was the decision	Nationally-established indicator
finally made on setting it at the level at which it was set?	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015- 16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?	
Performance Measure	Difference in percentage of clients self-
	supporting after services compared with before
Type of Measure	e: Outcome
Results) CC 0.70/
2013-14 Actual Results (as of 6/30/14	
2014-15 Target Kesult 2014-15 Actual Results (as of 6/30/15	s: 53% (national standard)
2014-15 Actual Results (as of 6/30/15 2015-16 Minimum Acceptable Result	
	s: 53% (national standard)
Details	5. 35% (Hational standard)
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	Yes
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration (RSA), U.S. Department of Education
Why was this performance measure chosen?	reflects impact of SCVRD program on opportunity for state's residents with
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	RSA
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	Nationally-established indicator
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015- 16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?	
Performance Measure	e: Service rate for minority clients as ratio for nor minority
Type of Measure	
Results	
2013-14 Actual Results (as of 6/30/14): <mark>1.01</mark>
2014-15 Target Result	s: 0.8 (national standard)
2014-15 Actual Results (as of 6/30/15	
2015-16 Minimum Acceptable Result	
	s: <mark>0.8 (national standard)</mark>
Details	

Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	Yes
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration (RSA), U.S. Department of Education
Why was this performance measure chosen?	reflects impact of SCVRD program on opportunity for state's minority residents with
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	,
What are the names and titles of the individuals who chose the target value for 2015-16?	RSA
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	Nationally-established indicator
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015- 16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?	
Performance Measure	Successfully rehabiliated clients working 35+ hours per week exceeds national and regional averages.
Type of Measure	
Results 2013-14 Actual Results (as of 6/30/14	: 64% compared with 53% regionally and 48%
2014 15 7 1 2 1	nationally
2014-15 Target Results 2014-15 Artual Results (as of 6/30/15	: increase : 63.4% for SCVRD; regional and national
	comparative data unpublished
2015-16 Minimum Acceptable Results 2015-16 Target Results	
2013-10 Talget Nesults	data due to changes to federal reporting
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	Yes
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration and SCVRD Commissioner (longstanding measure)
Why was this performance measure chosen?	Full-time employment for SCVRD clients increases financial standing and opportunities for employer benefits while lessening reliance
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Comparative data not available; slight decrease in SCVRD rate is addressed through
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	Uncertainty of whether comparative data will be available.
	Undetermined due to uncertainty over
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015- 16?	availability of national comparative data.

	onsiders the most potential negative impact to the publ		t accomplishing this objective. Next to.	
Most Potential Negative Impact		No negative impact to the public beyond implications of the trend data. When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in transition to new federal		
evel Requires Outside Help				
	performance standards. Previously two consecutive	<u> </u>	dicators triggered reviews.	
Outside Help to Request	RSA and its associated Technical Assistance Centers			
evel Requires Inform General Assembly	When RSA does not resolve through monitoring an			
General Assembly Options	Continued open communication with legislative con	mmittee members to address gaps		
•	or internal reviews, audits, investigations or studies ("R	Reviews") of the agency which occurred during	the past fiscal year that relates/impacts	
nstructions : Below please list all external	or internal reviews, audits, investigations or studies ("R Reason Review was Initiated (outside request, inter		Date Review Began (MM/DD/YYYY) and	
nstructions : Below please list all external Matter(s) or Issue(s) Under Review				
REVIEWS/AUDITS nstructions: Below please list all external Matter(s) or Issue(s) Under Review N/A	Reason Review was Initiated (outside request, inte	rnal Entity Performing the Review and Whether	Date Review Began (MM/DD/YYYY) and	
nstructions : Below please list all external Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, inte	rnal Entity Performing the Review and Whether	Date Review Began (MM/DD/YYYY) and	
nstructions : Below please list all external Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, inte	rnal Entity Performing the Review and Whether	Date Review Began (MM/DD/YYYY) and	
Instructions: Below please list all external Matter(s) or Issue(s) Under Review MATTNERS	Reason Review was Initiated (outside request, inte	ernal Entity Performing the Review and Whether Reviewing Entity External or Internal	Date Review Began (MM/DD/YYYY) and Date Review Ended (MM/DD/YYYY)	
ARTNERS nstructions: Below please list all external Matter(s) or Issue(s) Under Review ARTNERS nstructions: Under the column labeled, "(Reason Review was Initiated (outside request, interpolicy, etc.)	ernal Entity Performing the Review and Whether Reviewing Entity External or Internal	Date Review Began (MM/DD/YYYY) and Date Review Ended (MM/DD/YYYY)	
nstructions: Below please list all external Matter(s) or Issue(s) Under Review N/A PARTNERS	Reason Review was Initiated (outside request, interpolicy, etc.) Current Partner Entities" list all entities the agency is cu	ernal Entity Performing the Review and Whether Reviewing Entity External or Internal	Date Review Began (MM/DD/YYYY) and Date Review Ended (MM/DD/YYYY) omplish this objective. Under the "Ways	

Strategic Plan Context		
# and description of Goal the Objective is helping accomplish	: Goal 1 - Successful employment outcomes for South	Copy and paste this from the second column of the Mission, Vision and Goals Chart
	Carolinians with disabilities through specialized,	
	individualized services.	
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 1.2 - Enhance school-to-work transition	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	services	
Objective	_	
Objective # and Description:	Objective 1.2.1 - Maximize relationships with	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	education officials in all SC school districts.	
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome:		Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
	high school to prepare for post-school activities.	
	Outcomes: positive impact on school indicators 1,2,13	
Ì	and 14; total served and employment outcomes for	
Ì	students referred while in HS and for youth age 14 -	
	24 increase	I e e e e e e e e e e e e e e e e e e e
Agency Programs Associated with Objective		
Program Names:	Basic Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Responsible Person	1	
Name:	Anne Iriel	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Number of Months Responsible:	8	
Position:	Assistant Commissioner, Client Services	
Office Address:	1410 Boston Ave. West Columbia, SC	
Department or Division:	Client Services	
Department or Division Summary:	Manage client service delivery, adherence and	
	updates to policy, business development activities,	
	and staff training.	
Amount Budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year:	\$21,642,986 - Combined with all Strategy 1.2	Copy and paste this information from the Strategic Budgeting Chart
	Obiectives	
Total Actually Spent:	Agency will provide next year	

Instructions: Please copy and paste the chart and questions below as many times as needed so the agency can provide this information for each Performance Measure that applies to this objective.

Types of Performance Measures:

Types of Performance Measures:		
How the Agency is Measuring its Performance		_
Objective Number and Descriptio	Objective 1.2.1 - Maximize relationships with education officials in all	
	SC school districts.	
Performance Measure	Successfully employment outcomes for transition age (14-24) clients	
Type of Measure	: Outcome	
Results		
2013-14 Actual Results (as of 6/30/14	: <mark>1,838</mark>	
2014-15 Target Results	: increase	
2014-15 Actual Results (as of 6/30/15	: 1,969	
2015-16 Minimum Acceptable Results	: increase	
2015-16 Target Result:	: <mark>increase</mark>	
Details		
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes	Insert any further explanation, if needed
What are the names and titles of the individuals who chose this as a performance measure?	CORE and SCVRD Commissioner, based on similar Rehabilitation Services	
	Administration measure for all ages.	
Why was this performance measure chosen?	Full-time employment for SCVRD clients increases financial standing and	
	opportunities for employer benefits while lessening reliance on public	
	assistance. Due to increased emphasis on school-to-work transition services,	
	SCVRD added this measure	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?		
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner	

What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Prior year performance; staffing and resources; economic and employment
made on setting it at the level at which it was set?	analysis; labor market information; staffing and caseload capacity; client
	service expenditures and budget authority; needs assessment as indicated in
	the State Plan submitted to RSA; performance targets per caseload;
	rehabilitation rate and historical trend data on percentage of clients achieving
	an employment outcome; number of clients already receiving planned
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	11.3
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
Performance Measures	Percentage of individuals served by agency who are in transition age
	range (14-24)
Type of Measure	Outcome
Results	
2013-14 Actual Results (as of 6/30/14)	
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Target Results Details	STADIITY
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
two cells over)	NO
two tells over)	
What are the names and titles of the individuals who chose this as a performance measure?	CORE and SCVRD Commissioner
Why was this performance measure chosen?	Increased emphasis on school-to-work transition services leading to
why was and performance measure chosen.	competitive employment outcomes.
	competitive employment outcomes.
16th - 1 1 1 1 1 2014 15 1 - 1 1 1 1 1 - 1 - 1 - 1 - 1	This bould are side and assessment to the first of a few and a few areas of
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	This level is considered appropriate within the framework of the agency's
	overall resources.
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner
what are the hames and thies of the individuals who chose the target value for 2013-10:	CONE and Sevind Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Analysis of multi-year trends and consideration of resources.
made on setting it at the level at which it was set?	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
	0 6 11 1 1 11 1 1 1 1 1 1 1 1 1 1 1 1 1
Performance Measure	Successfully rehabiliated transition age (14-24) clients working 35+
	hours per week exceeds national and regional averages.
Type of Measure	Outcome
Results	E70(and a state 440(marity all and 420(at the state all and a state all and
2013-14 Actual Results (as of 6/30/14)	
2014-15 Target Results 2014-15 Actual Results (as of 6/30/15)	
2014-15 Actual Results (as of 6/30/15): 2015-16 Minimum Acceptable Results	
2015-16 Minimum Acceptable Results 2015-16 Target Results	
ZO15-16 Target Kesuits	reporting requirements
	reporting requirements
Details	
Does the state or federal government require the agency to track this? (provide any additional evolunation needed	Vac
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes
	Yes

What are the names and titles of the individuals who chose this as a performance measure?	CORE and SCVRD Commissioner, based on similar Rehabilitation Services
	Administration measure for all ages.
Why was this performance measure chosen?	Full-time employment for SCVRD clients increases financial standing and
	opportunities for employer benefits while lessening reliance on public
	assistance. Due to increased emphasis on school-to-work transition services,
	SCVRD added this measure.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Comparative data not available; slight decrease in SCVRD rate is addressed
	through emphasis to staff on preparing and assisting clients for enhanced employment opportunities.
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Uncertainty of whether comparative data will be available. If not, SCVRD data
made on setting it at the level at which it was set?	will continue to be monitored.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Undetermined due to uncertainty over availability of national comparative
	data.
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
Performance Measure:	Student participation in Disability Mentoring Day activities
Type of Measure	Outcome
Results	
2013-14 Actual Results (as of 6/30/14)	
2014-15 Target Results 2014-15 Actual Results (as of 6/30/15)	1,118
2014-15 Actual Results (as 01 6/30/15). 2015-16 Minimum Acceptable Results	
2015-16 William Acceptable Results	
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	CORE and SCVRD Commissioner
Why was this performance measure chosen?	Participation provides opportunities for students with disabilities to explore
, , , , , , , , , , , , , , , , , , , ,	career options, speak with professionals in their field of interest, and take part
	in job "shadowing."
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Continued emphasis on serving the student population within available
made on setting it at the level at which it was set?	resources.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Data collection not yet complete.
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
Ireached?	
reduieu:	

Instructions: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Impact,"

Most Potential Negative Impact	Negative impact on the number of students with disabilities who transition into competitive employment or into post-secondary education or training leading to competitive employment.
Level Requires Outside Help	When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in transition to new federal performance standards. Previously two consecutive years of substandard performance on primary indicators triggered reviews.
Outside Help to Request	RSA and its associated Technical Assistance Centers
Level Requires Inform General Assembly	When RSA does not resolve through monitoring and assistance
3 General Assembly Options	Continued open communication with legislative committee members to address gaps
REVIEWS/AUDITS	

Instructions: Below please list all external or internal reviews, audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impacts this objective. Please remember to			
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)
Progress reports for school-to-work transition	monitor progress in transition services; internal	Commissioner's Executive Staff and Committee on Rehabilitation Excellence;	07/01/2014 through 06/30/2015
		internal	

Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or	
		Other Business, Association, or Individual?	
SC School Districts / SC Dept of Ed	School-to-work transition services in all districts	State and local	
Adult Education	Work Keys instruction and testing	State	
Transition Alliance of South Carolina	brings multiple agency and organizations	Organizational alliance	
	together to enhance school-to-work transition		
	services		

Strategic Plan Context		
# and description of Goal the Objective is helping accomplish		Copy and paste this from the second column of the Mission, Vision and Goals Chart
	Carolinians with disabilities through specialized,	
	individualized services.	
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 1.2 - Enhance school-to-work transition	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	services	l .
Objective	_	
Objective # and Description:	Objective 1.2.2 - Improve services to individuals with	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	autism spectrum disorders and	
	intellectual/developmental disabilities.	
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome:	Output: training for staff, work with community and	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
	agency partners for coordinated service delivery,	
	development of new MOA for specialized services to	
	prepare individuals with autism for employment.	
	Outcomes: increased employment outcomes	
	matching client strengths and abilities with	
	complementary services and supports identifed to	
		I
Agency Programs Associated with Objective	Paris Comitos	The state of the s
Program Names:	Basic Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Responsible Person	7 A 1 of all	Considerability of control from the Still below of the State of Chinates and December 11 the State
Name: Number of Months Responsible:	Anne Iriel	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Position:	Assistant Commissioner, Client Services	<u> </u>
Office Address:	,	
Department or Division:	1410 Boston Ave. West Columbia, SC Client Services	
Department or Division. Department or Division Summary:	Manage client service delivery, adherence and	
Department of Division Summary.	,,	
	updates to policy, business development activities,	
Amount Budgeted and Spent To Accomplish Objective	and staff training.	
Amount budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year:	\$21,642,986 - Combined with all Strategy 1.2	Copy and paste this information from the Strategic Budgeting Chart
	Objectives	
Total Actually Spent:	Agency will provide next year	

Instructions: Please copy and paste the chart and questions below as many times as needed so the agency can provide this information for each Performance Measure that applies to this objective.

Types of Performance Measures:

Types of Performance Measures:		
How the Agency is Measuring its Performance		
Objective Number and Description	Objective 1.2.2 - Improve services to individuals with autism spectrum	
	disorders and intellectual/developmental disabilities.	
Performance Measure:	Successful employment outcomes for transition age (14-24) clients	
Type of Measure:	Outcome	
Results		
2013-14 Actual Results (as of 6/30/14):	1,838	
2014-15 Target Results:	increase	
2014-15 Actual Results (as of 6/30/15):	1,969	
2015-16 Minimum Acceptable Results:	increase	
2015-16 Target Results:	increase	
<u>Details</u>		
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes	Insert any further explanation, if needed
What are the names and titles of the individuals who chose this as a performance measure?	CORE and SCVRD Commissioner, based on similar Rehabilitation Services	
	Administration measure for all ages.	
Why was this performance measure chosen?	Full-time employment for SCVRD clients increases financial standing and	
	opportunities for employer benefits while lessening reliance on public	
	assistance. Due to increased emphasis on school-to-work transition services,	
	SCVRD added this measure	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?		
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner	

What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Prior year performance; staffing and resources; economic and employment
made on setting it at the level at which it was set?	analysis; labor market information; staffing and caseload capacity; client
	service expenditures and budget authority; needs assessment as indicated in
	the State Plan submitted to RSA; performance targets per caseload;
	rehabilitation rate and historical trend data on percentage of clients achieving
	an employment outcome; number of clients already receiving planned
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	163
	Percentage of individuals served by agency who are in transition age
	range (14-24)
Type of Measure	
Results	Outcome
2013-14 Actual Results (as of 6/30/14)	38.1%
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Target Results	stability
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	CORE and SCVRD Commissioner
	Some and Sound Commissioner
Why was this performance measure chosen?	Increased emphasis on school-to-work transition services leading to
	competitive employment outcomes.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	This level is considered appropriate within the framework of the agency's
	overall resources.
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Analysis of multi-year trends and consideration of resources.
made on setting it at the level at which it was set?	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
reduited:	
Performance Measure	Successfully rehabiliated transition age (14-24) clients working 35+
	hours per week exceeds national and regional averages.
Type of Measure	
Results	
	57% compared with 44% regionally and 42% nationally
2014-15 Target Results	increase
	56% for SCVRD; regional and national comparative data unpublished
2015-16 Minimum Acceptable Results	
2015-16 Target Results	target not set because of lack of comparative data due to changes to federal
	reporting requirements
Details	
	Yes
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	Yes
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes CORE and SCVRD Commissioner, based on similar Rehabilitation Services Administration measure for all ages.

and the first the control of the con	S II
Why was this performance measure chosen?	Full-time employment for SCVRD clients increases financial standing and
	opportunities for employer benefits while lessening reliance on public
	assistance. Due to increased emphasis on school-to-work transition services,
	SCVRD added this measure.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Comparative data not available; slight decrease in SCVRD rate is addressed
	through emphasis to staff on preparing and assisting clients for enhanced
	employment apportunities.
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Uncertainty of whether comparative data will be available. If not, SCVRD data
made on setting it at the level at which it was set?	will continue to be monitored.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Undetermined due to uncertainty over availability of national comparative
	data.
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
Dayf 14	Chudant participation in Disability Mantania - Day anticities
	Student participation in Disability Mentoring Day activities
Type of Measure Results	Outcome
2013-14 Actual Results (as of 6/30/14)	1.083
2013-14 Actual Nesdits (as 01 0/30/14)	
2014-15 Target Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Target Results	
Details 2015 10 ranger results	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	CORE and SCVRD Commissioner
what are the names and dates of the individuals who chose this as a performance measure:	CONE UNG SOVIED COMMISSIONES
Why was this performance measure chosen?	Participation provides opportunities for students with disabilities to explore
	career options, speak with professionals in their field of interest, and take part
1	
	in job "shadowing."
	in job "shadowing."
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	in job "shadowing."
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	in job "shadowing."
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	in job "shadowing."
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached? What are the names and titles of the individuals who chose the target value for 2015-16?	in job "shadowing." CORE and SCVRD Commissioner
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner
What are the names and titles of the individuals who chose the target value for 2015-16? What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	CORE and SCVRD Commissioner Continued emphasis on serving the student population within available
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner
What are the names and titles of the individuals who chose the target value for 2015-16? What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	CORE and SCVRD Commissioner Continued emphasis on serving the student population within available
What are the names and titles of the individuals who chose the target value for 2015-16? What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	CORE and SCVRD Commissioner Continued emphasis on serving the student population within available
What are the names and titles of the individuals who chose the target value for 2015-16? What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	CORE and SCVRD Commissioner Continued emphasis on serving the student population within available
What are the names and titles of the individuals who chose the target value for 2015-16? What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	CORE and SCVRD Commissioner Continued emphasis on serving the student population within available resources.
What are the names and titles of the individuals who chose the target value for 2015-16? What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	CORE and SCVRD Commissioner Continued emphasis on serving the student population within available resources.
What are the names and titles of the individuals who chose the target value for 2015-16? What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set? Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16? If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	CORE and SCVRD Commissioner Continued emphasis on serving the student population within available resources.
What are the names and titles of the individuals who chose the target value for 2015-16? What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set? Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	CORE and SCVRD Commissioner Continued emphasis on serving the student population within available resources.

Instructions: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Impact,"				
Most Potential Negative Impact	Negative impact on the number of students with disabilities who transition into competitive employment or into post-secondary education or training leading to competitive			
Level Requires Outside Help	When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in transition to new federal performance standards. Previously two			
	consecutive years of substandard performance on primary indicators triggered reviews.			

Outside Help to Request	RSA and its associated Technical Assistance Centers			
Level Requires Inform General Assembly	When RSA does not resolve through monitoring and assistance			
3 General Assembly Options	Continued open communication with legislative committee members to address gaps			
REVIEWS/AUDITS				
Instructions: Below please list all external or internal reviews, audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impacts this objective. Please remember to				
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and	
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)	
Progress Reports for balance in referrals	monitor progress in services to persons with autism	Commissioner's Executive Staff and Committee on Rehabilitation Excellence;	07/01/2014 through 06/30/2015	
	specrum disorders and intellectual/developmental	internal		
	disabilities			

Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or
·		Other Business, Association, or Individual?
SC School Districts / SC Dept of Ed	School-to-work transition services in all districts	State and local
S.C. Autism Society	mutual referrals of persons with autism, education	Non-profit
	and awareness activities	
Dept. of Disabilities and Special Needs	To provide complementary services leading to	State
	competitive employment of clients; assistive	
	technology services	
Transition Alliance of South Carolina	brings multiple agency and organizations	Organizational alliance
	together to enhance school-to-work transition	
	services	
Developmental Disabilities Council	referrals of persons with developmental disablities	State
	for vocational rehabilitation services, education and	
	awareness activities	
Family Connection of SC	referrals of young persons with disabilities for SCVRD	Non-profit
	services, education and awareness activities	
PRO-Parents of SC	referrals of young persons with disabilities for SCVRD	Non-profit
	services, education and awareness activities	
	mutual referrals of persons with traumatic brain	
Brain Injury Association of SC	injuries, education and awareness activities	Non-profit

Strategic Plan Context		
# and description of Goal the Objective is helping accomplish:	Goal 1 - Successful employment outcomes for South	Copy and paste this from the second column of the Mission, Vision and Goals Chart
	Carolinians with disabilities through specialized,	
	individualized services.	
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 1.2 - Enhance school-to-work transition	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	services	
Objective		
Objective # and Description:	Objective 1.2.3 - Enhance services for at-risk youth with disabilities.	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome:	Output: increased outreach, coordination with partner agencies (DJJ; SCDEW), dedicated staffing to	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
	assist partners with vocational preparation for youth	
	with disabilities involved in DJJ system. Outcomes:	
	increased employment and training opportunities for	
Agency Programs Associated with Objective	at rick youth	l
Program Names:	Basic Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Responsible Person	Busic Services	Enter all the agency programs which are neighing accomplish this objective. The agency can determine this by sorting the
Name:	Anne Iriel	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Number of Months Responsible:	8	copy and paste this information the inter-estating of the strategy, objectives and nesponsibility enable
Position:	Assistant Commissioner, Client Services	•
Office Address:	1410 Boston Ave. West Columbia, SC	
Department or Division:	Client Services	
Department or Division Summary:	Manage client service delivery, adherence and	
1	updates to policy, business development activities,	
	and staff training.	
Amount Budgeted and Spent To Accomplish Objective		_
Total Budgeted for this fiscal year:	\$21,642,986 - Combined with all Strategy 1.2	Copy and paste this information from the Strategic Budgeting Chart
	Objectives	
Total Actually Spent:	Agency will provide next year	

Types of Ferrormance intersures.		
How the Agency is Measuring its Performance		_
Objective Number and Description	Objective 1.2.3 - Enhance services for at-risk youth with disabilities.	
Performance Measure:	Successfully employment outcomes for transition age (14-24) clients	
Type of Measure:	Outcome	
Results	outcome.	
2013-14 Actual Results (as of 6/30/14):	1,838	
2014-15 Target Results:	increase	
2014-15 Actual Results (as of 6/30/15):	1,969	
2015-16 Minimum Acceptable Results:		
2015-16 Target Results:	increase	
<u>Details</u>		
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes	Insert any further explanation, if needed
What are the names and titles of the individuals who chose this as a performance measure?	CORE and SCVRD Commissioner, based on similar Rehabilitation Services	
	Administration measure for all ages.	
Why was this performance measure chosen?	Full-time employment for SCVRD clients increases financial standing and	
	opportunities for employer benefits while lessening reliance on public	
	assistance. Due to increased emphasis on school-to-work transition services,	
	SCVRD added this measure	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?		
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner	

What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	Prior year performance; staffing and resources; economic and employment analysis; labor market information; staffing and caseload capacity; client service expenditures and budget authority; needs assessment as indicated in the State Plan submitted to RSA; performance targets per caseload; rehabilitation rate and historical trend data on percentage of clients achieving an employment outcome; number of clients already receiving planned services.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
Performance Measure	Percentage of individuals served by agency who are in transition age range (14-24)
Type of Measure	Outcome
Results	
2013-14 Actual Results (as of 6/30/14)	: 38.1%
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	: <mark>37.7%</mark>
2015-16 Minimum Acceptable Results	: stability
2015-16 Target Results	
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	No
What are the names and titles of the individuals who chose this as a performance measure?	CORE and SCVRD Commissioner
Why was this performance measure chosen?	Increased emphasis on school-to-work transition services leading to competitive employment outcomes.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	This level is considered appropriate within the framework of the agency's overall resources.
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	Analysis of multi-year trends and consideration of resources.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?	
Performance Measure	Successfully rehabiliated transition age (14-24) clients working 35+ hours per week exceeds national and regional averages.
Type of Measure	
Results	
	: 57% compared with 44% regionally and 42% nationally
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Target Results	
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	Yes

What are the names and titles of the individuals who chose this as a performance measure?	CORE and SCVRD Commissioner, based on similar Rehabilitation Services
	Administration measure for all ages.
Why was this performance measure chosen?	Full-time employment for SCVRD clients increases financial standing and
	opportunities for employer benefits while lessening reliance on public
	assistance. Due to increased emphasis on school-to-work transition services,
	SCVRD added this measure.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Comparative data not available; slight decrease in SCVRD rate is addressed
	through emphasis to staff on preparing and assisting clients for enhanced
	employment opportunities.
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Uncertainty of whether comparative data will be available. If not, SCVRD data
made on setting it at the level at which it was set?	will continue to be monitored.
Develop the section of the 2015 1C development to the control of t	The dark constraint days have a constraint a constraint of the state o
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Undetermined due to uncertainty over availability of national comparative
Este and the second	data.
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
Performance Measure:	Student participation in Disability Mentoring Day activities
Type of Measure:	
Results	
2013-14 Actual Results (as of 6/30/14)	
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Target Results	Increase
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
two cells over)	INO
two cens over)	
had a second of the first term of the second	CODE LOGINO C
What are the names and titles of the individuals who chose this as a performance measure?	CORE and SCVRD Commissioner
Why was this performance measure chosen?	Participation provides opportunities for students with disabilities to explore
	career options, speak with professionals in their field of interest, and take part
	in job "shadowing."
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
g	
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Continued emphasis on serving the student population within available
made on setting it at the level at which it was set?	resources.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Date collection not yet complete.
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	

Instructions: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Impact,"

Most Potential Negative Impact

Lack of transition into competitive employment for at-risk youth with disabilities.

Level Requires Outside Help	When Pohabilitation Services Administration (PSA) date	ermines that performance is substandard. Agency is also in transition to new fed	oral performance standards. Previously two	
rever vedanes Orisiae neib			erar perjormance standards. Previously two	
	consecutive years of substandard performance on primary indicators triagered reviews.			
Outside Help to Request	RSA and its associated Technical Assistance Centers			
Level Requires Inform General Assembly	When RSA does not resolve through monitoring and as.			
3 General Assembly Options	Continued open communication with legislative commi	ttee members to address gaps		
REVIEWS/AUDITS				
Instructions: Below please list all external or internal re	eviews, audits, investigations or studies ("Reviews")	of the agency which occurred during the past fiscal year that relates/imp	pacts this objective. Please remember to	
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and	
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)	
	poney, eco.	meerid	Bate Heview Ended (Willing BB) 11117	
PARTNERS				
	= er Entities" list all entities the agency is currently w	orking with that help the agency accomplish this objective. Under the "V	Ways Agency works with Current	
Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or	1	
our one raiding Energy	Trayor Geney Works With Current Cartines	Other Business, Association, or Individual?		
Department of Juvenile Justice	To provide vocational rehabilitation services to youth			
Department of Juvernie Justice	The state of the s	State		
	with disabilities with DJJ involvement			
Wil Lou Gray Opportunity School	To provide vocational rehabilitation services for "at	State		
	risk" youth with disabilities			

Strategic Plan Context			
# and description of Goal the Objective is helping accomp	olish: Goal 1 - Successful employment outcomes for South	Copy and paste this from the second column of the Mission, Vision and Goals	Chart
	Carolinians with disabilities through specialized,		
	individualized services.		
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Cha	
# and description of Strategy the Objective is under:	Strategy 1.2 - Enhance school-to-work transition services	Copy and paste this from the second column of the Strategy, Objectives and R	esponsibility Chart
Objective		1	
Objective # and Description:	Objective 1.2.4 - Expose students with disabilities to	Copy and paste this from the second column of the Strategy, Objectives and R	esponsibility Chart
	careers in science, technology, engineering and math		
	through High School/High Tech programs.		
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Resp	The state of the s
Public Benefit/Intended Outcome:	Output: sustained enrollment in HS/HT programs	Copy and paste this from the fourth column of the Strategy, Objectives and Re	sponsibility Chart
	across 15 locations; students receive mentoring,		
	exposure to business and industry in STEM careers,		
	exploration of post-secondary training opportunities,		
	and internships. Outcomes: students go on to post-		
	secondary training and become employed in		
A B Ai-t-dith Ohiti	Anabainal abillad annana	I .	
Agency Programs Associated with Objective Program Names:	Basic Services	Enter all the agency programs which are helping accomplish this objective. Th	e agency can determine this by sorting the
Responsible Person	Busic Services	Tenter an tire agency programs which are neighing accomplish this objective.	e agency can determine this by sorting the
Name:	Anne Iriel	Copy and paste this information from the fifth column of the Strategy, Objecti	ves and Responsibility Chart
Number of Months Responsible:	8		
Position:	Assistant Commissioner, Client Services		
Office Address:	1410 Boston Ave. West Columbia, SC		
Department or Division:	Client Services		
Department or Division Summary:	Manage client service delivery, adherence and		
	updates to policy, business development activities,		
	and staff training.		
Amount Budgeted and Spent To Accomplish Objective			
Total Budgeted for this fiscal year:	\$21,642,986 - Combined with all Strategy 1.2 Objectives	Copy and paste this information from the Strategic Budgeting Chart	
Total Actually Spent:	Agency will provide next year		
PERFORMANCE MEASURES			
	uestions below as many times as needed so the agency	can provide this information for each Performance Measure that applies	to this objective.
Types of Performance Measures:			
How the Agency is Measuring its Performance			٦
	Objective Number and Description	,	
		technology, engineering and math through High School/High Tech	
		programs.	
	Performance Measure	Successfully employment outcomes for transition age (14-24) clients	
	Type of Measure	Outcome	
Results	Type of Micabare		1
	2013-14 Actual Results (as of 6/30/14)	: 1,838	
	2014-15 Target Results		
	2014-15 Actual Results (as of 6/30/15)	1,969	
	2015-16 Minimum Acceptable Results		
	2015-16 Target Results	: increase	
Details			
	to track this? (provide any additional explanation needed,	Yes	Insert any further explanation, if needed
What are the names and titles of the individuals who cho	se this as a performance measure?	CORE and SCVRD Commissioner, based on similar Rehabilitation Services	
Nathana ahii a famana ana aha 2		Administration measure for all ages.	-
Why was this performance measure chosen?		Full-time employment for SCVRD clients increases financial standing and	
		opportunities for employer benefits while lessening reliance on public	
		assistance. Due to increased emphasis on school-to-work transition services,	
If the toward value was not reached in 2014 15 what he		SCVRD added this measure	-
If the target value was not reached in 2014-15, what char	nges were made to try and ensure it was reached?		J

What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Prior year performance; staffing and resources; economic and employment
made on setting it at the level at which it was set?	analysis; labor market information; staffing and caseload capacity; client
nade on seeing reactive to the least of many sees.	service expenditures and budget authority; needs assessment as indicated in
	the State Plan submitted to RSA; performance targets per caseload;
	The state of the s
	rehabilitation rate and historical trend data on percentage of clients achieving
	an employment outcome; number of clients already receiving planned
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
Performance Measure	Percentage of individuals served by agency who are in transition age
	range (14-24)
Type of Measure	Outcome
Results	
2013-14 Actual Results (as of 6/30/14)	
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Target Results	stability
Details	N.
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	CORE and SCVRD Commissioner
Why was this performance measure chosen?	In annual annulusis on select to made the selection of th
why was this performance measure chosen?	Increased emphasis on school-to-work transition services leading to
	competitive employment outcomes.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	This level is considered appropriate within the framework of the agency's
	overall resources.
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner
What are the hames and titles of the individuals who chose the target value for 2013-10?	CORE and SCARD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Analysis of multi-year trends and consideration of resources.
made on setting it at the level at which it was set?	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
Nauf NA	Cusposefully rehabilisted transition (14.24) -li-ut
rerformance Measure	Successfully rehabiliated transition age (14-24) clients working 35+
	hours per week exceeds national and regional averages.
Type of Measure	Outcome
Results	E70/ company desirb 440/ consists allowed 470/ making allowed
	57% compared with 44% regionally and 42% nationally
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Target Results	
Dataila	reporting requirements
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes
	165
two cells over)	

What are the names and titles of the individuals who chose this as a performance measure?	CORE and SCVRD Commissioner, based on similar Rehabilitation Services Administration measure for all ages.
Why was this performance measure chosen?	Full-time employment for SCVRD clients increases financial standing and opportunities for employer benefits while lessening reliance on public assistance. Due to increased emphasis on school-to-work transition services, SCVRD added this measure.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Comparative data not available; slight decrease in SCVRD rate is addressed through emphasis to staff on preparing and assisting clients for enhanced employment opportunities.
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	Uncertainty of whether comparative data will be available. If not, SCVRD data will continue to be monitored.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Undetermined due to uncertainty over availability of national comparative data.
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?	
	Student participation in Disability Mentoring Day activities
Type of Measure Results	: Outcome
2013-14 Actual Results (as of 6/30/14)	: 1,083
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Target Results	: increase
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
two cells over)	INO
What are the names and titles of the individuals who chose this as a performance measure?	CORE and SCVRD Commissioner
Why was this performance measure chosen?	Participation provides opportunities for students with disabilities to explore
	career options, speak with professionals in their field of interest, and take part in job "shadowing."
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	Continued emphasis on serving the student population within available resources.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Date collection not yet complete.
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?	

Instructions: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Impact,"

Most Potential Negative Impact

High school students with disabilities not prepared to reach their full potential in competitive employment.

When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in transition to new federal performance standards. Previously two consecutive years of substandard performance on primary indicators triggered reviews.		
RSA and its associated Technical Assistance Centers		
When RSA does not resolve through monitoring and assistance		
Continued open communication with legislative commit	tee members to address gaps	
iews, audits, investigations or studies ("Reviews")	of the agency which occurred during the past fiscal year that relates/imp	acts this objective. Please remember to
Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and
policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)
Commissioner's Executive Staff and Committee on	07/01/2014 through 06/30/2015	
Rehabilitation Excellence: internal		
rie R	When RSA does not resolve through monitoring and ass Continued open communication with legislative commit ews., audits, investigations or studies ("Reviews") of teason Review was Initiated (outside request, internal toolicy, etc.)	When RSA does not resolve through monitoring and assistance Continued open communication with legislative committee members to address gaps ews., audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impactes and whether Reviewing Entity External or Internal commissioner's Executive Staff and Committee on 07/01/2014 through 06/30/2015

PARTNERS

Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or
		Other Business, Association, or Individual?
SC School Districts / SC Dept of Ed	School-to-work transition services in all districts	State and local
S.C. Technical Colleges System	Demand-driven vocational training for persons with	State
	disabilities, manufacturing certification to enhance	
	marketability for SCVRD clients	
Transition Alliance of South Carolina	brings multiple agency and organizations	Organizational alliance
	together to enhance school-to-work transition	
	services	
Higher Education System	post-secondary education for clients, partnerships in	State
	programs and initiatives for demand-driven career	
	opportunities	

Strategic Plan Context		
# and description of Goal the Objective is helping	Goal 1 - Successful employment outcomes for South	Copy and paste this from the second column of the Mission, Vision and Goals Chart
accomplish:	Carolinians with disabilities through specialized,	
	individualized services.	
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 1.3 - Enhance job-driven vocational training	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	programs.	
Objective		
Objective # and Description:	Objective 1.3.1 - Develop job-readiness skills through	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	work training center activities, demand-driven skills	
	training, and on-the-job supports.	
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome:	Output: increased training opportunities tied to LMI.	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
	Range of training opportunities meets individualized	
	needs of clients. Outcome: clients are prepared for	
	employment opportunites in community; close skills	
	gan for employers	
Agency Programs Associated with Objective		
Program Names:	Basic Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Responsible Person	_	
Name:	Rick Elam; Anne Iriel	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Number of Months Responsible:	126; 8	
Position:	Assistant Commissioner for Administration and	
	Assistant Commissioner for Client Services	
Office Address:	1410 Boston Ave. West Columbia, SC	
Department or Division:	JRT services / Client services	
Department or Division Summary:	Manage client service delivery, adherence and	
	updates to policy, business development activities,	
	and staff training.	
Amount Budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year:	\$29,279,388 - Combined with all Strategy 1.3	Copy and paste this information from the Strategic Budgeting Chart
	Objectives	
		4
Total Actually Spent:	Agency will provide next year	
Total Actually Spent:		

_	
Objective 1.3.1 - Develop job-readiness skills through work training	
center activities, demand-driven skills training, and on-the-job	
supports.	
: Rehabilitation rate for clients in work training centers	
: <mark>60.1%</mark>	
: <mark>57.9% </mark>	
: 55.8%	
	Insert any further explanation, if needed
Rehabilitation Services Administration (RSA), U.S. Department of Education	
reflects impact of SCVRD program on employment of state's residents with	
disabilities who participate in job readiness training activities at the agency's	
work training centers.	
Nationally-established indicator	
Nationally-established indicator Nationally-established indicator	
Nationally-established indicator Yes	
Nationally-established indicator	
)	supports. Rehabilitation rate for clients in work training centers 100tcome 1001%

Results	
2013-14 Actual Results (as of 6/30/14):	+48 for total of 343 members
2014-15 Target Results:	increase
2014-15 Actual Results (as of 6/30/15):	+8 for total of 351 members
2015-16 Minimum Acceptable Results:	increase
2015-16 Target Results:	increase
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner
Why was this performance measure chosen?	Employers are a critical aspect of a successful vocational rehabilitation
	program; a thriving network of business partners enhances opportunities for
	competitive employment of agency clients and also leads to outsource
	agreements with business and industry to provide job readiness training to
	clients at SCVRD work training centers throughout the state. Desire to meet
	employer needs for qualified, prepared candidates, and to get input from
	employers related to demand-driven training. Benefits of employer advocacy
	among peers.
	among peers.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Continued growth is essential as the newly-implemented Workforce
made on setting it at the level at which it was set?	Innovation and Opportunity Act emphasizes, and will eventually include
	performance measures for, successful partnerships with business and
	industry to provide competitive, integrated employment of people with
	disabilities
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	

Instructions: Please list what the agency consid	lers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Impact,"
Most Potential Negative Impact	Clients' lack of preparedness for careers in demand-driven occupations tied to labor market in their communities. Fewer job-ready candidates for community employers with
	career openings.
Level Requires Outside Help	When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in transition to new federal performance standards. Previously two consecutive years of substandard performance on primary indicators triggered reviews.
Outside Help to Request	RSA and its associated Technical Assistance Centers
Level Requires Inform General Assembly	When RSA does not resolve through monitoring and assistance
3 General Assembly Options	Continued open communication with legislative committee members to address gaps

REVIEWS/AUDITS

Instructions: Below please list all external or internal reviews, audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impacts this objective. Please remember to			
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)

PARTNERS

Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or	7
		Other Business, Association, or Individual?	
Business Partnership Network	employment opportunity development for clients,	private and public employers	
	training partnerships for clients, disability awareness,		
	includes more than 300 member businesses statewide		
Business Advisory Council, IT Training Pgm	mentoring, curriculum guidance, employment	private and public employer representatives with IT emphasis	
	opportunity development for clients in SCVRD's		
	Information Technology Training Program		
Technical College System	demand-driven training, manufacturing certification	public, with private partners	
	to enhance marketability of clients; Apprenticeship		
	Carolina and ReadySC initiatives		
Regional Business Services Teams	coalition of workforce agencies, organizations and	public and private	
	business leaders; SCVRD involvement enhances		
	employment opportunities for persons with		
	disabilities and benefits employers seeking qualified,		
	ioh raady candidatas		

State Workforce Development Board/Local Workforce	SCVRD is WIOA core partner, for inclusion of people	public and private
Development Boards	with disabilities in employment initiatives and job	
	development opportunities, and for referrals of	
	persons needing vocational rehabilitation services to	
	hecome competitively employed	
Department of Commerce	Regional education centers connecting employers to	public and private
	school districts: SC Talent Pipeline Project	
SC Industry Liaison Group	promotion of employment of agency clients and	organization
	exposure to federal contractors seeking qualified job	
	candidates with disabilities	

Strategic Plan Context		
# and description of Goal the Objective is helping accomplish	: Goal 1 - Successful employment outcomes for South	Copy and paste this from the second column of the Mission, Vision and Goals Chart
	Carolinians with disabilities through specialized,	
	individualized services.	
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 1.3 - Enhance job-driven vocational training	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	programs.	
Objective	<u>.</u>	
Objective # and Description:	Objective 1.3.2 - Equip clients for job search through	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	resume development, interviewing skills, other "soft"	
	skills, and disability-related classes.	
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome:	Output: individualized preparation for job search	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
	through JPI classes. Outcome: clients achieve	
	successful employment outcomes.	
Agency Programs Associated with Objective		
Program Names:	Basic Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Responsible Person	_	
Name:	Rick Elam; Anne Iriel	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Number of Months Responsible:	126; 8	
Position:	Assistant Commissioner for Administration and	
	Assistant Commissioner for Client Services	
Office Address:	1410 Boston Ave. West Columbia, SC	
Department or Division:	Client Services	
Department or Division Summary:	Manage client service delivery, adherence and	
	updates to policy, business development activities,	
	and staff training.	
Amount Budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year:	\$29,279,388 - Combined with all Strategy 1.3	Copy and paste this information from the Strategic Budgeting Chart
	Objectives	
Total Actually Spent:	Agency will provide next year	

Instructions: Please copy and paste the chart and questions below as many times as needed so the agency can provide this information for each Performance Measure that applies to this objective. Types of Performance Measures:

Types of Performance Measures:		
How the Agency is Measuring its Performance		
Objective Number and Description	Objective 1.3.2 - Equip clients for job search through resume	
	development, interviewing skills, other "soft" skills, and disability-	
	related classes.	
Performance Measure	Rehabilitation rate for clients in work training centers	1
Type of Measure	Outcome	4
Results		
2013-14 Actual Results (as of 6/30/14)	60.1%	_
2014-15 Target Results	55.8%	_
2014-15 Actual Results (as of 6/30/15)	57.9%	_
2015-16 Minimum Acceptable Results:		_
2015-16 Target Results:	55.8%	4
<u>Details</u>		
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes	Insert any further explanation, if needed
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration (RSA), U.S. Department of Education	
Why was this performance measure chosen?	reflects impact of SCVRD program on employment of state's residents with	<u> </u>
willy was this performance measure chosen:	disabilities who participate in job readiness training activities at the agency's	/
	work training centers	/
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	work training centers.	<mark>1</mark>
What are the names and titles of the individuals who chose the target value for 2015-16?	Nationally-established indicator	1
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Nationally-established indicator	<mark>/</mark>
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes	<u> </u>
If the answer to the question above is "questionable" or "no." what changes are being made to try and ensure it is		<u> </u>

POTENTIAL NEGATIVE IMPACT

Most Potential Negative Impact		nay occur as a result of the agency not accomplishing this objective. Noing in job interviews and in learning other "soft skills" inherent in successful er	
Wost Fotential Negative Impact	Chefic deficits in preparation in securing and participati	ing in Job interviews and in learning other soft skills inherent in successful er	iployment outcomes and maintendance.
Level Requires Outside Help	When Rehabilitation Services Administration (RSA) dete	ermines that performance is substandard. Agency is also in transition to new	federal performance standards. Previously two
	consecutive years of substandard performance on prim	nary indicators triggered reviews.	
Outside Help to Request	RSA and its associated Technical Assistance Centers		
Level Requires Inform General Assembly	When RSA does not resolve through monitoring and as	ssistance	
3 General Assembly Options	Continued open communication with legislative comm	ittee members to address gaps	
REVIEWS/AUDITS			
	ernal reviews, audits, investigations or studies ("Reviews")	of the agency which occurred during the past fiscal year that relates/	impacts this objective. Please remember to
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)
Reviews of Balance In Work Training Centers	to monitor balance between job readiness training	Committee on Rehabilitation Excellence, SCVRD Commissioner; internal	07/01/2014 through 06/30/2015
	activities, job preparedness instruction, and other		
	services provided at SCVRD work training centers		
PARTNERS			
Instructions: Under the column labeled, "Curre	nt Partner Entities" list all entities the agency is currently w	orking with that help the agency accomplish this objective. Under the	e "Ways Agency works with Current
Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or	
•		Other Business, Association, or Individual?	
SCVRD staff provide these services onsite with occa	sional		
assistance from community resources			
VR Business Partnership Network	more than 500 business/industry partners provide	private and public businesses and organizations	
	employment opportunities, assist with development of		
	demand-driven job readiness training;outsource work		
	to VR work training centers, assist with disability		
	awaranass initiativas		
Business Advisory Council- SCVRD Information Tech	nology curricula development for in-house IT training	private and public businesses and organizations	
Training Program	program for persons with disabilities to match current		
•	program for persons with disabilities to match current market trends and demands; mentoring of students;		

Strategic Plan Context		
# and description of Goal the Objective is helping accomplish:	Goal 2 - We will be a team of highly qualified	Copy and paste this from the second column of the Mission, Vision and Goals Chart
	professionals who have the commitment,	
	accountability and opportunity to excel	
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 2.1 - provide training to equip staff to provide	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	quality vocational rehabilitation services.	
Objective		
Objective # and Description:		Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	assessment in accordance with the State Plan.	
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome:	Output: staff master skills to deliver high quality,	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
	individualized vocational rehabilitation services.	
	Outcomes: clients achieve employment outcomes	
	through timely and properly delivered services	
Agency Programs Associated with Objective		
Program Names:	Basic Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Responsible Person		
Name:	Mark Wade; Anne Iriel	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Number of Months Responsible:	84; 8	
Position:	Asst. Commissioners	
Office Address:	1410 Boston Ave. West Columbia, SC	
Department or Division:	Human Resource Development; Client Services	
Department or Division Summary:	Plan, provide and evaluate staff training program.	
	Manage client service delivery, adherence and	
	updates to policy, business development activities,	
	and staff training	
Amount Budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year:	\$827,405 - Combined with all Strategy 2.1 and 2.2	Copy and paste this information from the Strategic Budgeting Chart
Total buugeteu for tilis listal year.		
Total Actually Spent:	Objectives Agency will provide next year	

Types of Performance Measures:		
How the Agency is Measuring its Performance		7
Objective Number and Description	Objective 2.1.1 - Develop training based on needs assessment in	
	accordance with the State Plan.	
Performance Measure:	Training events for staff (face-to-face, webinars, videoconferencing,	
	online)	
Type of Measure:		
Results		
2013-14 Actual Results (as of 6/30/14):	613	
2014-15 Target Results:	no target; need based	
2014-15 Actual Results (as of 6/30/15):	684	
2015-16 Minimum Acceptable Results:		
2015-16 Target Results:	N/A	
<u>Details</u>		
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No	
two cells over)		
What are the names and titles of the individuals who chose this as a performance measure?	Mark Wade, Assistant Commissioner; Belinda Langton, Director of	
	Training/Development	
Why was this performance measure chosen?	Is a quantitative indictor of the utilization of training resources in preparing	
	SCVRD staff for excellence in service delivery.	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?		
What are the names and titles of the individuals who chose the target value for 2015-16?	N/A	
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally		
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?		
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is		
	Professional Development and Leadership Program completion	
Type of Measure:	Outcome	
Results		
2013-14 Actual Results (as of 6/30/14):		
	34 (professonal development); 60 (leadership)	
	37 (professional development); 63 (leadership)	
2015-16 Minimum Acceptable Results:		
	47 (professional development); 33 (leadership)	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No	
What are the names and titles of the individuals who chose this as a performance measure?	CORE: SCVRD Commissioner	
Why was this performance measure chosen?	A strong professional development and leadership program can prepare the	
	agency for future needs while providing participants with opportunities for	
	professional growth, development and career enhancement	
16th Assert Village and Assert		
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?		

What are the names and titles of the individuals who chose the target value for 2015-16?	PDLP Steering Committee and CORE based on number of applications by	
	qualified employees.	
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Target level is based on the number of qualified applicants for the program,	
made on setting it at the level at which it was set?	which is voluntary; candidate applications are reviewed by a PDLP steering	
	committee, which makes recommendations to CORE.	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes	
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is		

<u>Instructions</u>: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Impact," enter the most potential negative impact to the public that may occur as a result of the agency hold because the new objective. Next to, "Level Requires Outside Help." enter the level at which the agency believes it needs outside help. Next to, "Usevel Requires in Court of the Institute of the

Staff that is ill-equipped to provide appropriate services meeting the specific needs of individuals with disabilities who are clients of the agency or to successfully complete other
When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in traanstion to new federal performance standards. Previously
two consecutive years of substandard performance on primary indicators triggered reviews.
RSA and its associated Technical Assistance Centers
When RSA does not resolve through monitoring and assistance
Continued open communication with legislative committee members to address gaps

REVIEWS/AUDITS

<u>Instructions</u>: Below please list all external or internal reviews, audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impacts this objective. Please remember to maintain an electronic copy of each Review and any other information generated by the entity performing the Review as copies may be requested when the agency is under study. NOTE: Responses are not limited to the number of rows below that have borders around them, please insert as many rows as needed.

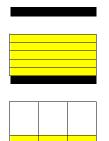
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)
Ongoing Training Initiatives	Internal policy	CORE and Senior Managers	07012014 through 06/30/15
Review of PDLP Program	Assess success of program, evaluate projects	PDLP Steering Committee and CORE	ongoing
	conducted by PDLP participants.		

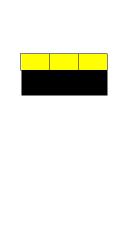
PARTNERS

Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Partners," enter the ways the agency works with the entity (names of projects, initiatives, etc.) which helps the agency accomplish this objective. List only one partner per row and insert as many rows as necessary to list all of the partners. Note, if there is a large list of partners that all fit within a certain group, the agency can list the group instead of each partner individually. For example, if the agency works with every middle school in the state, the agency can list SC Middle Schools, instead of listing each middle school sparately. As another example, if the agency works with every high school in Lexington county, the agency can list Lexington County High School in Lexington County Separately.

Schools, instead of listing each high school in the county	separately.	
Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or
		Other Business, Association, or Individual?
Higher Education System	post-secondary education for clients, partnerships in	Universities
	programs and initiatives for demand-driven career	
	opportunities: training for SCVRD staff	
Numerous independent subject matter experts	in-service training for staff	individual experts from various sources

Insert any further explanatio n, if needed





Goal 2 - We will be a team of highly qualified	Copy and paste this from the second column of the Mission, Vision and Goals Chart
professionals who have the commitment,	
accountability and opportunity to excel.	
WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
Strategy 2.1 - provide training to equip staff to provide	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
quality vocational rehabilitation services.	
_	
	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
specialized areas of agency operations.	
WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Output: staff master skills to deliver high quality,	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
individualized vocational rehabilitation services.	
Outcomes: clients achieve employment outcomes	
through timely and properly delivered services	l
Basic Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Mark Wade	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
84	
Assistant Commissioner	
1410 Boston Avenue, West Columbia SC 29170	
Human Resources Development	
Plan, provide and evaluate staff training program.	
\$827,405 - Combined with all Strategy 2.1 and 2.2	Copy and paste this information from the Strategic Budgeting Chart
Objectives	
Agency will provide next year	
	accountability and opportunity to excel. WIOA/Title IV/Rehabilitation Act Strategy 2.1 - provide training to equip staff to provide quality vocational rehabilitation services. Objective 2.1.2 - Enhance job-specific training for specialized areas of agency operations. WIOA/Title IV/Rehabilitation Act Output: staff master skills to deliver high quality, individualized vocational rehabilitation services. Outcomes: clients achieve employment outcomes through timely and properly delivered services Basic Services Mark Wade 84 Assistant Commissioner 1410 Boston Avenue, West Columbia SC 29170 Human Resources Development Plan, provide and evaluate staff training program. \$827,405 - Combined with all Strategy 2.1 and 2.2

Instructions: Please copy and paste the chart and questions below as many times as needed so the agency can provide this information for each Performance Measure that applies to this objective. Types of Performance Measures:

Types of reflorifiance ineasures.		
How the Agency is Measuring its Performance		_
Objective Number and Description	Objective 2.1.2 - Enhance job-specific training for specialized areas of	
	agency operations.	
Performance Measure:	Training events for staff (face-to-face, webinars, videoconferencing,	
	online)	
Type of Measure:	Output	
Results		
2013-14 Actual Results (as of 6/30/14):		
2014-15 Target Results:		
2014-15 Actual Results (as of 6/30/15):		
2015-16 Minimum Acceptable Results:		
2015-16 Target Results:	N/A	
<u>Details</u>		
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No	Insert any further explanation, if needed
What are the names and titles of the individuals who chose this as a performance measure?	Mark Wade, Assistant Commissioner; Belinda Langton, Director of	
	Training/Development	
Why was this performance measure chosen?	Is a quantitative indictor of the utilization of training resources in preparing	
	SCVRD staff for excellence in service delivery.	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?		
What are the names and titles of the individuals who chose the target value for 2015-16?	N/A	
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally		
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?		
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is		

POTENTIAL NEGATIVE IMPACT

Instructions: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Impact."

Most Potential Negative Impact of the agency or to successfully complete other or to success

· · · · · · · · · · · · · · · · · · ·	When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in transition to new federal performance standards. Previously two consecutive years of substandard performance on primary indicators triggered reviews.
Outside Help to Request	RSA and its associated Technical Assistance Centers
Level Requires Inform General Assembly	When RSA does not resolve through monitoring and assistance
3 General Assembly Options	Continued open communication with legislative committee members to address gaps

REVIEWS/AUDITS

<u>Instructions</u> : Below please list all external or internal rev	riews, audits, investigations or studies ("Reviews")	of the agency which occurred during the past fiscal year that relates/imp	acts this objective. Please remember to
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)

PARTNERS

<u>Instructions</u>: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Partners," enter the ways the agency works with the entity (names of projects, initiatives, etc.) which helps the agency accomplish this objective. List only one partner per row and insert as many rows as necessary to list all of the partners. Note, if there is a large list of partners that all fit within a certain group, the agency can list the group instead of each partner individually. For example, if the agency works with every middle school in the state, the agency can list SC Middle Schools, instead of listing each middle school separately. As another example, if the agency works with every high school in Lexington county, the agency can list Lexington County

, , , ,	. ,			-	
Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or			
		Other Business, Association, or Individual?			
USC Rehabilitation Counseling Program	master's level instruction for staff; in-service training	state university			
	for staff				
S.C. State University Rehab Counseling Program	master's level instruction for staff; in-service training	state university			
	for staff				
East Carolina University	in-service training for staff	state university in NC	<mark>- </mark>		
Subject matter experts from partner organizations	in-service training for staff	various partner agencies/non-profit organizations			
			<mark>/ </mark>		
Topically Organized Technical Assistance Centers	technical assistance on rehabilitation issues and	grants, universities, non-profits	<u> </u>		
	practices	3, 2, 1, 1, 1, 2, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	<u> </u>		
	pructices				
Numerous independent subject matter experts	in-service training for staff	individual experts			

Goal 2 - We will be a team of highly qualified professionals who have the commitment, accountability and conortiunity to excel.	Strategic Plan Context		
Accountability and anonartunity to eyed	# and description of Goal the Objective is helping accomplish	: Goal 2 - We will be a team of highly qualified	Copy and paste this from the second column of the Mission, Vision and Goals Chart
Eggl responsibilities satisfied by Goal: WIOA/Title IV/Rehabilitation Act fland description of Strategy the Objective is under: Strategy 2.2 - Foster opportunities for professional arowth and the enhancement of future leadership. Copy and paste this from the first column of the Mission, Vision and Goals Chart		professionals who have the commitment,	
Eggl responsibilities satisfied by Goal: WIOA/Title IV/Rehabilitation Act fland description of Strategy the Objective is under: Strategy 2.2 - Foster opportunities for professional arowth and the enhancement of future leadership. Copy and paste this from the first column of the Mission, Vision and Goals Chart		accountability and opportunity to excel	
Dijective Objective # and Description: Objective # and Description # and leadership and mandle elements of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this	Legal responsibilities satisfied by Goal:		Copy and paste this from the first column of the Mission, Vision and Goals Chart
Dijective Objective # and Description: Objective # and Description # and leadership and mandle elements of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this	# and description of Strategy the Objective is under:	Strategy 2.2 - Foster opportunities for professional	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
Objective # and Description: Legal responsibilities satisfied by Objective: WINDA/Title IV/Rehabilitation Act Output: increased skill level of staff in leadership and management training topics. Outcomes: improve staff retention; succession planning; staff prepared to assume leadership roles Agency Programs Associated with Objective Program Names: Responsible Person Name: Name: Name: Name: Name: Name: Assistant Commissioner Office Address: Office Address: Department or Division: Department or Division Summary: Amount Budgeted for this fiscal year: Objective 2.2.1 - Provide a professional development and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first col			
Legal responsibilities satisfied by Objective: WIOA/Title IV/Rehabilitation Act Output: increased skill level of staff in leadership and management training topics. Outcomes: improve staff retention; succession planning; staff prepared to assume leadership roles Agency Programs Associated with Objective Program Names: Responsible Person Name: Mark Wade Number of Months Responsible: Office Address: Office Address: Office Address: Department or Division: Department or Division Summary: Amount Budgeted and Spent To Accomplish Objective Total Budgeted for this fiscal year: Septimal Paddership program. Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy Objectives and Responsibility Chart Copy and paste this information from the Strategy Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy Objective Strategy Objective Strategy Objective Strategy Objective Strategy Objective Strategy Objective Strate	Objective		
Legal responsibilities satisfied by Objective: Public Benefit/Intended Outcome: Output: increased skill level of staff in leadership and management training topics. Outcomes: improve staff retention; succession planning; staff prepared to assume leadership roles Agency Programs Associated with Objective Program Names: Basic Services; Disability Determination Services Responsible Person Name: Number of Months Responsible: Position: Office Address: Department or Division: Department or Division Summary: Plan, provide and evaluate staff training program. Assistant Commbined with all Strategy 2.1 and 2.2. Objectives Objectives Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and	Objective # and Description:	Objective 2.2.1 - Provide a professional development	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome: Output: increased skill level of staff in leadership and management training topics. Outcomes: improve staff retention; succession planning; staff prepared to assume leadership roles Agency Programs Associated with Objective Program Names: Responsible Person Name: Name: Name: Namber of Months Responsible: Position: Office Address: Department or Division: Department or Division: Department or Division Summary: Amount Budgeted and Spent To Accomplish Objective Total Budgeted for this fiscal year: Output: increased skill level of staff in leadership and management training topics. Outcomes: improve staff retention; succession planning; staff prepared to assume leadership roles Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart Set of the Strategy of the Strat		and leadership program.	
Agency Programs Associated with Objective Program Names: Responsible Person Name: N	Legal responsibilities satisfied by Objective:		Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Agency Programs Associated with Objective Program Names: Responsible Person Name: Number of Months Responsible: Assistant Commissioner Office Address: Department or Division: Department or Division: Department or Division: Department or Division Summary: Amount Budgeted and Spent To Accomplish Objective Total Budgeted for this fiscal year: Total Budgeted in Agency Programs Associated with Objective Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting Enter all the agency programs which are helping accomplish this objective. The agency programs which are helping accomplish this objective. The agency programs which are helping accomplish this objective. The agency programs which are helping accomplish this objective. The agency programs which are helping accomplish this objective. The agency programs which are helping accomplish this objective. The agency programs which are helping accomplish this objective. The agency programs which are helping accomplish this objective. The agency programs which are helping accomplished and spe	Public Benefit/Intended Outcome:	Output: increased skill level of staff in leadership and	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
Agency Programs Associated with Objective Program Names: Responsible Person Name: Number of Months Responsible: Position: Office Address: Department or Division: Department or Division: Department or Division: Department or Division: Amount Budgeted and Spent To Accomplish Objective Total Budgeted for this fiscal year: To		management training topics. Outcomes: improve staff	f · · · · · · · · · · · · · · · · · · ·
Agency Programs Associated with Objective Program Names: Responsible Person Name: Number of Months Responsible: Position: Office Address: Department or Division: Department or Division: Department or Division Summary: Amount Budgeted and Spent To Accomplish Objective Total Budgeted for this fiscal year: Sasume leadershin roles Basic Services; Disability Determination Services Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart Sasistant Commissioner 1410 Boston Ave. West Columbia, SC Human Resource Development Plan, provide and evaluate staff training program. Amount Budgeted for this fiscal year: Sasy,405 - Combined with all Strategy 2.1 and 2.2 Objectives Copy and paste this information from the Strategic Budgeting Chart		9	
Agency Programs Associated with Objective Program Names: Basic Services; Disability Determination Services Responsible Person Name: Name: Number of Months Responsible: Position: Office Address: Department or Division: Department or Division: Department or Division Summary: Amount Budgeted and Spent To Accomplish Objective Total Budgeted for this fiscal year: S827,405 - Combined with all Strategy 2.1 and 2.2 Objectives Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy Objectives Copy and paste this information from the Strategic Budgeting Chart Copy and paste this information from the Strategic Budgeting Chart		, , , , , , , ,	
Responsible Person Name: Name: Namber of Months Responsible: Assistant Commissioner Office Address: Department or Division: Department or Division Summary: Amount Budgeted and Spent To Accomplish Objective Total Budgeted for this fiscal year: Sazz, 405 - Combined with all Strategy 2.1 and 2.2 Objectives Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart	Agency Programs Associated with Objective		·
Name: Name: Number of Months Responsible: Nestion: Office Address: Department or Division: Department or Division Summary: Amount Budgeted and Spent To Accomplish Objective Total Budgeted for this fiscal year: See Address: Objectives Mark Wade Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart Copy and paste this information from the Strategy, Objectives and Responsibility Chart	Program Names:	Basic Services; Disability Determination Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Number of Months Responsible: Position: Office Address: Department or Division: Department or Division Summary: Department or Division Summary: Amount Budgeted and Spent To Accomplish Objective Total Budgeted for this fiscal year: \$827,405 - Combined with all Strategy 2.1 and 2.2 Objectives Copy and paste this information from the Strategic Budgeting Chart	Responsible Person		
Position: Office Address: Department or Division: Department or Division Summary: Department or Division Summary: Amount Budgeted and Spent To Accomplish Objective Total Budgeted for this fiscal year: S827,405 - Combined with all Strategy 2.1 and 2.2 Objectives Copy and paste this information from the Strategic Budgeting Chart	Name:	Mark Wade	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Office Address: 1410 Boston Ave. West Columbia, SC Department or Division: Human Resource Development Department or Division Summary: Plan, provide and evaluate staff training program. Amount Budgeted and Spent To Accomplish Objective Plan, provide and evaluate staff training program. Total Budgeted for this fiscal year: \$827,405 - Combined with all Strategy 2.1 and 2.2 Objectives Copy and paste this information from the Strategic Budgeting Chart	Number of Months Responsible:	84]
Department or Division: Department or Division Summary: Amount Budgeted and Spent To Accomplish Objective Total Budgeted for this fiscal year: S827,405 - Combined with all Strategy 2.1 and 2.2 Objectives Copy and paste this information from the Strategic Budgeting Chart	Position:	Assistant Commissioner	
Department or Division Summary: Amount Budgeted and Spent To Accomplish Objective Plan, provide and evaluate staff training program. Plan, provide and evaluate staff training program. Copy and paste this information from the Strategic Budgeting Chart Objectives	Office Address:	1410 Boston Ave. West Columbia, SC	
Amount Budgeted and Spent To Accomplish Objective Total Budgeted for this fiscal year: \$827,405 - Combined with all Strategy 2.1 and 2.2 Objectives Copy and paste this information from the Strategic Budgeting Chart	Department or Division:	Human Resource Development	
Total Budgeted for this fiscal year: \$827,405 - Combined with all Strategy 2.1 and 2.2 Objectives Copy and paste this information from the Strategic Budgeting Chart	Department or Division Summary:	Plan, provide and evaluate staff training program.	
Objectives	Amount Budgeted and Spent To Accomplish Objective		
ON CONTROL OF THE PROPERTY OF	Total Budgeted for this fiscal year:	\$827,405 - Combined with all Strategy 2.1 and 2.2	Copy and paste this information from the Strategic Budgeting Chart
Total Actually Spent: Agency will provide next year		Obiectives	1
	Total Actually Spent:	Agency will provide next year	

Instructions: Please copy and paste the chart and questions below as many times as needed so the agency can provide this information for each Performance Measure that applies to this objective. Types of Performance Measures:

Types of Ferformance Weasures.		
How the Agency is Measuring its Performance		_
Objective Number and Description	Objective 2.2.1 - Provide a professional development and leadership	
	program.	
Performance Measure	Professional Development and Leadership Program completion	
Type of Measure:	Outcome	
Results		
2013-14 Actual Results (as of 6/30/14)	80 (professional development level)	
	34 (professonal development); 60 (leadership)	
2014-15 Actual Results (as of 6/30/15)	37 (professional development); 63 (leadership)	
2015-16 Minimum Acceptable Results	N/A	
2015-16 Target Results	47 (professional development); 33 (leadership)	
<u>Details</u>		
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No	Insert any further explanation, if needed
What are the names and titles of the individuals who chose this as a performance measure?	CORE; SCVRD Commissioner	
Why was this performance measure chosen?	A strong professional development and leadership program can prepare the	
	agency for future needs while providing participants with opportunities for	
	professional growth, development and career enhancement	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?		
What are the names and titles of the individuals who chose the target value for 2015-16?	PDLP Steering Committee and CORE based on number of applications by	
	qualified employees.	
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Target level is based on the number of qualified applicants for the program,	
made on setting it at the level at which it was set?	which is voluntary; candidate applications are reviewed by a PDLP steering	
	committee, which makes recommendations to CORF.	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes	
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is		

POTENTIAL NEGATIVE IMPACT

Instructions: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Impact,"

ration (RSA) determines that performance is substandard. Agency is also in transition to new federal performance standards. Previously two
ration (NSA) determines that performance is substantiara. Agency is also in transition to new jederal performance stantiaras. Freviously two
ormance on primary indicators triggered reviews.
ance Centers
onitoring and assistance
egislative committee members to address gaps
t

REVIEWS/AUDITS

NETTETTO/TIODITO			
Instructions: Below please list all external or internal rev	views, audits, investigations or studies ("Reviews")	of the agency which occurred during the past fiscal year that relates/imp	acts this objective. Please remember to
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)
Review of PDLP Program	Assess success of program, evaluate projects	PDLP Steering Committee and CORE	ongoing
	conducted by PDLP participants.		

PARTNERS

Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or]
		Other Business, Association, or Individual?	
Numerous independent subject matter experts	provision of PDLP instruction	individual experts	4
			<mark>/</mark>

Strategic Plan Context		
# and description of Goal the Objective is helping accomplish:	: Goal 2 - We will be a team of highly qualified	Copy and paste this from the second column of the Mission, Vision and Goals Chart
	professionals who have the commitment,	
	accountability and opportunity to excel.	
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 2.2 - Foster opportunities for professional	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	growth and the enhancement of future leadership.	
Objective		
Objective # and Description:	Objective 2.2.2 - Maintain a working environment that	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	fosters measurable increases in job satisfaction and	
	rewards accomplishment.	
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome:	Output: staff achieve growth based on progression	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
	per position matrices. Outcomes: staff retention	
	increases and high job satisfaction ratings.	
Agency Programs Associated with Objective	Ī	•
Program Names:	Basic Services; Disability Determination Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Responsible Person		-
Name:	Eric Moore	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Number of Months Responsible:	193	
Position:	HR Director	
Office Address:	1410 Boston Avenue, West Columbia SC	
Department or Division:	Human Resources	
Department or Division Summary:	Hiring and selection; classification and compensation;	
	payroll and benefits administration; adminstrative	
	policy.	
Amount Budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year:	\$827,405 - Combined with all Strategy 2.1 and 2.2	Copy and paste this information from the Strategic Budgeting Chart
	Objectives	-
Total Actually Spent:	Agency will provide next year	

Types of Performance Measures:		
How the Agency is Measuring its Performance		
Objective Number and Description	Objective 2.2.2 - Maintain a working environment that fosters	
	measurable increases in job satisfaction and rewards accomplishment.	
Performance Measure:	Positive outcomes in employee well-being survey	
Type of Measure:	Outcome	
Results		
2013-14 Actual Results (as of 6/30/14):	3.95 on scale of 5	
2014-15 Target Results:	increase	
2014-15 Actual Results (as of 6/30/15):	3.94 on scale of 5	
2015-16 Minimum Acceptable Results:	A statistical variance of .1 is acceptable.	
2015-16 Target Results:	increase	
Details		
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No	Insert any further explanation, if needed
What are the names and titles of the individuals who chose this as a performance measure?	Executive Management Team; SCVRD Commissioner	
Why was this performance measure chosen?	Based off of research conducted by the Gallup organization, the survey's 16	
	questions reveal levels of job satisfaction and other work environment	
	evaluations that assist the agency in addressing both local and systemic	
	concerns. When employees answer these questions positively, this is linked to	
	higher levels of productivity, profitability (in our situation this is better	
	associated with cost containment), employee retention, and customer	
	antiofaction.	

If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	While the 2014-15 rate was one-hundredth of a point lower, it still represented a higher level of satisfaction than in the five years prior to 2014, so the general trend has been upward. In instances when a local office has lower scores, SCVRD selects offices in which to deploy facilitators to obtain additional feedback from staff members to help determine the factors leading to the lower scores. This feedback is shared with upper management and the local supervisor and intervention strategies are implemented, as needed, to address gaps in satisfaction. This methodology is also used with offices which exhibit higher scores. The feedback from these higher scoring offices is assessed to determine if the information can be used to assist other offices in improving their scores.
What are the names and titles of the individuals who chose the target value for 2015-16?	Executive Management Team and SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Desire for continued improvement.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	This is an annual survey. The next survey will be conducted in June of 2016.
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
Performance Measure	0 /
	state government and average for all government entities nationally
Type of Measure	Outcome
Results	
	9.1% SCVRD; 10.9% SC state government (est.); 16.2% nationally
	continued favorable comparison
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Target Results Details	continued favorable comparison
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	No
What are the names and titles of the individuals who chose this as a performance measure?	Executive Management Team and the SCVRD Commissioner
Why was this performance measure chosen?	Turnover rate is an indicator of stability in operations that can lead to achievement of overarching agency goals such as successful employment outcomes for clients; it is also an indicator of satisfaction with SCVRD's work environment, salary satisfaction, and attractiveness as a career destination.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	N/A
What are the names and titles of the individuals who chose the target value for 2015-16?	Executive Management Team and the SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	We consider the turnover rate to be one indicator of employee job satisfaction. Employees with longer tenure and greater job satisfaction tend to provide better service. As such, SCVRD intends to have a work environment that is considered more attractive, in comparison to other governmental entities, in order to assist us with recruitment and retention.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	The comparative data for the S.C. state government turnover rate is not yet available. Early indications are that the SCVRD turnover rate will be well below the average turnover rate for all government entities nationally.

If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
Performance Measure	Professional Development and Leadership Program completion
Type of Measure	
Results	
2013-14 Actual Results (as of 6/30/14)	: 80 (professional development level)
	: 34 (professonal development); 60 (leadership)
	: 37 (professional development); 63 (leadership)
2015-16 Minimum Acceptable Results	
	47 (professional development); 33 (leadership)
Details	AL.
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	CORE; SCVRD Commissioner
Why was this performance measure chosen?	A strong professional development and leadership program can prepare the
,	agency for future needs while providing participants with opportunities for
	professional growth, development and career enhancement
	professional growth, development and career emancements.
f the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
, , ,	
What are the names and titles of the individuals who chose the target value for 2015-16?	PDLP Steering Committee and CORE based on number of applications by
· ·	qualified employees.
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Target level is based on the number of qualified applicants for the program,
made on setting it at the level at which it was set?	which is voluntary; candidate applications are reviewed by a PDLP steering
made on setting it at the level at which it was set:	committee, which makes recommendations to CORE.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
social on the performance so far in 2015 10, aces it appear the aberror is borng to readin the target for 2015 10.	
f the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
cacicu:	
Performance Measure	Employee injury rate lower than Service Providing Industries rate
	published by Bureau of Labor Statistics (BLS)
Type of Measure	Efficiency
Results	
2013-14 Actual Results (as of 6/30/14)	1.8% compared with 3.2% BLS
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Target Results	: decrease in SCVRD rate
Details Poor the state or federal government require the agency to track this? (provide any additional evaluation people)	No
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	Jeb Batten, General Counsel, and SCVRD Commissioner
Why was this performance measure chosen?	It measures success in maintaining a safe environment for the agency's
wity was and performance measure chosen:	employees and drives continuous improvement actions.
	employees and unives continuous improvement actions.

If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?		N/A	
What are the names and titles of the individuals who chose the target value for 2015-16?		Jeb Batten, General Counsel, and SCVRD Commissioner	
What was considered when determining the level to set made on setting it at the level at which it was set?	the target value in 2015-16 and why was the decision final	y Agency's desire to foster a safe environment for employees and continuous improvement actions in reducing injuries.	
	pear the agency is going to reach the target for 2015-16?	Yes	
If the answer to the question above is "questionable" or reached or what resources are being diverted to ensure reached?	"no," what changes are being made to try and ensure it is performance measures more likely to be reached, are		
POTENTIAL NEGATIVE IMPACT			
<u>Instructions</u> : <u>Please list what the agency considers</u> Most Potential Negative Impact		most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Imp Decreased motivation, teamwork and experience levels of staff serving the public through vocational rehabilitation service provision. Failure to meet required CSPD educations and accomplishing this objective. Next to, "Most Potential Negative Imp Decreased motivation, teamwork and experience levels of staff serving the public through vocational rehabilitation service provision. Failure to meet required CSPD education and accomplishing this objective. Next to, "Most Potential Negative Imp	
Level Requires Outside Help	· · · · · ·	When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in transition to new federal performance standards. Previously consecutive years of substandard performance on primary indicators triggered reviews.	
Outside Help to Request	RSA and its associated Technical Assistance Centers	RSA and its associated Technical Assistance Centers	
Level Requires Inform General Assembly	When RSA does not resolve through monitoring and	assistance	
3 General Assembly Options	Continued open communication with legislative com	Continued open communication with legislative committee members to address gaps	
REVIEWS/AUDITS			
		") of the agency which occurred during the past fiscal year that relates/i	
Matter(s) or Issue(s) Under Review	policy, etc.)	al Entity Performing the Review and Whether Reviewing Entity External or Internal	Date Review Began (MM/DD/YYYY) and Date Review Ended (MM/DD/YYYY)
Employee Well-Being Survey analysis	to assess employee satisfaction and address areas of concern resulting from the survey as well as develop	Executive Staff; internal	
	hest practices in areas of high satisfaction		
Instructions: Under the column labeled, "Current	Partner Entities" list all entities the agency is currently	working with that help the agency accomplish this objective. Under the	"Ways Agency works with Current
Instructions: Under the column labeled, "Current		Is the Partner a State/Local Government Entity; College, University; or	"Ways Agency works with Current
PARTNERS Instructions: Under the column labeled, "Current Current Partner Entity Division of State Human Resources	Partner Entities" list all entities the agency is currently		"Ways Agency works with Current

Strategic Plan Context			
# and description of Goal the Objective is helping accompli	sh: Goal 2 - We will be a team of highly qualified	Copy and paste this from the second column of the Mission, Vision and Goals Chart	
	professionals who have the commitment,		
	accountability and opportunity to excel.		
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart	
# and description of Strategy the Objective is under:	Strategy 2.2 - Foster opportunities for professional	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart	
	growth and the enhancement of future leadership.		
Objective			
Objective # and Description:	Objective 2.2.3 - Structure a work environment that	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart	
	promotes employee accountability for performance		
	and ethical standards.		
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart	
Public Benefit/Intended Outcome:	Output: high rates of employee satisfaction;	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart	
	structured and consistent method for addressing		
	performance and ethical issues. Outcomes: clients		
	receive quality services that provide for their informed		
	choice and result in employment at maximum level of		
	potential based on strengths, abilities and capabilities.		
Agency Programs Associated with Objective		I	
Program Names:	Basic Services; Disability Determination Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the	
Responsible Person	busic Services, Disability Determination Services	There are the agency programs which are neighing accomplish this objective. The agency can determine this by sorting the	
Name:	Eric Moore	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart	
Number of Months Responsible:	193	the paper and mornation are man detailed to the state of the paper and new points and new points and the paper and	
Position:	HR Director		
Office Address:	1410 Boston Avenue, West Columbia SC		
Department or Division:	Human Resources		
Department or Division Summary:	Hiring and selection; classification and compensation;		
	payroll and benefits administration; adminstrative		
	policy.		
Amount Budgeted and Spent To Accomplish Objective			
Total Dudgeted for this fixed way.	\$827,405 - Combined with all Strategy 2.1 and 2.2	Conversed another this information from the Chapterie Dudenting Chapt	
Total Budgeted for this fiscal year:	Objectives	Copy and paste this information from the Strategic Budgeting Chart	
Total Actually Spent:	Agency will provide next year		
Total Actually Spent.	Agency will provide next year		
PERFORMANCE MEASURES			
	estions below as many times as needed so the agency	can provide this information for each Performance Measure that applies to this objective.	
Types of Performance Measures:			
How the Agency is Measuring its Performance			
	Objective Number and Description	Objective 2.2.3 - Structure a work environment that promotes	
		employee accountability for performance and ethical standards.	
	Performance Measure	Number of client complaints to Client Relations office	
	Type of Measure	Outcome	
Results			
	2013-14 Actual Results (as of 6/30/14)		
	2014-15 Target Results		
	2014-15 Actual Results (as of 6/30/15)		
	2015-16 Minimum Acceptable Results		
	2015-16 Target Results	decrease	
Details	1 1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Innert
Does the state or federal government require the agency to	o track this? (provide any additional explanation needed,	Yes	Insert any further
two cells over)			explanati
			on, if
Land to the state of the state			needed
What are the names and titles of the individuals who chose this as a performance measure?		SCVRD Commissioner	
Why was this performance measure chosen?		To reflect client satsifaction as well as to track trends in types of complaints	
		and to document resolution of complaints.	

If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	N/A
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
Performance Measure:	Percentage of client complaints resolved without need for formal
	administrative review
Type of Measure:	
Results	
2013-14 Actual Results (as of 6/30/14)	99.2%
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15).	
2015-16 Minimum Acceptable Results	
2015-16 Target Results	
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	Yes
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration
Why was this performance measure chosen?	To reflect performance by SCVRD staff in examining client complaints in partnership with the client and the Client Assistance Program to resolve issues without requests for formal administrative reviews.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Although there was a 0.4% increase the stability of an extremely high percentage was maintained.
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?	
Performance Measure:	Single Audit results
Type of Measure	Outcome
Results	
2013-14 Actual Results (as of 6/30/14)	
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	1 finding
2015-16 Minimum Acceptable Results:	stability
2015-16 Target Results	
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	Yes
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration

Why was this performance measure chosen?	To measure application of internal controls and accounting compliance with
	federal Vocational Rehabilitation grant requirements and agency policies.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	The one finding in the audit was addressed to prevent repeat findings.
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	The desire for agency operations to be carried out with no findings of issues in
made on setting it at the level at which it was set?	controls and compliance according to enabling legislation and federal and
made on setting reactive at mission masses.	
	state policies.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Audit for that period is not complete.
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
reserved:	
	Agreed Upon Procedures Audit results
Type of Measure:	Outcome
Results	
2013-14 Actual Results (as of 6/30/14):	1 finding
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results:	
2015-16 Target Results:	0 findings
<u>Details</u>	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes
two cells over)	
and dead over,	
What are the names and titles of the individuals who chose this as a performance measure?	State Auditor Office
Why was this performance measure chosen?	To measure application of agreed-upon procedures to internal controls and
· · · · · · · · · · · · · · · · · · ·	accounting records as audited by independent contractor of the State Auditor
	office.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	The one finding in the audit was addressed to prevent repeat findings.
in the target value was not readiled in 2011 15, much analysis were made to dry and employer mass readiled.	The one maing in the addit was addressed to prevent repeat infamgs.
What are the names and titles of the individuals who chose the target value for 2015-162	CORE
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	The desire for agency operations to be carried out with no findings of issues in
	The desire for agency operations to be carried out with no findings of issues in controls and compliance according to enabling legislation and federal and
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	The desire for agency operations to be carried out with no findings of issues in
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	The desire for agency operations to be carried out with no findings of issues in controls and compliance according to enabling legislation and federal and
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	The desire for agency operations to be carried out with no findings of issues in controls and compliance according to enabling legislation and federal and state policies.
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	The desire for agency operations to be carried out with no findings of issues in controls and compliance according to enabling legislation and federal and
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set? Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	The desire for agency operations to be carried out with no findings of issues in controls and compliance according to enabling legislation and federal and state policies.
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	The desire for agency operations to be carried out with no findings of issues in controls and compliance according to enabling legislation and federal and state policies.
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set? Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16? If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	The desire for agency operations to be carried out with no findings of issues in controls and compliance according to enabling legislation and federal and state policies.
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What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set? Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16? If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	The desire for agency operations to be carried out with no findings of issues in controls and compliance according to enabling legislation and federal and state policies.
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set? Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16? If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are	The desire for agency operations to be carried out with no findings of issues in controls and compliance according to enabling legislation and federal and state policies.

<u>Instructions</u>: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Impact," enter the most potential negative impact to the public that may occur as a result of the agency not accomplishing the objective. Next to, "Level Requires Outside Help," enter the level at which the agency believes it needs outside help. Next to, "Outside Help to Request," enter the entities to whom the agency would reach out if the potential negative impact rises to that level. Next to, "Level Requires Inform General Assembly," enter the level at which the agency thinks the General Assembly should be put on notice of the level at which the potential negative impact has risen. Next to, "3 General Assembly Options," enter three options for what the General Assembly could do to help resolve the issue before it became a crisis. The House Legislative Oversight Committee will provide this information to all other House standing committees, but will not address it itself until the agency is under study.

Most Potential Negative Impact	Compromise of public trust in agency accountability.		
Level Requires Outside Help	When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in traanstion to new federal performance standards. Previously two consecutive years of substandard performance on primary indicators triggered reviews.		
Outside Help to Request	RSA and its associated Technical Assistance Centers		
Level Requires Inform General Assembly	When RSA does not resolve through monitoring and assistance		
3 General Assembly Options	Continued open communication with legislative committee members to address gaps		
REVIEWS/AUDITS			
Instructions: Below please list all external or i	internal reviews, audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impacts this objective. Please remember to		
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal Entity Performing the Review and Whether Reviewing Entity External or Date Review Began (MM/DD/YYYY) and		
	policy, etc.) Internal Date Review Ended (MM/DD/YYYY)		
Cinalo Audit	To magging application of internal controls and State Auditor Office: external, results also reviewed by Robabilitation Convises 01/05/2015 through 03/16/2015		

<u>Instructions</u> : Below please list all external or internal re	views, audits, investigations or studies ("Reviews")	<u>of the agency which occurred during the past fiscal year that relates/imp</u>	acts this objective. Please remember to
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)
Single Audit	To measure application of internal controls and	State Auditor Office; external; results also reviewed by Rehabilitation Services	01/05/2015 through 03/16/2015
	accounting compliance with federal Vocational	Administration, U.S. Department of Education; external	
	Rehabilitation grant requirements and agency		
	nolicies		
Agreed Upon Procedures Audit	The desire for agency operations to be carried out	State Auditor Office; external	04/20/2015 through 07/20/2015
	with no findings of issues in controls and compliance		
	according to enabling legislation and federal and state		
	nolicies		
Agency Computer Audit	random sample audit of individual employee usage of	Internal Audits unit, SCVRD	Ongoing
	network computers		

PARTNERS

Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or
	Other Business, Association, or Individual?
provision of audits	state and independent contractors
resolution of SCVRD client complaints	state
	provision of audits

Strategic Plan Context		
# and description of Goal the Objective is helping accomplish:	Goal 3 - Accountability to taxpayers through efficient and effective use of resources entrusted to us.	Copy and paste this from the second column of the Mission, Vision and Goals Chart
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 3.1 - Successful outcomes for clients and claimants using resources efficiently.	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
Objective		
Objective # and Description:	Objective 3.1.1 - High return on investment for clients through successful employment outcomes.	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome:	Output: measure of how program expenditures result in positive economic gains based on competitive employment. Outcomes: clients successfully employed pay back the cost of rehabilitation through taxes and decrease in SSI/SSDI.	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
Agency Programs Associated with Objective		
Program Names:	Basic support	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Responsible Person		
Name:	Mark Wade; Denise Koon	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Number of Months Responsible:	84; 96	
Position:	Assistant Commissioner; Chief Financial Officer	
Office Address:	1410 Boston Ave. West Columbia, SC	
Department or Division: Department or Division Summary:	Special Services; Finance Public information and annual reporting; Finance and fiscal processes	
Amount Budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year:	\$72,535,339 - Combined both Strategy 3.1 Objectives	Copy and paste this information from the Strategic Budgeting Chart
Total Actually Spent:	Agency will provide next year	1
,		Copy and paste this information from the Strategic Budgeting Chart

Types of Performance Measures.		
How the Agency is Measuring its Performance		_
Objective Number and Description	Objective 3.1.1 - High return on investment for clients through	
	successful employment outcomes.	
Performance Measure:	Average total cost per client served national/regional ranking	
Type of Measure:	Efficiency	
Results		
2013-14 Actual Results (as of 6/30/14):	\$2,093; 13th lowest in U.S./3rd in Southeast	
2014-15 Target Results:	Top 10 lowest in U.S.	
2014-15 Actual Results (as of 6/30/15):	\$2,218; national comparative data unavailable	
2015-16 Minimum Acceptable Results:	target not set because of lack of comparative data due to changes to federal	
	reporting requirements	
2015-16 Target Results:	target not set because of lack of comparative data due to changes to federal	
	reporting requirements	
<u>Details</u>		
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No	Insert any further explanation, if needed
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner	
Why was this performance measure chosen?	It reflects cost effectiveness when total expenditures are considered; SCVRD	
	desires to be a national and regional leader.	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?		
What are the names and titles of the individuals who chose the target value for 2015-16?		
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	It reflects cost effectiveness when total expenditures are considered; SCVRD	
made on setting it at the level at which it was set?	desire to be a national and regional leader.	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Undetermined due to uncertainty over availability of national comparative	
	data.	
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is		
Performance Measure:	Average total cost per client rehabilitated national/regional ranking	

Type of Measure:	Efficiency
Results	Efficiency
	\$14,685; 7th lowest in U.S./1st in Southeast
2014-15 Target Results:	Top 5 lowest in U.S.
	\$12,693; national comparative data unavailable
2015-16 Minimum Acceptable Results:	target not set because of lack of comparative data due to changes to federal
	reporting requirements
2015-16 Target Results:	target not set because of lack of comparative data due to changes to federal
	reporting requirements
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
two cells over)	
,	
Michael and the property and title of the circle individual party and a state of the control of the circle individual party and a state of the circle indi	SCVRD Commissioner
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner
Why was this performance measure chosen?	It reflects cost effectiveness when total expenditures are considered; SCVRD
	desires to be a national and regional leader.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	It reflects cost effectiveness when total expenditures are considered; SCVRD
made on setting it at the level at which it was set?	desire to be a national and regional leader.
inique on setting it at the level at which it was set:	desire to be a flational and regional leader.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Undetermined due to uncertainty over availability of national comparative
	data.
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
Performance Measure:	Amount each successfully rehabilitated client will repay in taxes for
	each dollar spent on his/her rehabilitation
Type of Measure:	Efficiency
Results	
2013-14 Actual Results (as of 6/30/14):	
2014-15 Target Results:	
2014-15 Actual Results (as of 6/30/15):	
2015-16 Minimum Acceptable Results:	
2015-16 Target Results:	increase
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
	INO
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner
Why was this performance measure chosen?	It reflects level of return on investment in the vocational rehabilitation
Triny was and performance measure anosem	program.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Emphasis on placement of clients into jobs with enhanced earning and
in the target value was not reached in 2014-19, what changes were made to try and ensure it was reached?	advancement opportunities.
	advancement opportunities.
M/hat are the names and titles of the individuals who show the terreturb of the 2015 452	SCI/IDD Commission on
What are the names and titles of the individuals who chose the target value for 2015-16?	SCVRD Commissioner

What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	It reflects quality level of employment outcomes for clients and cost
made on setting it at the level at which it was set?	effectiveness of the program.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
based on the performance so far in 2013-10, does it appear the agency is going to reach the target for 2013-10:	ies
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
Duff	N. J. C. C. J. J. 1997 A. J. P. A. J. J. C. L.
Performance Measure	Number of years for each rehabilitated client to repay the cost of his or
	her rehabilitation
Type of Measure	Efficiency
Results	
2013-14 Actual Results (as of 6/30/14)	
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Target Results	decrease
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner
what are the names and titles of the individuals who chose this as a performance measurer	SCVKD Commissioner
Why was this performance measure chosen?	It reflects level of return on investment in the vocational rehabilitation
why was and performance measure chosen.	program.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Emphasis on placement of clients into jobs with enhanced earning and
if the target value was not reached in 2014-13, what changes were made to try and ensure it was reached?	
	advancement opportunities.
Miles and the control of the control	SCUID Commission of
What are the names and titles of the individuals who chose the target value for 2015-16?	SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	It reflects quality level of employment outcomes for clients and cost
made on setting it at the level at which it was set?	effectiveness of the program.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
reduced:	
Performance Measure	Reimbursement from Social Security Administration for SCVRD Job
	Placements
Type of Measure	
	Outcome
Results	, COOC 14C
2013-14 Actual Results (as of 6/30/14)	
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Target Results	: 10% increase
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner; measure goes back many years
Trinacare are maries and dides of the individuals who chose this as a performance measure:	Sevine Commissioner, measure goes back many years

Why was this performance measure chosen?	Clients gain independence through employment and reducing reliance on SSA
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	disability benefits; agency is reimbursed for services.
	alsability benefits) agency is reinibarsed for services.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	N/A
in the target rate was not read to in 201 (25), what sharinges were made to 0, and choose it has read to 0.	.,,,,
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE and SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	The dual benefit to clients and agency. Level set based on staffing
made on setting it at the level at which it was set?	considerations and potential for increased placements of clients receiving
	SSI/SSDI.
	· ·
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Data not yet available to make projection; based on FFY.
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
Performance Measure	Rehabilitations per 100,000 population national/regional ranking
Type of Measure	
Results	
	: 114; 6th lowest in U.S.; 2nd lowest in Southeast
2014-15 Target Results	: Top 5 in U.S.
2014-15 Actual Results (as of 6/30/15)	: 136; national comparative data unavailable
2015-16 Minimum Acceptable Results	
	data due to changes to federal reporting requirements:
2015-16 Target Results	
	data due to changes to federal reporting requirements
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	no
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	previous SCVRD administrations; agency has been tracking this for many years
Why was this performance measure chosen?	reflects impact of SCVRD program on state's population with disabilities
with was this performance measure chosen:	reflects impact of Sevil program on state's population with disabilities
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
the tanger rate has not reasoned in 201 (25), what sharing to the made to 0 , and charine it has reasoned.	
What are the names and titles of the individuals who chose the target value for 2015-16?	Committee on Rehabilitation Excellence (CORE), consisting of executive level
	staff who assess agency performance, practices, initiatives, issues, and make
	recommendations to SCVRD Commissioner.
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Anticipated increase in the number of successful employment outcomes in
made on setting it at the level at which it was set?	conjunction with anticipated population level for SC
Pasced on the performance so far in 2015, 16, does it appear the agency is going to reach the target for 2015, 163	Increase in number is projected; ranking target undetermined due to
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	
	uncertainty over availability of national comparative data.
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	

<u>Instructions</u>: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Impact," enter the most potential negative impact to the public that may occur as a result of the agency not accomplishing the objective. Next to, "Level Requires Outside Help," enter the level at which the agency believes it needs outside help. Next to, "Outside Help to Request," enter the entities to whom the agency would reach out if the potential negative impact rises to that level. Next to, "Level Requires Inform General Assembly," enter the level at which the agency thinks the General Assembly should be put on notice of the level at which the potential negative impact has risen. Next to, "3 General Assembly Options," enter three options for what the General Assembly could do to help resolve the issue before it became a crisis. The House Legislative Oversight Committee will provide this information to all other House standing committees, but will not address it itself until the agency is under study.

Level Requires Outside Help When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in transition to new federal performance standards. Previously consecutive years of substandard performance on primary indicators triggered reviews. Outside Help to Request RSA and its associated Technical Assistance Centers Level Requires Inform General Assembly When RSA does not resolve through monitoring and assistance 3 General Assembly Options Continued open communication with legislative committee members to address gaps REVIEWS/AUDITS Instructions: Below please list all external or internal reviews, audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impacts this objective. Please remember hatter(s) or Issue(s) Under Review Reason Review was Initiated (outside request, internal policy, etc.) PARTNERS PARTNERS Instructions: Under the column labeled. "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Current Partner Entity," Other Business, Association, or Individual? Other Business, Association, or Individual?	Most Potential Negative Impact	Persons with disabilities not gaining competitive emplo	Persons with disabilities not gaining competitive employment and repaying cost of services through taxes.		
Consider Help to Request RSA and its associated Technical Assistance Centers Level Requires Inform General Assembly When RSA does not resolve through monitoring and assistance 3 General Assembly Options Continued open communication with legislative committee members to address gaps REVIEWS/AUDITS Instructions: Below please list all external or internal reviews, audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impacts this objective. Please remember Entity Performing the Review and Whether Reviewing Entity External or Date Review Began (MM/DD/YYYY) and Internal PARTNERS Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Current Partner Entity; college, University; or					
Outside Help to Request Level Requires Inform General Assembly When RSA does not resolve through monitoring and assistance 3 General Assembly Options Continued open communication with legislative committee members to address gaps REVIEWS/AUDITS Instructions: Below please list all external or internal reviews, audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impacts this objective. Please remembers to address gaps Matter(s) or Issue(s) Under Review Reason Review was Initiated (outside request, internal policy, etc.) PARTNERS Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Current Partner Entity; College, University; or	Level Requires Outside Help			ederal performance standards. Previously two	
Level Requires Inform General Assembly 3 General Assembly Options REVIEWS/AUDITS Instructions: Below please list all external or internal reviews, audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impacts this objective. Please remember Matter(s) or Issue(s) Under Review Reason Review was Initiated (outside request, internal policy, etc.) PARTNERS Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Partner" list her Partner a State/Local Government Entity; College, University; or	Outside Help to Desugat		nary maicators triggerea reviews.		
REVIEWS/AUDITS Instructions: Below please list all external or internal reviews, audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impacts this objective. Please remember lentity Performing the Review and Whether Reviewing Entity External or Date Review Began (MM/DD/YYYY) and policy, etc.) PARTNERS Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Partner Current Partner Entity; College, University; or			sistance		
Instructions: Below please list all external or internal reviews, audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impacts this objective. Please remember and policy, etc.) Reason Review was Initiated (outside request, internal policy, etc.) Internal Internal Internal Patter Patter Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Partner Entity; College, University; or					
Instructions: Below please list all external or internal reviews, audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impacts this objective. Please remember and policy, etc.) PARTNERS Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Partner Entity; College, University; or "State College, University; or" Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Partner" list Partner a State/Local Government Entity; College, University; or					
Matter(s) or Issue(s) Under Review Reason Review was Initiated (outside request, internal policy, etc.) Reason Review was Initiated (outside request, internal policy, etc.) Entity Performing the Review and Whether Reviewing Entity External or Internal Date Review Began (MM/DD/YYYY) and Date Review Ended (MM/DD/YYYY) PARTNERS Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Current Partner Entity Ways Agency Works with Current Partner Is the Partner a State/Local Government Entity; College, University; or					
PARTNERS Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Current Partner Entity" Ways Agency Works with Current Partner Is the Partner a State/Local Government Entity; College, University; or	Instructions: Below please list all external or interna		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	npacts this objective. Please remember to	
PARTNERS Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Current Partner Entity Ways Agency Works with Current Partner Is the Partner a State/Local Government Entity; College, University; or	Matter(s) or Issue(s) Under Review	` ' '			
PARTNERS Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Current Partner Entity" Ways Agency Works with Current Partner Is the Partner a State/Local Government Entity; College, University; or		policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)	
Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Partner Entity Current Partner a State/Local Government Entity; College, University; or	N/A				
Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Partner Entity Current Partner a State/Local Government Entity; College, University; or					
Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Partner Entity Current Partner a State/Local Government Entity; College, University; or					
Current Partner Entity Ways Agency Works with Current Partner Is the Partner a State/Local Government Entity; College, University; or	PARTNERS				
Current Partner Entity Ways Agency Works with Current Partner Is the Partner a State/Local Government Entity; College, University; or					
	Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current				
Other Business, Association, or Individual?	Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or		
			Other Business, Association, or Individual?		

Strategic Plan Context		
# and description of Goal the Objective is helping accomplis	h: Goal 3 - Accountability to taxpayers through efficient	Copy and paste this from the second column of the Mission, Vision and Goals Chart
	and effective use of resources entrusted to us.	
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 3.1 - Successful outcomes for clients and claimants using resources efficiently.	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
Objective	ciamants asing resources emelenav.	<u>'</u>
Objective # and Description:	Objective 3.1.2 - Demonstrate cost effectiveness that compares favorably with national/regional peers.	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome:	Output: measure of expenditures per client rehabilitated. Outcome: maintain recurring funding through demonstrated achievement of positive results with fiscal accountability.	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
Agency Programs Associated with Objective	With tiscal accollinguility	
Program Names:	Basic support; Disability Determination Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Responsible Person		
Name:	Mark Wade; Richard Elam; Shirley Jarrett	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Number of Months Responsible:	84;126; 40	
Position:	Assistant Commissioner for Special Services; Assistant Commissioner for Administration; Disability	
Office Address:	1410 Boston Ave. West Columbia, SC	
Department or Division:	Special Services; Finance	
Department or Division Summary:	Public information and annual reporting; Finance and fiscal processes: Disaability Determination	
Amount Budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year:	\$72,535,339 - Combined both Strategy 3.1 Objectives	Copy and paste this information from the Strategic Budgeting Chart

Types of Ferrormance Measures.		
How the Agency is Measuring its Performance		
Objective Number and Description	Objective 3.1.2 - Demonstrate cost effectiveness that compares	
	favorably with national/regional peers.	
Performance Measure:	Average total cost per client served national/regional ranking	
Type of Measure:	Efficiency	
Results		
2013-14 Actual Results (as of 6/30/14):	\$2,093; 13th lowest in U.S./3rd in Southeast	
2014-15 Target Results:	Top 10 lowest in U.S.	
2014-15 Actual Results (as of 6/30/15):	\$2,218; national comparative data unavailable	
2015-16 Minimum Acceptable Results:	target not set because of lack of comparative data due to changes to federal	
	reporting requirements	
2015-16 Target Results:	target not set because of lack of comparative data due to changes to federal	
	reporting requirements	
Details		
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No	Insert any further explanation, if needed
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner	
Why was this performance measure chosen?	It reflects cost effectiveness when total expenditures are considered; SCVRD	
	desires to be a national and regional leader.	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?		
What are the names and titles of the individuals who chose the target value for 2015-16?		
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	It reflects cost effectiveness when total expenditures are considered; SCVRD	
made on setting it at the level at which it was set?	desire to be a national and regional leader.	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Undetermined due to uncertainty over availability of national comparative	
	data.	
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is		

Performance Measure	: Average total cost per client rehabilitated national/regional ranking
Type of Measure	
Results	,
	: \$14,685; 7th lowest in U.S./1st in Southeast
2014-15 Target Results	
	: \$12,693; national comparative data unavailable
2015-16 Minimum Acceptable Results	target not set because of lack of comparative data due to changes to federal
2015 16 Target Popults	reporting requirements : target not set because of lack of comparative data due to changes to federal
ZOT2-TO Lai Bet vezuitz	reporting requirements
B. I. I.	reporting requirements
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
two cells over)	NO
two cells over)	
	cours of the course of the cou
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner
Why was this performance measure chosen?	It reflects cost effectiveness when total expenditures are considered; SCVRD
	desires to be a national and regional leader.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	It reflects cost effectiveness when total expenditures are considered; SCVRD
made on setting it at the level at which it was set?	desire to be a national and regional leader.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Undetermined due to uncertainty over availability of national comparative
based on the performance so far in 2010-10, about tappear the agency is going to readil the target for 2010-10.	data.
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
	Administrative costs as a percentage of total operating expenditures
Type of Measure	: <u>Etficiency</u>
Results	F F0/
2013-14 Actual Results (as of 6/30/14) 2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Target Results	
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner
Why was this parformance measure chosen?	To address an agency goal of deveting as many of its financial recovers to the
Why was this performance measure chosen?	To address an agency goal of devoting as many of its financial resources to the provision of direct client services as possible and thereby maximize successful
	employment outcomes for clients.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
nul a de la constance	0005
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE

What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	The agency goal of devoting as many of its financial resources to the provision of direct client services as possible and thereby maximize successful employment outcomes for clients.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?	
	Lower the agency's Workers' Compensation Premiums
Type of Measure	Efficiency
Results 2013-14 Actual Results (as of 6/30/14)	\$114.857 reduction
2013-14 Actual Results (as 01 6/30/14) 2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
	premium since 2003)
2015-16 Minimum Acceptable Results	
2015-16 Target Results	decrease
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	Yes
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner
Why was this performance measure chosen?	It measures success in maintaining a safe workplace and drives continuous improvement actions.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Each injury is formally investigated so that measures can be taken to prevent future occurrences of similar accidents. Any injury patterns are noted and procedures/practices are modified to prevent similar injuries.
What are the names and titles of the individuals who chose the target value for 2015-16?	SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	Our goal is simply to decrease premium. While this is challenging since medical costs continue to escalate, we have been successful in reducing actual dollar amount for most of the past 12 years. If adjustments were made for inflation we would probably have lower adjusted costs than we did 12 years
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?	
	Disability Determination Cost Per Case
Type of Measure:	Outcome
Results	6407.77
2013-14 Actual Results (as of 6/30/14)	
2014-15 Target Results 2014-15 Actual Results (as of 6/30/15)	N/A no federal standard issued \$490.01
2014-15 Actual Results (as of 6/30/15): 2015-16 Minimum Acceptable Results	
2015-16 Minimum Acceptable Results 2015-16 Target Results	stability
Details	Stability
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	Yes

Nath A seek and a seek a state of the seek at the seek	Service Converted Administration
What are the names and titles of the individuals who chose this as a performance measure?	Social Security Administration
Why was this performance measure chosen?	Cost-efficiency in adjudication of disability determination for Social Security
	applicants.
f the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	
<u>-</u>	
All a transport of the data of the state of	
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	
nade on setting it at the level at which it was set?	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	
f the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
reached?	
Performance Measure	SSA Disability Determination Overall Processing Time
Type of Measure	
Results	Efficiency
2013-14 Actual Results (as of 6/30/14)	· 118 days
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
	114.5 ddy5
2015-16 Minimum Δccentable Results	stability
2015-16 Minimum Acceptable Results	
2015-16 Target Results	
2015-16 Target Results Details	: 109 days
2015-16 Target Results Details Does the state or federal government require the agency to track this? (provide any additional explanation needed,	
2015-16 Target Results Details Does the state or federal government require the agency to track this? (provide any additional explanation needed,	: 109 days
	: 109 days
2015-16 Target Results Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	: 109 days
2015-16 Target Results Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	: 109 days Yes
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over) What are the names and titles of the individuals who chose this as a performance measure?	Yes Social Security Administration
2015-16 Target Results Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	: 109 days Yes
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over) What are the names and titles of the individuals who chose this as a performance measure?	Yes Social Security Administration
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over) What are the names and titles of the individuals who chose this as a performance measure?	Yes Social Security Administration
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Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over) What are the names and titles of the individuals who chose this as a performance measure? Why was this performance measure chosen?	Yes Social Security Administration Goal of providing decision to SSA disablity claimants as quickly as possible.
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, wo cells over) What are the names and titles of the individuals who chose this as a performance measure? Why was this performance measure chosen?	Yes Social Security Administration Goal of providing decision to SSA disablity claimants as quickly as possible. This measure includes not only SCVRD's Disability Determination unit but also
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, wo cells over) What are the names and titles of the individuals who chose this as a performance measure? Why was this performance measure chosen?	Yes Social Security Administration Goal of providing decision to SSA disablity claimants as quickly as possible.
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, wo cells over) What are the names and titles of the individuals who chose this as a performance measure? Why was this performance measure chosen?	Yes Social Security Administration Goal of providing decision to SSA disablity claimants as quickly as possible. This measure includes not only SCVRD's Disability Determination unit but also time that the claim is handled by Social Security Administration. However,
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over) What are the names and titles of the individuals who chose this as a performance measure?	Yes Social Security Administration Goal of providing decision to SSA disability claimants as quickly as possible. This measure includes not only SCVRD's Disability Determination unit but also time that the claim is handled by Social Security Administration. However, SCVRD addressed this issue through development of a workgroup
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, wo cells over) What are the names and titles of the individuals who chose this as a performance measure? Why was this performance measure chosen?	Yes Social Security Administration Goal of providing decision to SSA disablity claimants as quickly as possible. This measure includes not only SCVRD's Disability Determination unit but also time that the claim is handled by Social Security Administration. However, SCVRD addressed this issue through development of a workgroup ofeperienced examiners looking at efficiencies, and the internal quality
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, wo cells over) What are the names and titles of the individuals who chose this as a performance measure? Why was this performance measure chosen?	Yes Social Security Administration Goal of providing decision to SSA disability claimants as quickly as possible. This measure includes not only SCVRD's Disability Determination unit but also time that the claim is handled by Social Security Administration. However, SCVRD addressed this issue through development of a workgroup
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, wo cells over) What are the names and titles of the individuals who chose this as a performance measure? Why was this performance measure chosen? If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Yes Social Security Administration Goal of providing decision to SSA disability claimants as quickly as possible. This measure includes not only SCVRD's Disability Determination unit but also time that the claim is handled by Social Security Administration. However, SCVRD addressed this issue through development of a workgroup ofeperienced examiners looking at efficiencies, and the internal quality assurance unit conducted special studies to monitor processing times, and
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, wo cells over) What are the names and titles of the individuals who chose this as a performance measure? Why was this performance measure chosen?	Yes Social Security Administration Goal of providing decision to SSA disablity claimants as quickly as possible. This measure includes not only SCVRD's Disability Determination unit but also time that the claim is handled by Social Security Administration. However, SCVRD addressed this issue through development of a workgroup ofeperienced examiners looking at efficiencies, and the internal quality
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, wo cells over) What are the names and titles of the individuals who chose this as a performance measure? Why was this performance measure chosen? I the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Yes Social Security Administration Goal of providing decision to SSA disability claimants as quickly as possible. This measure includes not only SCVRD's Disability Determination unit but als time that the claim is handled by Social Security Administration. However, SCVRD addressed this issue through development of a workgroup ofeperienced examiners looking at efficiencies, and the internal quality assurance unit conducted special studies to monitor processing times, and this information was usual in oversight.

s triggered reviews. s to address gaps cy which occurred during the past fiscal year that relates/improving the Review and Whether Reviewing Entity External or e on Rehabilitation Excellence (CORE); internal ity Administration that help the agency accomplish this objective. Under the "Near a State/Local Government Entity; College, University; or	Date Review Began (MM/DD/YYYY) and Date Review Ended (MM/DD/YYYY) ongoing ongoing	
s to address gaps Even which occurred during the past fiscal year that relates/imprining the Review and Whether Reviewing Entity External or even Rehabilitation Excellence (CORE); internal fity Administration	Dacts this objective. Please remember to Date Review Began (MM/DD/YYYY) and Date Review Ended (MM/DD/YYYY) ongoing ongoing	
s to address gaps by which occurred during the past fiscal year that relates/imprining the Review and Whether Reviewing Entity External or the on Rehabilitation Excellence (CORE); internal	Dacts this objective. Please remember to Date Review Began (MM/DD/YYYY) and Date Review Ended (MM/DD/YYYY) angoing	
s to address gaps by which occurred during the past fiscal year that relates/imprining the Review and Whether Reviewing Entity External or the on Rehabilitation Excellence (CORE); internal	Dacts this objective. Please remember to Date Review Began (MM/DD/YYYY) and Date Review Ended (MM/DD/YYYY) angoing	
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s to address gaps cy which occurred during the past fiscal year that relates/imp	pacts this objective. Please remember to Date Review Began (MM/DD/YYYY) and	
s to address gaps cy which occurred during the past fiscal year that relates/imp	pacts this objective. Please remember to	
s triggered reviews.	deral performance standards. Previously two	
s triggered reviews.	deral performance standards. Previously two	
s triggered reviews.	deral performance standards. Previously two	
	deral performance standards. Previously two	
	deral performance standards. Previously two	
	deral performance standards. Previously two	
performance is substandard. Agency is also in traanstion to new fed	deral performance standards. Previously two	
Less success in employment outcomes for persons with disablities and less return on public investment in the program.		
potential pogetive impact rises to that level. Next to "Level"	0 ,	
bjective. Next to, "Level Requires Outside Help," enter the l		
a result of the agency not accomplishing this objective. Next	to "Most Potential Negative Impact"	

Strategic Plan Context		
# and description of Goal the Objective is helping accomplish	Goal 3 - Accountability to taxpayers through efficient	Copy and paste this from the second column of the Mission, Vision and Goals Chart
	and effective use of resources entrusted to us.	
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 3.2 - Continued evaluation and improvement	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	of key processes.	
Objective		
Objective # and Description:	Objective 3.2.1 - Conversion to electronic case	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	management system encompassing time	
	management and compliance aids with statewide	
	access	
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome:	Output: case management system that stores client	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
	information securely, with applications to conduct	
	service delivery activities and provide reporting for	
	program evaluation and performance monitoring.	
	Outcomes: staff can serve clients in a timely, more	
	efficient manner and managers can evaluate	
	t_and managers can evaluate	
Agency Programs Associated with Objective		_
Program Names:	Basic Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Responsible Person		
Name:	Anne Iriel; Jay Rolin	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Number of Months Responsible:	8; 108	
Position:	Assistant Commissioner, Client Services / IT Director	
Office Address:	1410 Boston Ave. West Columbia, SC	
Department or Division:	Client Services; Information Technology	
Department or Division Summary:	Plan, provide and evaluate staff training program.	
	Manage client service delivery, adherence and	
	updates to policy, business development activities,	
	and staff training. IT dept: manage and oversee	
	security of data systems, federal and state reporting	
	requirements, database administration, programming	
Amount Budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year:	\$989,796 - Combined with all Strategy 3.1 Objectives	Copy and paste this information from the Strategic Budgeting Chart
Total Actually Spent:	Agency will provide next year	
PERFORMANCE MEASURES		
	tions below as many times as needed so the agency	can provide this information for each Performance Measure that applies to this objective.
Types of Performance Measures:		
How the Agency is Measuring its Performance		

Types of Performance Measures:	
How the Agency is Measuring its Performance	
Objective Number and Description	Objective 3.2.1 - Conversion to electronic case management system
	encompassing time management and compliance aids with statewide
	access.
Performance Measure	No specific measure; however there is expectation that the system provide
	real-time performance data, reporting at the caseload, area, regional and
	state level for key performance indicators that are reported out elsewhere in
	nerformance measures
Type of Measure	
Results	
2013-14 Actual Results (as of 6/30/14)	
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Target Results	
<u>Details</u>	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	

What are the names and titles of the individuals who chose th	is as a performance measure?		
Why was this performance measure chosen?	-		
If the target value was not reached in 2014-15, what changes	were made to try and ensure it was reached?		
What are the names and titles of the individuals who chose th			
What was considered when determining the level to set the ta	arget value in 2015-16 and why was the decision finally		
Based on the performance so far in 2015-16, does it appear th	ne agency is going to reach the target for 2015-16?		
If the answer to the question above is "questionable" or "no,"	what changes are being made to try and ensure it is		
POTENTIAL NEGATIVE IMPACT			
Instructions: Please list what the agency considers the n		ay occur as a result of the agency not accomplishing this objective. Next	to, "Most Potential Negative Impact,"
Most Potential Negative Impact		es; not meeting standards for compliance with regulations and policies.	
Level Requires Outside Help	When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in transition to new federal performance standards. Previously two		
	consecutive years of substandard performance on prim	ary indicators triggered reviews.	
Outside Help to Request	RSA and its associated Technical Assistance Centers		
Level Requires Inform General Assembly	When RSA does not resolve through monitoring and ass	sistance	
3 General Assembly Options	Continued open communication with legislative commi	ttee members to address gaps	
REVIEWS/AUDITS			
Instructions: Below please list all external or internal re	views, audits, investigations or studies ("Reviews")	of the agency which occurred during the past fiscal year that relates/imp	acts this objective. Please remember to
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)
PARTNERS	I		
		orking with that help the agency accomplish this objective. Under the "V	Vays Agency works with Current
Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or	
		Other Business. Association. or Individual?	

Strategic Plan Context		
# and description of Goal the Objective is helping accomplish:		Copy and paste this from the second column of the Mission, Vision and Goals Chart
	and effective use of resources entrusted to us.	
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 3.2 - Continued evaluation and improvement	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	of key processes.	
Objective		
Objective # and Description:	Objective 3.2.2 - Expansion and enhancement of	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	quality assurance and program evaluation.	
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome:	Output: revisions to QA questions, sampling and	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
	reporting to ask and answer the right questions	
	accurately. Outcome: adherence to policy and	
	program regulations; continuous improvement as	
	evidenced by client outcomes and high quality service	
	dolivory	l
Agency Programs Associated with Objective		1
Program Names:	Basic Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Responsible Person	1	
Name:	Anne Iriel / Margaret Alewine	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Number of Months Responsible:	8; 8	
Position:	Assistant Commissioner, Client Services; Director,	
000 +11	Planning and Program Evaluation	
Office Address:	1410 Boston Ave. West Columbia, SC	
Department or Division:	Client Services; Planning and Program Evaluation	
Department or Division Summary:	Plan, provide and evaluate staff training program.	
	Manage client service delivery, adherence and	
	updates to policy, business development activities,	
	and staff training. / Conduct strategic planning and	
Amount Budgeted and Spent To Accomplish Objective	evaluation of program results	
Amount Budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year:	\$989,796 - Combined with all Strategy 3.1 Objectives	Copy and paste this information from the Strategic Budgeting Chart
Total Actually Spent:	Agency will provide next year	

PERFORMANCE MEASURES

Instructions: Please copy and paste the chart and questions below as many times as needed so the agency can provide this information for each Performance Measure that applies to this objective. Types of Performance Measures:

How the Agency is Measuring its Performance		
Objective Number and Description	Objective 3.2.2 - Expansion and enhancement of quality assurance and	
	program evaluation.	
Performance Measure:	Program Integrity for Compliance Assurance	
Type of Measure:	Outcome	
Results		
2013-14 Actual Results (as of 6/30/14):	97.20%	
2014-15 Target Results:	increase from previous year	
2014-15 Actual Results (as of 6/30/15):	97.23%	
2015-16 Minimum Acceptable Results:	increase from previous year	
2015-16 Target Results:	increase from previous year	
<u>Details</u>		
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No	Insert any further explanation, if needed
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner	
Why was this performance measure chosen?	It reflects quality assurance reviews of compliance with federal and agency	
	policies in client services delivery.	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?		
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE	
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	previous performance and expecations for next year	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes	
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is		
Danfarman as Massarins	SSA Disability Determination Documentation Accuracy	

	Type of Measure:	Outcome	
Results	2013-14 Actual Results (as of 6/30/14):	00.59/	
	2013-14 Actual Results (as 01 6/30/14): 2014-15 Target Results:		
-	2014-15 Actual Results (as of 6/30/15):	3770	
	2015-16 Minimum Acceptable Results:	97%	
	2015-16 Target Results:	97%	
<u>Details</u>			4
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)		Yes	
What are the names and titles of the individuals who chose this as a performance measure?		Social Security Administration	
Why was this performance measure chosen?		Accuracy in documentation for applicants for SSA disability benefits is critical in adjudicating the claim fairly, expeditiously and in compliance with SSA regulations.	
If the target value was not reached in 2014-15, what change	es were made to try and ensure it was reached?		
What are the names and titles of the individuals who chose the target value for 2015-16?		Social Security Administration	
What was considered when determining the level to set the made on setting it at the level at which it was set?	target value in 2015-16 and why was the decision finally		
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?		Yes	
If the answer to the question above is "questionable" or "no	," what changes are being made to try and ensure it is		
reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?			
POTENTIAL NEGATIVE IMPACT			
Instructions: Please list what the agency considers the		ay occur as a result of the agency not accomplishing this objective. Next	to, "Most Potential Negative Impact,"
Most Potential Negative Impact		es; not meeting standards for compliance with regulations and policies.	
Level Requires Outside Help	When Rehabilitation Services Administration (RSA) or Social Secuirty Administration determines that performance is substandard. Agency is also in transition to new federal performance standards for Basic Services program Previously two consecutive years of substandard performance on primary indicators triggered reviews.		
Outside Help to Request	RSA and its associated Technical Assistance Centers		
Level Requires Inform General Assembly	When RSA does not resolve through monitoring and ass		
3 General Assembly Options	Continued open communication with legislative commi	ttee members to address gaps	
REVIEWS/AUDITS			
		of the agency which occurred during the past fiscal year that relates/imp	
Matter(s) or Issue(s) Under Review		Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and
Disability determination accuracy reviews	policy, etc.) required by Social Secuirty Administration	Internal Social Security Administration	Date Review Ended (MM/DD/YYYY) Quarterly, 10/01/2014 through 09/30/2015
assume, setermination accuracy reviews	required by Social Security Administration	Security Hammistration	dua. (211), 10,01/2014 (1110ugii 05/30/2015
PARTNERS			

Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Current Partner Entity"

Ways Agency Works with Current Partner

Is the Partner a State/Local Government Entity; College, University; or Other Business. Association. or Individual?

Rehabilitation Training and Technical Assistance Center for	techincal assistance in QA and program evaluation	University-based
Program Evaluation and Quality Assurance		

Legal responsibilities satisfied by Goal: # and description of Strategy the Objective is under: Objective Objective # and Description: Objective # and Description: User	MIOA/Title IV/Rehabilitation Act trategy 3.2 - Continued evaluation and improvement of kev processes. Objective 3.2.3 - Evaluation and development of fiscal and programmatic joint processes. MIOA/Title IV/Rehabilitation Act Output: link strategic budgeting and programmatic Iolanning to identify priorities, develop realistic and appropriate budget requests that include specific expected outcomes. Outcomes: goal is achieved for the number of clients gaining or maintaining	Copy and paste this from the second column of the Mission, Vision and Goals Chart Copy and paste this from the first column of the Mission, Vision and Goals Chart Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
Legal responsibilities satisfied by Goal: # and description of Strategy the Objective is under: Objective Objective # and Description: Objective # and Description: User	WIOA/Title IV/Rehabilitation Act trategy 3.2 - Continued evaluation and improvement of kev processes. Dispective 3.2.3 - Evaluation and development of fiscal and programmatic joint processes. WIOA/Title IV/Rehabilitation Act Dutput: link strategic budgeting and programmatic colanning to identify priorities, develop realistic and appropriate budget requests that include specific expected outcomes. Outcomes: goal is achieved for the number of clients gaining or maintaining	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
# and description of Strategy the Objective is under: Objective Objective # and Description: Objective # and Description: Useful responsibilities satisfied by Objective: Public Benefit/Intended Outcome: Outpla app exp	trategy 3.2 - Continued evaluation and improvement of kev processes. Objective 3.2.3 - Evaluation and development of fiscal and programmatic joint processes. WOA/Title IV/Rehabilitation Act Dutput: link strategic budgeting and programmatic olanning to identify priorities, develop realistic and appropriate budget requests that include specific expected outcomes. Outcomes: goal is achieved for he number of clients gaining or maintaining	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
# and description of Strategy the Objective is under: Objective Objective # and Description: Objective # and Description: Useful responsibilities satisfied by Objective: Public Benefit/Intended Outcome: Outpla app exp	trategy 3.2 - Continued evaluation and improvement of kev processes. Objective 3.2.3 - Evaluation and development of fiscal and programmatic joint processes. WOA/Title IV/Rehabilitation Act Dutput: link strategic budgeting and programmatic olanning to identify priorities, develop realistic and appropriate budget requests that include specific expected outcomes. Outcomes: goal is achieved for he number of clients gaining or maintaining	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Objective Objective # and Description: Objective # and Description: Objective: With the properties of	of kev processes. Dispective 3.2.3 - Evaluation and development of fiscal and programmatic joint processes. WIOA/Title IV/Rehabilitation Act Dutputt: link strategic budgeting and programmatic planning to identify priorities, develop realistic and appropriate budget requests that include specific expected outcomes. Outcomes: goal is achieved for the number of clients gaining or maintaining	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Objective Objective # and Description: Objective # and Description: Objective # and Description: Objective: With the properties of the pro	Objective 3.2.3 - Evaluation and development of fiscal und programmatic joint processes. MOA/Title IV/Rehabilitation Act Dutput: link strategic budgeting and programmatic olanning to identify priorities, develop realistic and ppropriate budget requests that include specific expected outcomes. Outcomes: goal is achieved for the number of clients gaining or maintaining	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Objective # and Description: Objance Legal responsibilities satisfied by Objective: Will Public Benefit/Intended Outcome: Out pla app exp	and programmatic joint processes. WIOA/Title IV/Rehabilitation Act Dutput: link strategic budgeting and programmatic Jolanning to identify priorities, develop realistic and appropriate budget requests that include specific expected outcomes. Outcomes: goal is achieved for the number of clients gaining or maintaining	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
and Legal responsibilities satisfied by Objective: WII Public Benefit/Intended Outcome: Our pla app exp	and programmatic joint processes. WIOA/Title IV/Rehabilitation Act Dutput: link strategic budgeting and programmatic Jolanning to identify priorities, develop realistic and appropriate budget requests that include specific expected outcomes. Outcomes: goal is achieved for the number of clients gaining or maintaining	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Legal responsibilities satisfied by Objective: Wit Public Benefit/Intended Outcome: Ou pla app exp	VIOA/Title IV/Rehabilitation Act Dutput: link strategic budgeting and programmatic planning to identify priorities, develop realistic and appropriate budget requests that include specific expected outcomes. Outcomes: goal is achieved for the number of clients gaining or maintaining	
Public Benefit/Intended Outcome: Ou pla app exp	Output: link strategic budgeting and programmatic planning to identify priorities, develop realistic and ppropriate budget requests that include specific expected outcomes. Outcomes: goal is achieved for the number of clients gaining or maintaining	
pla apr exp	planning to identify priorities, develop realistic and ppropriate budget requests that include specific expected outcomes. Outcomes: goal is achieved for the number of clients gaining or maintaining	Copy and paste this from the fourth column of the strategy, Objectives and Nesponsibility Chart
app exp	ppropriate budget requests that include specific expected outcomes. Outcomes: goal is achieved for the number of clients gaining or maintaining	
exp	expected outcomes. Outcomes: goal is achieved for the number of clients gaining or maintaining	
· ·	he number of clients gaining or maintaining	
	3 5 5	
	amnatitiva amnlaymant	
cor	ompetitive employment.	
Agency Programs Associated with Objective		l
Program Names: Bas	Basic Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Responsible Person		
Name: Ma	Margaret Alewine; Richard Elam	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Number of Months Responsible: 36;	6; 126	
Position: Dire	Director, Planning and Program Evaluation; Assistant	
Cor	Commissioner for Administration	
Office Address: 143	.410 Boston Ave. West Columbia, SC	
Department or Division:	Planning and Program Evaluation / Finance / Grants	
and	nd Funds Mgt.	
Department or Division Summary: Cor	Conduct strategic planning and evaluation of program	
res	esults. Manage fiscal activities; Conduct strategic	
bur	oudgeting and management of grants and funds.	
Amount Budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year: \$98	989,796 - Combined with all Strategy 3.1 Objectives	Copy and paste this information from the Strategic Budgeting Chart
Total Actually Spent: Age	agency will provide next year	
PERFORMANCE MEASURES		can provide this information for each Performance Measure that applies to this objective.

Instructions: Please copy and paste the chart and questions below as many times as needed so the agency can provide this information for each Performance Measure that applies to this objective.

Types of Performance Measures:

aluation and development of fiscal and
·
processes.
Insert any
further
explanati on, if
needed
es Administration
on of internal controls and accounting compliance with
habilitation grant requirements and agency policies.
į

	t changes were made to try and ensure it was reached?	The one finding in the audit was addressed to prevent repeat findings.	
What are the names and titles of the individuals who		CORE	
		The desire for agency operations to be carried out with no findings of issues in	1
made on setting it at the level at which it was set?		controls and compliance according to enabling legislation and federal and	
		state policies.	
	appear the agency is going to reach the target for 2015-16?	Audit for this period is not complete.	
f the answer to the question above is "questionable	" or "no," what changes are being made to try and ensure it is		
	Performance Measure:	ŭ .	
	Type of Measure:	Outcome	
Results			
	2013-14 Actual Results (as of 6/30/14):		
	2014-15 Target Results:		
	2014-15 Actual Results (as of 6/30/15): 2015-16 Minimum Acceptable Results:		
			_
Dataila	2015-16 Target Results:	U findings	
Details	gency to track this? (provide any additional explanation needed,	Yes	
	gency to track this? (provide any additional explanation needed,	res	
two cells over)			
What are the names and titles of the individuals who	o chose this as a performance measure?	State Auditor Office	
M/ha this manfarmanan mananan an		To measure application of agreed-upon procedures to internal controls and	_
Why was this performance measure chosen?			
		accounting records as audited by independent contractor of the State Auditor	
		office.	
Ethantares value was not received in 2014 15 what		The one finding in the couditions addressed to prevent you set findings	_
If the target value was not reached in 2014-15, what	t changes were made to try and ensure it was reached?	The one finding in the audit was addressed to prevent repeat findings.	
What are the names and titles of the individuals who	o chose the target value for 2015-16?	CORE	
What was considered when determining the level to	o set the target value in 2015-16 and why was the decision finally	The desire for agency operations to be carried out with no findings of issues in	_
-	set the target value in 2015-16 and why was the decision finally		1
made on setting it at the level at which it was set?		controls and compliance according to enabling legislation and federal and	
		state policies.	
Based on the performance so far in 2015-16, does it	appear the agency is going to reach the target for 2015-16?	Audit for this period has not yet been conducted.	
If the answer to the question above is "questionable	e" or "no," what changes are being made to try and ensure it is		
reached or what resources are being diverted to ens	sure performance measures more likely to be reached, are		
reached?			
POTENTIAL NEGATIVE IMPACT			
		ay occur as a result of the agency not accomplishing this objective. Next	
Most Potential Negative Impact		with service needs would result in diminished service effectiveness for clients in p	
Level Requires Outside Help When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in transition to new			leral performance standards. Previously tw
		consecutive years of substandard performance on primary indicators triggered reviews.	
Outside Help to Request	RSA and its associated Technical Assistance Centers		
evel Requires Inform General Assembly		When RSA does not resolve through monitoring and assistance	
3 General Assembly Options Continued open communication with legislative committee		ttee members to address gaps	
REVIEWS/AUDITS			
		of the agency which occurred during the past fiscal year that relates/im	
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)
Single Audit	required; compliance with federal regulations and	State Auditor's Office, external; data reported to Rehabilitation Services	01/05/2015 to 03/16/2015
	agency policies	Administration IIS Department of Education external	

Administration, U.S. Department of Education, external

	required; review application of procedures to internal controls and accounting records	Independent contractor for the State Auditor's Office; external	04/20/2015 to 07/21/2015
Procurement Audit	monitor use of agency procurement cards	Internal staff	monthly
Production Audit	Internal - audit of fiscal and policy practices for	Internal Audits staff, SCVRD	each facility audited annually
	SCVRD's statewide network of vocational		
	rehabilitation work training centers		

PARTNERS

Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current

Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or	
		Other Business, Association, or Individual?	

Strategic Plan Context		
# and description of Goal the Objective is helping accomplish:	Goal 3 - Accountability to taxpayers through efficient	Copy and paste this from the second column of the Mission, Vision and Goals Chart
	and effective use of resources entrusted to us.	
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 3.3 - Ensure safety and adequacy of	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
-11	infrastructure.	l e e e e e e e e e e e e e e e e e e e
Objective	1-,, .,, ,- ,	
Objective # and Description:	Objective 3.3.1 - I.T. and Systems Security	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome:	Output: data and personably identifiable information	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
	(PII) remains secure; staff and clients remain safe.	
	Outcomes:no known data breaches of sensitive PII.	
Agency Programs Associated with Objective		
Program Names:	Basic support	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Responsible Person		
Name:	Jay Rolin	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Number of Months Responsible:	151	
Position:	IT Director	-
Office Address:	1410 Boston Ave. West Columbia, SC	
Department or Division:	Information Technology	
Department or Division Summary:	Manage and oversee security of data systems, federal	
	and state reporting requirements, database	
	administration, programming and application analysis.	
Amount Budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year:	\$1,701,532 - Combined both Strategy 3.3 Objectives	Copy and paste this information from the Strategic Budgeting Chart
Total Actually Spent:	Agency will provide next year	
Total Actually Sperit:	Agency will provide next year	
PERFORMANCE MEASURES		
Instructions: Please copy and paste the chart and questi	ions below as many times as needed so the agency	can provide this information for each Performance Measure that applies to this objective.
Types of Performance Measures:		
How the Agency is Measuring its Performance		
	Objective Number and Description	Objective 3.3.1 - I.T. and Systems Security
	Performance Measure:	Number of agency IT network breaches from unauthorized connection

How the Agency is Measuring its Performance		
Objective Number and Description	Objective 3.3.1 - I.T. and Systems Security	
Performance Measure:	Number of agency IT network breaches from unauthorized connection	
	attempts	
Type of Measure:	Outcome	
Results		
2013-14 Actual Results (as of 6/30/14):	Zero	
2014-15 Target Results:	Zero	
2014-15 Actual Results (as of 6/30/15):		
2015-16 Minimum Acceptable Results:		
2015-16 Target Results:	Zero	
Details		
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No	Insert any further explanation, if needed
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner	
Why was this performance measure chosen?	It reflects success of agency's security system in protection of agency data,	
	including client information that is confidential by law.	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	N/A	
What are the names and titles of the individuals who chose the target value for 2015-16?	SCVRD Commissioner	
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Having zero breaches reflects success of agency's security system in	
made on setting it at the level at which it was set?	protection of agency data, including client information that is confidential by	
	law.	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes	
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is		

POTENTIAL NEGATIVE IMPACT

Instructions: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Impact,"

Most Potential Negative Impact	breach of secure and/or personally identifiable informa	breach of secure and/or personally identifiable information.		
Level Requires Outside Help	If agency was not able to resolve /correct through its n	If agency was not able to resolve /correct through its normal protocols.		
Outside Help to Request	Department of Information Security (state)			
Level Requires Inform General Assembly	If situation was not resolved/corrected through state p	rotocol procedures		
3 General Assembly Options	Continued open communication with legislative comm	ittee members to address gaps		
REVIEWS/AUDITS				
Instructions: Below please list all external or internal	nal reviews, audits, investigations or studies ("Reviews")	of the agency which occurred during the past fiscal year that relates/i	mpacts this objective. Please remember to	
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and	
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)	
Monitoring of all network connections for secuirity	Security Operations Center; external	Security Operations Center, Dept. of Information Security; state	Ongoing	
PARTNERS				
Instructions: Under the column labeled, "Current	Partner Entities" list all entities the agency is currently w	orking with that help the agency accomplish this objective. Under the	<u>"W</u> ays Agency works with Current	
Current Partner Entity	Ways Agency Works with Current Partner Is the Partner a State/Local Government Entity; College, University; or			
	Other Business. Association. or Individual?			

Strategic Plan Context		
# and description of Goal the Objective is helping accomplish:	Goal 3 - Accountability to taxpayers through efficient	Copy and paste this from the second column of the Mission, Vision and Goals Chart
	and effective use of resources entrusted to us.	
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 3.3 - Ensure safety and adequacy of	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
I	infrastructure.	copy and paste this from the second column of the strategy, objectives and responsibility chart
Objective	im astractare.	
Objective # and Description:	Objective 3.3.2 - Promote a safe environment for staff	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	and clients, resulting in minimal rates of injury.	
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome:	Output: limit the number of injuries and safety issues	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
	within all VR offices. Reduction in insurance	
	premiums as a result of safety program with lower	
	FMOD	
Agency Programs Associated with Objective		
Program Names:	Basic Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Responsible Person		
Name:		Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Number of Months Responsible:	298	
Position:	General Counsel	
Office Address:	1410 Boston Ave. West Columbia, SC	
Department or Division:	Legal, Safety, and Risk Management	
Department or Division Summary:	Management of safety program, risk management,	
	worker's compensation, security, tort	
	liability/professional liability insurance, facility	
	inspections	
Amount Budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year:	\$1,701,532 - Combined both Strategy 3.3 Objectives	Copy and paste this information from the Strategic Budgeting Chart
Total Actually Spent:	Agency will provide next year	

PERFORMANCE MEASURES

Instructions: Please copy and paste the chart and questions below as many times as needed so the agency can provide this information for each Performance Measure that applies to this objective. Types of Performance Measures:

Types of reflormance ineasures.		
How the Agency is Measuring its Performance		
Objective Number and Description	Objective 3.3.2 - Promote a safe environment for staff and clients,]
	resulting in minimal rates of injury.	
Performance Measure	Lower the Experience Modifier (EMOD) through excellence in safety	1
	precautions	
Type of Measure	: Efficiency	
Results		
2013-14 Actual Results (as of 6/30/14)	: 1.13	
2014-15 Target Results	decrease	
2014-15 Actual Results (as of 6/30/15)	: 1.11	
2015-16 Minimum Acceptable Results	: <mark>stability</mark>	
2015-16 Target Results	: decrease	
<u>Details</u>		
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes	Insert any further explanation, if needed
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner	
Why was this performance measure chosen?	It measures success in maintaining a safe workplace and drives continuous	
	improvement actions.	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	N/A	
What are the names and titles of the individuals who chose the target value for 2015-16?	SCVRD Commissioner	
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally		
made on setting it at the level at which it was set?	can be explained by fewer injuries and is considered a good measure of the	
	health of a safety program. It also results in reduced premium cost.	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes	
If the answer to the question above is "questionable" or "no." what changes are being made to try and ensure it is		

Performance Measure:	Lower the agency's Workers' Compensation Premiums
Type of Measure:	
Results	
2013-14 Actual Results (as of 6/30/14):	\$114,857 reduction
2014-15 Target Results:	
2014-15 Actual Results (as of 6/30/15):	\$81,269 increase (Note:despite increase, this represented 2nd lowest
	premium since 2003)
2015-16 Minimum Acceptable Results:	
2015-16 Target Results:	decrease
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner
Why was this performance measure chosen?	It measures success in maintaining a safe workplace and drives continuous improvement actions.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Each injury is formally investigated so that measures can be taken to prevent
	future occurrences of similar accidents. Any injury patterns are noted and procedures/practices are modified to prevent similar injuries.
What are the names and titles of the individuals who chose the target value for 2015-16?	SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	Our goal is simply to decrease premium. While this is challenging since medical costs continue to escalate, we have been successful in reducing actual dollar amount for most of the past 12 years. If adjustments were made for inflation we would probably have lower adjusted costs than we did 12 years
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?	
Performance Measure:	Work Training Center client injury rate lower than Goods Producing
	Industries rate published by Bureau of Labor Statistics (BLS)
Type of Measure:	
Results	Emichey
2013-14 Actual Results (as of 6/30/14):	1.1% compared with 4.1% PLS
2013-14 Actual Results (as of 6/30/14). 2014-15 Target Results:	
2014-15 Actual Results (as of 6/30/15):	
2015-16 Minimum Acceptable Results:	
2015-16 Target Results:	decrease in SCVRD rate
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	No
What are the names and titles of the individuals who chose this as a performance measure?	Jeb Batten, General Counsel, and SCVRD Commissioner
Why was this performance measure chosen?	It measures success in maintaining a safe environment for the agency's clients who are in job readiness training and drives continuous improvement actions.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	N/A
What are the names and titles of the individuals who chose the target value for 2015-16?	SCVRD Commissioner

The state of the s	
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Agency's desire to foster a safe environment for clients who are in job
made on setting it at the level at which it was set?	readiness training and drives continuous improvement actions in reducing
	injuries.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	res
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
Performance Measure:	Employee injury rate lower than Service Providing Industries rate
	published by Bureau of Labor Statistics (BLS)
Type of Measure:	Efficiency
Results	
2013-14 Actual Results (as of 6/30/14):	
2014-15 Target Results:	
2014-15 Actual Results (as of 6/30/15):	1.3% compared with 3.6% BLS
2015-16 Minimum Acceptable Results:	stability in SCVRD rate
2015-16 Target Results:	decrease in SCVRD rate
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
two cells over)	
·	
	LL D III O L LOGRADO CONTROLOGRA
What are the names and titles of the individuals who chose this as a performance measure?	Jeb Batten, General Counsel, and SCVRD Commissioner
Why was this performance measure chosen?	It measures success in maintaining a safe environment for the agency's
with was also performance measure chosen.	employees and drives continuous improvement actions.
	employees and unives continuous improvement actions.
	N/A
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	N/A
What would be a supported by the fall of the land of the state of the	Like Brothers Command Command and CCM/DD Commission on
What are the names and titles of the individuals who chose the target value for 2015-16?	Jeb Batten, General Counsel, and SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Agency's desire to foster a safe environment for employees and continuous
made on setting it at the level at which it was set?	improvement actions in reducing injuries.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
reached?	
Performance Measure:	Work Training Center client lost time to injury rate lower than Service
	Providing Industries rate published by Bureau of Labor Statistics (BLS)
	5
Type of Measure:	Efficiency
Results	
2013-14 Actual Results (as of 6/30/14):	N/A (new measure)
2013-14-Actual (C3dit3 (as 01 0) 30) 14).	
2014-15 Actual Results (as of 6/30/15):	
2014-15 Acculantes das 61 9/39/17):	
	decrease in SCVRD rate
Details	decrease in Sevino fate
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No
	NO .
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	Jeb Batten, General Counsel, and SCVRD Commissioner

Why was this performance measure chosen?	It measures success in maintaining a safe environment for the agency's clients who are in job readiness training and drives continuous improvement actions.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	N/A
What are the names and titles of the individuals who chose the target value for 2015-16?	Jeb Batten, General Counsel, and SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	Agency's desire to foster a safe environment for clients who are in job readiness training and drives continuous improvement actions in reducing injuries.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?	
Performance Measure:	Agency employee lost time to injury rate lower than Service Providing Industries rate (BLS)
Type of Measure:	Efficiency
Results	
2013-14 Actual Results (as of 6/30/14):	N/A (new measure)
2014-15 Target Results:	N/A (new measure)
2014-15 Actual Results (as of 6/30/15):	
2015-16 Minimum Acceptable Results:	stability in SCVRD rate
	decrease in SCVRD rate
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	No
What are the names and titles of the individuals who chose this as a performance measure?	Jeb Batten, General Counsel, and SCVRD Commissioner
Why was this performance measure chosen?	It measures success in maintaining a safe environment for the agency's employees and drives continuous improvement actions and enhances overall employee efficiency.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	N/A
What are the names and titles of the individuals who chose the target value for 2015-16?	Jeb Batten, General Counsel, and SCVRD Commissioner
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Agency's desire to foster a safe environment for employees and continuous
made on setting it at the level at which it was set?	improvement actions in reducing injuries. Additionally, research indicates that avoidance of lost time not only saves money for the employer, but it is instrumental in returning an injured employee to employment on a permanent basis.
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?	

<u>Instructions</u>: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Impact," enter the most potential negative impact to the public that may occur as a result of the agency not accomplishing the objective. Next to, "Level Requires Outside Help," enter the level at which the agency believes it needs outside help. Next to, "Outside Help to Request," enter the entities to whom the agency would reach out if the potential negative impact rises to that level. Next to, "Level Requires Inform General Assembly," enter the level at which the agency thinks the General Assembly should be put on notice of the level at which the potential negative impact has risen. Next to, "3 General Assembly Options," enter three options for what the General Assembly could do to help resolve the issue before it became a crisis. The House Legislative Oversight Committee will provide this information to all other House standing committees, but will not address it itself until the agency is under study.

Most Potential Negative Impact	extensive injuries for clients and staff, as well as the fisc	al impact of those injuries.		
Level Requires Outside Help	agency experiences sharp rises in documented injuries and liability			
Outside Help to Request	State Accident Fund in advisory capacity			
Level Requires Inform General Assembly	agency accident/injury rates consistently exceed nation	nal rates		
3 General Assembly Options	Continued open communication with legislative commi	ttee members to address gaps		
REVIEWS/AUDITS	TS			
Instructions: Below please list all external or internal reviews, audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impacts this objective. Please remember to				
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and	
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)	
Safety Audits	proactive to identify conditions that are potentially	Safety and Risk Management department; internal	07/01/2014-06/30/2015 year-round	
	unsafe for staff and clients		activity conducting inspections of all	
			faclities	

PARTNERS

Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current

Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or
		Other Business, Association, or Individual?
State Accident Fund	Insurance issues and advisory capacity	State

Goal 4 - Maintain a dynamic network of partnerships to shape a better future for all stakeholders.	Copy and paste this from the second column of the Mission, Vision and Goals Chart
WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
Strategy 4.1 - Increase collaboration with other state agencies and community organizations.	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	•
Objective 4.1.1 - Inform stakeholders of services and get their feedback on VR performance in meeting	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Output: positive relationships with partner agencies and stakeholders. Outcomes: diverse range of clients served that meets the needs of each community.	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
Basic Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
4	
Freda King	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
84	
-1	
community partners and local organizations.	
\$398,481 - Combined all Strategy 4.1 Objectives	Copy and paste this information from the Strategic Budgeting Chart
	1 ''
Agency will provide next year	
Agency will provide next year	
Agency will provide next year	
	to shape a better future for all stakeholders. WIOA/Title IV/Rehabilitation Act Strategy 4.1 - Increase collaboration with other state agencies and community organizations. Objective 4.1.1 - Inform stakeholders of services and get their feedback on VR performance in meeting needs. WIOA/Title IV/Rehabilitation Act Output: positive relationships with partner agencies and stakeholders. Outcomes: diverse range of clients served that meets the needs of each community. Basic Services Freda King 84 Director, Community Relations 1410 Boston Ave. West Columbia, SC Community Relations Maintain and monitor outreach efforts with community partners and local organizations.

Instructions: Please copy and paste the chart and questions below as many times as needed so the agency can provide this information for each Performance Measure that applies to this objective.

Types of Performance Measures:

Types of Performance Measures:		
How the Agency is Measuring its Performance		
Objective Number and Description	Objective 4.1.1 - Inform stakeholders of services and get their feedback	
	on VR performance in meeting needs.	
Performance Measure	Increase in cooperative agreements associated with strategic goals	
Type of Measure	Outcome	
Results		
2013-14 Actual Results (as of 6/30/14)	new measure	
2014-15 Target Results	increase based on strategic needs	
2014-15 Actual Results (as of 6/30/15)	increase of 270	
2015-16 Minimum Acceptable Results		
2015-16 Target Results	increase based on strategic needs	
<u>Details</u>		
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No	Insert any further explanation, if needed
What are the names and titles of the individuals who chose this as a performance measure?	CORE and SCVRD Commissioner	
Why was this performance measure chosen?	The measure, which documents new memoranda of understanding with	
	community resources partners of all types, reflects efforts to establish	
	mutually beneficial partnerships that enchance employment opportunities for	
	South Carolinians with disabilities	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	N/A	
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE	
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Numerical goal not set but the results of the measure are monitored to	
made on setting it at the level at which it was set?	determine whether the agency has proactively and successfully developed	
	partnerships to maximize successful outcomes for clients in alignment with	
	current strategies and needs	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes	
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is		
	Program Integrity for Customer Service	
Type of Measure	Outcome	

Results	
2013-14 Actual Results (as of 6/30/14)	: 92.59%
	: increase from previous year
2014-15 Target Results 2014-15 Actual Results (as of 6/30/15)	
2014-13 Actual Results (as 01 6/30/13) 2015-16 Minimum Acceptable Results	
2015-16 Minimum Acceptable Results 2015-16 Target Results	
	: Increase from previous year
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	No
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner
Why was this performance measure chosen?	It measures customer satisfaction with SCVRD services
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally made on setting it at the level at which it was set?	previous performance and expecations for next year
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is reached or what resources are being diverted to ensure performance measures more likely to be reached, are reached?	
Performance Measure	: New Applicants Referred to SCVRD
Type of Measure	
Results	- Cataonic
2013-14 Actual Results (as of 6/30/14)	13 716
2013-14 Actual Nesdits (as 01 0/30/14)	
2014-15 Target Nesdits 2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Willimum Acceptable Results 2015-16 Target Results	
2015-16 Target Results	
D-4-il-	increase and representative of needs
Details Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	Yes
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	·
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over)	Yes Rehabilitation Services Administration and SCVRD Commissioner (longstanding measure) To maximize the impact of the VR program for South Carolinians with disabilities who require and can benefit from the services to become
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over) What are the names and titles of the individuals who chose this as a performance measure?	Yes Rehabilitation Services Administration and SCVRD Commissioner (longstanding measure) To maximize the impact of the VR program for South Carolinians with
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over) What are the names and titles of the individuals who chose this as a performance measure? Why was this performance measure chosen?	Yes Rehabilitation Services Administration and SCVRD Commissioner (longstanding measure) To maximize the impact of the VR program for South Carolinians with disabilities who require and can benefit from the services to become competitively employed.
Does the state or federal government require the agency to track this? (provide any additional explanation needed, two cells over) What are the names and titles of the individuals who chose this as a performance measure? Why was this performance measure chosen? If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	Rehabilitation Services Administration and SCVRD Commissioner (longstanding measure) To maximize the impact of the VR program for South Carolinians with disabilities who require and can benefit from the services to become competitively employed. N/A

If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is
reached or what resources are being diverted to ensure performance measures more likely to be reached, are
reached?

POTENTIAL NEGATIVE IMPACT

Instructions: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Impact,"

Most Potential Negative Impact

Level Requires Outside Help

When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in transition to new federal performance standards. Previously two consecutive years of substandard performance on primary indicators triagered reviews.

Outside Help to Request

RSA and its associated Technical Assistance Centers

Level Requires Inform General Assembly

When RSA does not resolve through monitoring and assistance

3 General Assembly Options

Continued open communication with legislative committee members to address gaps

REVIEWS/AUDITS

nstructions: Below please list all external or internal reviews, audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impacts this objective. Please remember to			
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)

PARTNERS

Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Partner Entity." College, University: or

Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or
•		Other Business, Association, or Individual?
SC School Districts / SC Dept of Ed	School-to-work transition services in all districts	State and local
Adult Education	Work Keys instruction and testing VK provides complementary, non-duplicative services	State
Dept. of Disabilities and Special Needs		State
	leading to competitive employment of clients; DDSN is	
	extended complementary service provider beyond	
	term of VR involvement; also assistive technology	
	services partnership	
Dept. of Mental Health	To provide complementary services leading to	State
	competitive employment of clients	
Dept. of Social Services	To provide complementary services leading to	State
	competitive employment of clients	
Department of Health and Human Services	To provide complementary services leading to	State
	competitive employment of clients	
Department of Juvenile Justice	To provide vocational rehabilitation services to youth	State
	with disabilities from DJJ	
Department of Corrections	To provide vocational rehabilitation services to	State
	inmates with disabilities in preparation for	
	employment upon release	
Department of Probation, Parole and Pardon Services	To provide vocational rehabilitation services to	State
	persons with disabilities for transition into	
	employment upon release from correctional facilities	
South Carolina Commission for the Blind	To provide complementary services for individuals	State
	who may have disabilities in addition to visual	
	impairments and could benefit from specific services	
	or guidance from the partner agency.	
	or guidance from the partner agency.	
S.C. Technical Colleges System	Demand-driven vocational training for persons with	State
	disabilities, manufacturing certification to enhance	
	marketability for SCVRD clients	
SC DEW	Coordinated business services teams; unified planning	State
	for workforce development and implementation of	
	WIOA.	
Able SC and Walton Options	client referrals for Independent Living services;	Community based non-profit
	referrals to SCVRD for vocational rehabilitation	
	services; information sharing pertaining to SSA	
	henefits	

Higher Education System	post-secondary education for clients, partnerships in	State
	programs and initiatives for demand-driven career	
	opportunities	
	mutual referrals of persons with traumatic brain	
Brain Injury Association of SC	injuries, education and awareness activities	Non-profit
Developmental Disabilities Council	referrals of persons with developmental disablities	State
	for vocational rehabilitation services, education and	
	awareness activities	
Spinal Cord Injury Association of SC	mutual referrals of persons with spinal cord injuries,	Non-profit
	education and awareness activities	
American Diabetes Association	mutual referrals of persons with diabetes, education	Non-profit
	and awareness activities	
S.C. Autism Society	mutual referrals of persons with autism, education	Non-profit
	and awareness activities	
Transition Alliance of South Carolina	brings multiple agency and organizations	Organizational alliance
	together to enhance school-to-work transition	
	services	
Center for Disablity Resources	mutual referrals, education and awareness, training	University-based
	and technical assistance	
Family Connection of SC	referrals of young persons with disabilities for SCVRD	Non-profit
	services, education and awareness activities	
PRO-Parents of SC	referrals of young persons with disabilities for SCVRD	Non-profit
	services, education and awareness activities	
College Transition Connection	Transition and post-secondary education for	Non-profit
	voung adults with intellectual disabilities	
Multiple Sclerosis Society of SC	mutual referrals of persons with multiple sclerosis,	Non-profit
	education and awareness activities	
SC Association for the Deaf	mutual referrals of persons who are d/Deaf or hard	Non-profit
	of hearing for services, education and awareness	
	activities	
Arthritis Foundation	mutual referrals of persons with arthritis,	Non-profit
	education and awareness activities	

Strategic Plan Context			
# and description of Goal the Objective is helping accomplish	n: Goal 4 - Maintain a dynamic network of partnerships	Copy and paste this from the second column of the Mission, Vision and Goals C	Chart
	to shape a better future for all stakeholders.		
egal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Canarand maste this from the first column of the Missien Vision and Carle Cha	_
egal responsibilities satisfied by Goal: and description of Strategy the Objective is under:	Strategy 4.1 - Increase collaboration with other state	Copy and paste this from the first column of the Mission, Vision and Goals Chai Copy and paste this from the second column of the Strategy, Objectives and Re	
and description of strategy the objective is under.	agencies and community organizations.	copy and paste this norm the second column of the strategy, objectives and he	esponsibility Chart
Dbjective	decircles and community of ramizations.	•	
Objective # and Description:	Objective 4.1.2 - Provide employment preparation and	Copy and paste this from the second column of the Strategy, Objectives and Re	esponsibility Chart
	supports for people with disabilities referred by		
	partner agencies and organizations.		
egal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Respo	
Public Benefit/Intended Outcome:	Output: positive relationships with partner agencies	Copy and paste this from the fourth column of the Strategy, Objectives and Re-	sponsibility Chart
	and stakeholders; provision of complementary		
	services; employment outcomes are achieved for the		
	desired number of clients that want/need VR services.		
gency Programs Associated with Objective			
Program Names:	Basic Services	Enter all the agency programs which are helping accomplish this objective. The	e agency can determine this by sorting the
Responsible Person			
Name:	Freda King; Anne Iriel	Copy and paste this information from the fifth column of the Strategy, Objective	es and Responsibility Chart
Number of Months Responsible:	84; 8		
Position:	Director, Community Relations;		
Office Address:	Assistant Commissioner 1410 Boston Ave. West Columbia, SC		
Department or Division:	Community Relations: Client Services		
Department or Division Summary:	Maintain and monitor outreach efforts with		
repartment or birision banning.	community partners and local organizations; Manage		
	client service delivery, adherence and updates to		
	policy, business development activities, and staff		
	training		
Amount Budgeted and Spent To Accomplish Objective			
Total Budgeted for this fiscal year:	\$398,481 - Combined all Strategy 4.1 Objectives	Copy and paste this information from the Strategic Budgeting Chart	
Total Actually Spent:	Agency will provide next year		
PERFORMANCE MEASURES			
., .	itions below as many times as needed so the agency	can provide this information for each Performance Measure that applies	to this objective.
Types of Performance Measures: How the Agency is Measuring its Performance			
low the Agency is ineasuring its Ferrormance			
	Objective Number and Description	Objective 4.1.2 Provide ampleyment proparation and supports for	
	Objective Number and Description	, , , , , , , , , , , , , , , , , , , ,	
	Objective Number and Description	Objective 4.1.2 - Provide employment preparation and supports for people with disabilities referred by partner agencies and organizations.	
		people with disabilities referred by partner agencies and organizations.	
	Performance Measure:	people with disabilities referred by partner agencies and organizations. Increase in cooperative agreements associated with strategic goals	
Results		people with disabilities referred by partner agencies and organizations.	
Results	Performance Measure:	people with disabilities referred by partner agencies and organizations. Increase in cooperative agreements associated with strategic goals Outcome	
Results	Performance Measure: Type of Measure:	people with disabilities referred by partner agencies and organizations. Increase in cooperative agreements associated with strategic goals Outcome new measure	
Results	Performance Measure: Type of Measure: 2013-14 Actual Results (as of 6/30/14): 2014-15 Target Results: 2014-15 Actual Results (as of 6/30/15):	people with disabilities referred by partner agencies and organizations. Increase in cooperative agreements associated with strategic goals Outcome new measure increase based on strategic needs increase of 270	
Results	Performance Measure: Type of Measure: 2013-14 Actual Results (as of 6/30/14): 2014-15 Target Results: 2014-15 Actual Results (as of 6/30/15): 2015-16 Minimum Acceptable Results:	people with disabilities referred by partner agencies and organizations. Increase in cooperative agreements associated with strategic goals Outcome new measure increase based on strategic needs increase of 270 increase based on strategic needs	
	Performance Measure: Type of Measure: 2013-14 Actual Results (as of 6/30/14): 2014-15 Target Results: 2014-15 Actual Results (as of 6/30/15):	people with disabilities referred by partner agencies and organizations. Increase in cooperative agreements associated with strategic goals Outcome new measure increase based on strategic needs increase of 270 increase based on strategic needs	
Details	Performance Measure: Type of Measure: 2013-14 Actual Results (as of 6/30/14); 2014-15 Target Results: 2014-15 Actual Results (as of 6/30/15); 2015-16 Minimum Acceptable Results: 2015-16 Target Results:	people with disabilities referred by partner agencies and organizations. Increase in cooperative agreements associated with strategic goals Outcome new measure increase based on strategic needs increase of 270 increase based on strategic needs increase based on strategic needs increase based on strategic needs	lacost any first bar explanation. If social
Details Does the state or federal government require the agency to	Performance Measure: Type of Measure: 2013-14 Actual Results (as of 6/30/14): 2014-15 Target Results: 2014-15 Actual Results (as of 6/30/15): 2015-16 Minimum Acceptable Results: 2015-16 Target Results: track this? (provide any additional explanation needed,	people with disabilities referred by partner agencies and organizations. Increase in cooperative agreements associated with strategic goals Outcome new measure increase based on strategic needs increase of 270 increase based on strategic needs increase based on strategic needs increase based on strategic needs	insert any further explanation, if needed
Details Does the state or federal government require the agency to What are the names and titles of the individuals who chose t	Performance Measure: Type of Measure: 2013-14 Actual Results (as of 6/30/14): 2014-15 Target Results: 2014-15 Actual Results (as of 6/30/15): 2015-16 Minimum Acceptable Results: 2015-16 Target Results: track this? (provide any additional explanation needed,	people with disabilities referred by partner agencies and organizations. Increase in cooperative agreements associated with strategic goals Outcome new measure increase based on strategic needs CORE and SCVRD Commissioner	Insert any further explanation, if needed
Details Does the state or federal government require the agency to What are the names and titles of the individuals who chose t	Performance Measure: Type of Measure: 2013-14 Actual Results (as of 6/30/14): 2014-15 Target Results: 2014-15 Actual Results (as of 6/30/15): 2015-16 Minimum Acceptable Results: 2015-16 Target Results: track this? (provide any additional explanation needed,	people with disabilities referred by partner agencies and organizations. Increase in cooperative agreements associated with strategic goals Outcome new measure increase based on strategic needs The measure, which documents new memoranda of understanding with	Insert any further explanation, if needed
Details Does the state or federal government require the agency to What are the names and titles of the individuals who chose t	Performance Measure: Type of Measure: 2013-14 Actual Results (as of 6/30/14): 2014-15 Target Results: 2014-15 Actual Results (as of 6/30/15): 2015-16 Minimum Acceptable Results: 2015-16 Target Results: track this? (provide any additional explanation needed,	people with disabilities referred by partner agencies and organizations. Increase in cooperative agreements associated with strategic goals Outcome new measure increase based on strategic needs The measure, which documents new memoranda of understanding with community resources partners of all types, reflects efforts to establish	insert any further explanation, if needed
Details Does the state or federal government require the agency to	Performance Measure: Type of Measure: 2013-14 Actual Results (as of 6/30/14): 2014-15 Target Results: 2014-15 Actual Results (as of 6/30/15): 2015-16 Minimum Acceptable Results: 2015-16 Target Results: track this? (provide any additional explanation needed,	people with disabilities referred by partner agencies and organizations. Increase in cooperative agreements associated with strategic goals Outcome new measure increase based on strategic needs increase of 270 increase based on strategic needs increase based on strategic needs increase based on strategic needs CORE and SCVRD Commissioner The measure, which documents new memoranda of understanding with community resources partners of all types, reflects efforts to establish mutually beneficial partnerships that enchance employment opportunities for	Insert any further explanation, if needed
Details Does the state or federal government require the agency to What are the names and titles of the individuals who chose t	Performance Measure: Type of Measure: 2013-14 Actual Results (as of 6/30/14): 2014-15 Target Results: 2014-15 Actual Results (as of 6/30/15): 2015-16 Minimum Acceptable Results: 2015-16 Target Results: track this? (provide any additional explanation needed, this as a performance measure?	people with disabilities referred by partner agencies and organizations. Increase in cooperative agreements associated with strategic goals Outcome new measure increase based on strategic needs The measure, which documents new memoranda of understanding with community resources partners of all types, reflects efforts to establish	Insert any further explanation, if needed

PARTNERS Instructions: Under the column labeled, "Current Partner Entity Current Partner Entity	rtner Entities" list all entities the agency is currently w Ways Agency Works with Current Partner	orking with that help the agency accomplish this objective. Under the	'Ways Agency works with Current
	rtner Entities" list all entities the egonovie expression	corking with that hole the agency accomplish this chiesting.	Ways Agancy works with Correct
DARTHERS			
	policy, etc.)	Internal	Date Neview Lindea (WIW/DD/1111)
ייים ויים וייסטעפן אין טוועפו הפעופש	policy, etc.)	Internal	Date Review Began (MM/DD/YYYY) and Date Review Ended (MM/DD/YYYY)
<u>Instructions</u> : Below please list all external or internal Matter(s) or Issue(s) Under Review		of the agency which occurred during the past fiscal year that relates/in Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and
REVIEWS/AUDITS			and the second
DEL MELLAC (ALLELTO			
3 General Assembly Options	Continued open communication with legislative commi	ttee members to address gaps	
Level Requires Inform General Assembly	When RSA does not resolve through monitoring and as		
Outside Help to Request	RSA and its associated Technical Assistance Centers		
	consecutive years of substandard performance on prim	nary indicators triggered reviews.	
Level Requires Outside Help		ermines that performance is substandard. Agency is also in transition to new fe	deral performance standards. Previously tw
Most Potential Negative Impact	diminished employment opportunities for clients referr		
		ay occur as a result of the agency not accomplishing this objective. Nex	t to, "Most Potential Negative Impact,"
POTENTIAL NEGATIVE IMPACT			
reached?			
reached or what resources are being diverted to ensure performance measures more likely to be reached, are			
If the answer to the question above is "questionable" or "r			
Based on the performance so far in 2015-16, does it appear	ar the agency is going to reach the target for 2015-16?	Yes	
		services to become competitively employed.	
made on setting it at the level at which it was set?		South Carolinians with disabilities who require and can benefit from the	
-	e target value in 2015-16 and why was the decision finally	Agency resources and the goal to maximize the impact of the VR program for	
And a second of the second of	- A	A construction of the control of the	_
What are the names and titles of the individuals who chos	e the target value for 2015-16?	SCVRD Commissioner	
VATIONAL CONTRACTOR OF THE CON	a the towart value for 2015 163	SCI/ID Commission or	_
If the target value was not reached in 2014-15, what chan	ges were made to try and ensure it was reached?	N/A	
		competitively employed.	
winy was this performance measure chosen.		disabilities who require and can benefit from the services to become	
Why was this performance measure chosen?		To maximize the impact of the VR program for South Carolinians with	<mark>-</mark>
		(longstanding measure)	
What are the names and titles of the individuals who chos	e this as a performance measure?	Rehabilitation Services Administration and SCVRD Commissioner	
1			
two cells over)	,		
Does the state or federal government require the agency	to track this? (provide any additional explanation needed.	Yes	
Details	2015-16 Target Results:	increase and representative of needs	_
	2015-16 Minimum Acceptable Results:		
	2014-15 Actual Results (as of 6/30/15):		
	2014-15 Target Results:	increase	
nesuits	2013-14 Actual Results (as of 6/30/14):	13.716	
Results	Type of Measure:	Outcome	-
	Performance Measure:		_
If the answer to the question above is "questionable" or "r			
Based on the performance so far in 2015-16, does it appe		Yes	
		partnerships to maximize successful outcomes for clients in alignment with	
made on setting it at the level at which it was set?		determine whether the agency has proactively and successfully developed	
=	e target value in 2015-16 and why was the decision finally	Numerical goal not set but the results of the measure are monitored to	

Other Business, Association, or Individual?
State and local

School-to-work transition services in all districts

SC School Districts / SC Dept of Ed

Adult Education	Work Keys instruction and testing	State
Dept. of Disabilities and Special Needs	VR provides complementary, non-duplicative services	State
Dept. of Disabilities and Special Necus	leading to competitive employment of clients; DDSN is	State
	extended complementary service provider beyond	
	term of VR involvement; also assistive technology	
	services partnership	
Dept. of Mental Health	To provide complementary services leading to	State
	competitive employment of clients	
Dept. of Social Services	To provide complementary services leading to	State
	competitive employment of clients	
Department of Health and Human Services	To provide complementary services leading to	State
	competitive employment of clients	
Department of Juvenile Justice	To provide vocational rehabilitation services to youth	State
	with disabilities	
Department of Corrections	To provide vocational rehabilitation services to	State
	inmates with disabilities in preparation for	
	employment upon release	
Department of Probation, Parole and Pardon Services	To provide vocational rehabilitation services to	State
	persons with disabilities for transition into	
	employment upon release from correctional facilities	
S.C. Technical Colleges System	Demand-driven vocational training for persons with	State
	disabilities, manufacturing certification to enhance	
	marketability for SCVRD clients	
SC DEW	Coordinated business services teams; unified planning	State
	for workforce development and implementation of	
	WIOA.	
Able SC, Walton Options, AccessAbility	client referrals for Independent Living services;	Community based non-profit
	referrals to SCVRD for vocational rehabilitation	
	services; information sharing pertaining to SSA	
Higher Education System	post-secondary education for clients, partnerships in	State
righer Education system		State
	programs and initiatives for demand-driven career	
	mutual referrals of persons with traumatic brain	
Brain Injury Association of SC	injuries, education and awareness activities	Non-profit
Developmental Disabilities Council	referrals of persons with developmental disablities	State
bevelopmental bisabilities council	for vocational rehabilitation services, education and	State
	awareness activities	
Spinal Cord Injury Association of SC	mutual referrals of persons with spinal cord injuries,	Non-profit
	education and awareness activities	'
American Diabetes Association	mutual referrals of persons with diabetes, education	Non-profit
	and awareness activities	
S.C. Autism Society	mutual referrals of persons with autism, education	Non-profit
	and awareness activities	
Transition Alliance of South Carolina	brings multiple agency and organizations	Organizational alliance
	together to enhance school-to-work transition	
	services	
Center for Disablity Resources	mutual referrals, education and awareness, training	University-based
	and technical assistance	
Family Connection of SC	referrals of young persons with disabilities for SCVRD	Non-profit Non-profit
	services, education and awareness activities	
PRO-Parents of SC	referrals of young persons with disabilities for SCVRD	Non-profit
	services, education and awareness activities	
College Transition Connection	Transition and post-secondary education for	Non-profit Non-profit
	voung adults with intellectual disabilities	
Multiple Sclerosis Society of SC	mutual referrals of persons with multiple sclerosis,	Non-profit Non-profit
	education and awareness activities	
SC Association for the Deaf	mutual referrals of persons who are d/Deaf or hard	Non-profit Non-profit
	of hearing for services, education and awareness	
	activities	

Arthritis Foundation	mutual referrals of persons with arthritis,	Non-profit
	education and awareness activities	

Strategic Plan Context		
# and description of Goal the Objective is helping accomplish:		Copy and paste this from the second column of the Mission, Vision and Goals Chart
	to shape a better future for all stakeholders.	
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 4.1 - Increase collaboration with other state	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
1 37 3	agencies and community organizations.	
Objective		
Objective # and Description:	Objective 4.1.3 - Build relationships that encourage	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	complementary interagency collaboration.	
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome:	Output: positive relationships with partner agencies	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
	and stakeholders; provision of complementary	
	services; employment outcomes are achieved for the	
	desired number of clients that want/need VR services.	
Agency Programs Associated with Objective		
Program Names:	Basic Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Responsible Person		
Name:	Freda King	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Number of Months Responsible:	84	
Position:	Director, Community Relations	
Office Address:	1410 Boston Ave. West Columbia, SC	
Department or Division:	Community Relations	
Department or Division Summary:	Maintain and monitor outreach efforts with	
	community partners and local organizations.	
Amount Budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year:	\$398,481 - Combined all Strategy 4.1 Objectives	Copy and paste this information from the Strategic Budgeting Chart
Total Actually Spent:	Agency will provide next year	
DEDECORATANCE MEACUREC		
PERFORMANCE MEASURES	ions balouras manutimas as paedad sa the aganar	can provide this information for each Performance Measure that applies to this objective.
Types of Performance Measures:	ions below as many times as fleeded so the agency	can provide this information for each remormance weasure that applies to this objective.
How the Agency is Measuring its Performance		
, , , , , , , , , , , , , , , , , , ,	Objective Number and Description	Objective 4.1.3 - Build relationships that encourage complementary
	,	interagency collaboration.
	Performance Measure	Increase in cooperative agreements associated with strategic goals
	Type of Measure	
Results	. , , c or measure	

now the Agency is Measuring its Performance		
Objective Number and Description	Objective 4.1.3 - Build relationships that encourage complementary	
	interagency collaboration.	
Performance Measure:	Increase in cooperative agreements associated with strategic goals	
Type of Measure:	Outcome	
Results		
2013-14 Actual Results (as of 6/30/14):	new measure	
2014-15 Target Results:	increase based on strategic needs	
2014-15 Actual Results (as of 6/30/15):	increase of 270	
2015-16 Minimum Acceptable Results:	increase based on strategic needs	
2015-16 Target Results:	increase based on strategic needs	
<u>Details</u>		
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No	Insert any further explanation, if needed
What are the names and titles of the individuals who chose this as a performance measure?	CORE and SCVRD Commissioner	
Why was this performance measure chosen?	The measure, which documents new memoranda of understanding with	
	community resources partners of all types, reflects efforts to establish	
	mutually beneficial partnerships that enchance employment opportunities for	
	South Carolinians with disabilities	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	N/A	
What are the names and titles of the individuals who chose the target value for 2015-16?	CORE	
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Numerical goal not set but the results of the measure are monitored to	
made on setting it at the level at which it was set?	determine whether the agency has proactively and successfully developed	
	partnerships to maximize successful outcomes for clients in alignment with	
	current strategies and needs	
	Yes	
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is		

Instructions: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Impact,"

diminished employment opportunities for clients referred by partner agencies/organizations
When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in transition to new federal performance standards. Previously two
consecutive years of substandard performance on primary indicators triggered reviews.
RSA and its associated Technical Assistance Centers
When RSA does not resolve through monitoring and assistance
Continued open communication with legislative committee members to address gaps

REVIEWS/AUDITS

Instructions: Below please list all external or internal reviews, audits, investigations or studies ("Reviews") of the agency which occurred during the past fiscal year that relates/impacts this objective. Please remember to				
Matter(s) or Issue(s) Under Review and Whether Reviewing Entity External or Date Review Began (MM/DD/YYYY) and Date Review Began (MM/DD/YYY) and Date Review Bega				
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)	

PARTNERS

Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current

Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or
		Other Business. Association. or Individual?
SC School Districts / SC Dept of Ed	School-to-work transition services in all districts	State and local
Adult Education	Work Keys instruction and testing VR provides complementary, non-duplicative services	State
Dept. of Disabilities and Special Needs	leading to competitive employment of clients; DDSN is	State
	extended complementary service provider beyond	
	term of VR involvement; also assistive technology	
	services partnership	
Dept. of Mental Health	To provide complementary services leading to	State
	competitive employment of clients	
Dept. of Social Services	To provide complementary services leading to	State
	competitive employment of clients	
Department of Health and Human Services	To provide complementary services leading to	State
	competitive employment of clients	
Department of Juvenile Justice	To provide vocational rehabilitation services to youth	State
	with disabilities from DJJ	
Department of Corrections	To provide vocational rehabilitation services to	State
	inmates with disabilities in preparation for	
	employment upon release	
Department of Probation, Parole and Pardon Services	To provide vocational rehabilitation services to	State
	persons with disabilities for transition into	
	employment upon release from correctional facilities	
South Carolina Commission for the Blind	To provide complementary services for individuals	State
	who may have disabilities in addition to visual	
	impairments and could benefit from specific services	
	or guidance from the partner agency	
S.C. Technical Colleges System	Demand-driven vocational training for persons with	State
	disabilities, manufacturing certification to enhance	
	marketability for SCVRD clients	
SC DEW	Coordinated business services teams; unified planning	State
	for workforce development and implementation of	
	WIOA.	
Able SC, Walton Options and AccessAbility	client referrals for Independent Living services;	Community based non-profit
	referrals to SCVRD for vocational rehabilitation	
	services; information sharing pertaining to SSA	
	henefits	
Higher Education System	post-secondary education for clients, partnerships in	State
	programs and initiatives for demand-driven career	
	opportunities	
	mutual referrals of persons with traumatic brain	
Brain Injury Association of SC	injuries, education and awareness activities	Non-profit

Developmental Disabilities Council	referrals of persons with developmental disablities	State
'	for vocational rehabilitation services, education and	
	awareness activities	
Spinal Cord Injury Association of SC	mutual referrals of persons with spinal cord injuries,	Non-profit
	education and awareness activities	
American Diabetes Association	mutual referrals of persons with diabetes, education	Non-profit
	and awareness activities	
S.C. Autism Society	mutual referrals of persons with autism, education	Non-profit
	and awareness activities	
Transition Alliance of South Carolina	brings multiple agency and organizations	Organizational alliance
	together to enhance school-to-work transition	
	services	
Center for Disablity Resources	mutual referrals, education and awareness, training	University-based
	and technical assistance	
Family Connection of SC	referrals of young persons with disabilities for SCVRD	Non-profit
	services, education and awareness activities	
PRO-Parents of SC	referrals of young persons with disabilities for SCVRD	Non-profit
	services, education and awareness activities	
College Transition Connection	Transition and post-secondary education for	Non-profit
	young adults with intellectual disabilities	
Multiple Sclerosis Society of SC	mutual referrals of persons with multiple sclerosis,	Non-profit
	education and awareness activities	
SC Association for the Deaf	mutual referrals of persons who are d/Deaf or hard	Non-profit
	of hearing for services, education and awareness	
	activities	
Arthritis Foundation	mutual referrals of persons with arthritis,	Non-profit
	education and awareness activities	

Strategic Plan Context			
# and description of Goal the Objective is helping accomp	lish: Goal 4 - Maintain a dynamic network of partnerships to shape a better future for all stakeholders.	Copy and paste this from the second column of the Mission, Vision and Goals C	hart
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Char	t
# and description of Strategy the Objective is under:	Strategy 4.2 - Mutually beneficial partnerships with business and industry that provide employment/training opportunities for clients.	Copy and paste this from the second column of the Strategy, Objectives and Re	sponsibility Chart
Objective		•	
Objective # and Description:	Objective 4.2.1 - Build and maintain VR Business Partnership Network and collaborate with business and industry associations.	Copy and paste this from the second column of the Strategy, Objectives and Re	esponsibility Chart
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Respo	onsibility Chart
Public Benefit/Intended Outcome:	Output: enrollment in BPN allows business to hear from peers on benefits of collaboration with VR for training and employment opportunities. Outcomes: clients obtain competitive employment positions for which they are well-matched; VR is seen as an amployed: "first call!" for history.	Copy and paste this from the fourth column of the Strategy, Objectives and Res	sponsibility Chart
Agency Programs Associated with Objective	amployor's "first call" for hiring		
Program Names:	Basic Services	Enter all the agency programs which are helping accomplish this objective. The	e agency can determine this by sorting the
Responsible Person		_	
Name:	Anne Iriel	Copy and paste this information from the fifth column of the Strategy, Objectiv	es and Responsibility Chart
Number of Months Responsible:	8		
Position:	Assistant Commissioner, Client Services		
Office Address:	1410 Boston Ave. West Columbia, SC		
Department or Division:	Client Services		
Department or Division Summary:	Plan, provide and evaluate staff training program. Manage client service delivery, adherence and updates to policy, business development activities, and staff training		
Amount Budgeted and Spent To Accomplish Objective			
Total Budgeted for this fiscal year:	\$1,922,028 - Combined all Strategy 4.2 Objectives	Copy and paste this information from the Strategic Budgeting Chart	
	Agency will provide next year	7	
Total Actually Spent:	Agency will provide next year		
Total Actually Spent: PERFORMANCE MEASURES	restions below as many times as needed so the agency	can provide this information for each Performance Measure that applies	to this objective.
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chart and qu. Types of Performance Measures:	restions below as many times as needed so the agency	can provide this information for each Performance Measure that applies Objective 4.2.1 - Build and maintain VR Business Partnership Network and collaborate with business and industry associations.	to this objective.
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chart and qu. Types of Performance Measures:	restions below as many times as needed so the agency Objective Number and Description Performance Measure	Objective 4.2.1 - Build and maintain VR Business Partnership Network and collaborate with business and industry associations. Growth in Business Partnership Network	to this objective.
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chart and query of Performance Measures: How the Agency is Measuring its Performance	restions below as many times as needed so the agency Objective Number and Description	Objective 4.2.1 - Build and maintain VR Business Partnership Network and collaborate with business and industry associations. Growth in Business Partnership Network	to this objective.
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chart and qu. Types of Performance Measures:	Objective Number and Description Performance Measure Type of Measure	Objective 4.2.1 - Build and maintain VR Business Partnership Network and collaborate with business and industry associations. Growth in Business Partnership Network Outcome	to this objective.
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chart and query of Performance Measures: How the Agency is Measuring its Performance	Objective Number and Description Performance Measure Type of Measure 2013-14 Actual Results (as of 6/30/14)	Objective 4.2.1 - Build and maintain VR Business Partnership Network and collaborate with business and industry associations. Growth in Business Partnership Network Outcome 148 for total of 343 members	to this objective.
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chart and query of Performance Measures: How the Agency is Measuring its Performance	Objective Number and Description Performance Measure Type of Measure 2013-14 Actual Results (as of 6/30/14) 2014-15 Target Results	Objective 4.2.1 - Build and maintain VR Business Partnership Network and collaborate with business and industry associations. Growth in Business Partnership Network Outcome +48 for total of 343 members Increase	to this objective.
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chart and query of Performance Measures: How the Agency is Measuring its Performance	Objective Number and Description Performance Measure Type of Measure 2013-14 Actual Results (as of 6/30/14) 2014-15 Target Results 2014-15 Actual Results (as of 6/30/15)	Objective 4.2.1 - Build and maintain VR Business Partnership Network and collaborate with business and industry associations. Growth in Business Partnership Network Outcome +48 for total of 343 members increase +8 for total of 351 members	to this objective.
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chart and query of Performance Measures: How the Agency is Measuring its Performance	Objective Number and Description Performance Measure Type of Measure 2013-14 Actual Results (as of 6/30/14) 2014-15 Target Results 2014-15 Actual Results (as of 6/30/15) 2015-16 Minimum Acceptable Results	Objective 4.2.1 - Build and maintain VR Business Partnership Network and collaborate with business and industry associations. Growth in Business Partnership Network Outcome +48 for total of 343 members increase -8 for total of 351 members increase	to this objective.
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chart and query types of Performance Measures: How the Agency is Measuring its Performance Results	Objective Number and Description Performance Measure Type of Measure 2013-14 Actual Results (as of 6/30/14) 2014-15 Target Results 2014-15 Actual Results (as of 6/30/15)	Objective 4.2.1 - Build and maintain VR Business Partnership Network and collaborate with business and industry associations. Growth in Business Partnership Network Outcome +48 for total of 343 members increase -8 for total of 351 members increase	to this objective.
Total Actually Spent: PERFORMANCE MEASURES Instructions: Please copy and paste the chart and quartypes of Performance Measures: How the Agency is Measuring its Performance Results Details	Objective Number and Description Performance Measure Type of Measure 2013-14 Actual Results (as of 6/30/14) 2014-15 Target Results 2014-15 Actual Results (as of 6/30/15) 2015-16 Minimum Acceptable Results	Objective 4.2.1 - Build and maintain VR Business Partnership Network and collaborate with business and industry associations. Growth in Business Partnership Network Outcome +48 for total of 343 members increase -8 for total of 351 members increase	to this objective.

Why was this performance measure chosen?		Employers are a critical aspect of a successful vocational rehabilitation	1
wity was this performance measure chosen:		program; a thriving network of business partners enhances opportunities for	
<u>''</u>			
		competitive employment of agency clients and also leads to outsource	
		agreements with business and industry to provide job readiness training to	
		clients at SCVRD work training centers throughout the state. Desire to meet	
		employer needs for qualified, prepared candidates, and to get input from	
		employers related to demand-driven training. Benefits of employer advocacy	
		among peers.	
If the target value was not reached in 2014-15, what ch	anges were made to try and ensure it was reached?		
What are the names and titles of the individuals who c		CORF	
	t the target value in 2015-16 and why was the decision finally	Continued growth is essential as the newly-implemented Workforce	
made on setting it at the level at which it was set?	, ,	Innovation and Opportunity Act emphasizes, and will eventually include	
o a constant of the constant o		performance measures for, successful partnerships with business and industry	
		to provide competitive, integrated employment of people with disabilities.	
		to provide sompetime, integrated employment of people with disabilities.	
	pear the agency is going to reach the target for 2015-16?	Yes	
If the answer to the question above is "questionable" o	r "no," what changes are being made to try and ensure it is		
		Program Integrity for Customer Service	
	Type of Measure:	Outcome	
Results			
	2013-14 Actual Results (as of 6/30/14):		
	2014-15 Target Results:		
	2014-15 Actual Results (as of 6/30/15):	96.29%	
	2015-16 Minimum Acceptable Results:	increase from previous year	
- "	2015-16 Target Results:	increase from previous year	
<u>Details</u>			Insert any further explanation, if needed
	cy to track this? (provide any additional explanation needed,	No .	insert any futiner explanation, il fleeded
What are the names and titles of the individuals who c Why was this performance measure chosen?	nose this as a performance measure?	SCVRD Commissioner It measures customer satisfaction with SCVRD services	
If the target value was not reached in 2014-15, what ch		It measures customer satisfaction with SCVRD services	
What are the names and titles of the individuals who c		CORE	
	t the target value in 2015-16 and why was the decision finally	previous performance and expecations for next year	
	pear the agency is going to reach the target for 2015-16?	Yes	
	r "no," what changes are being made to try and ensure it is	163	
in the diswer to the question above is questionable to	what changes are being made to try and ensure it is		
POTENTIAL NEGATIVE IMPACT			
Instructions: Please list what the agency consider	s the most potential negative impact to the public that m	ay occur as a result of the agency not accomplishing this objective. Next	to, "Most Potential Negative Impact,"
Most Potential Negative Impact	diminished employment and job readiness training opp		
Level Requires Outside Help	When Rehabilitation Services Administration (RSA) dete	ermines that performance is substandard. Agency is also in transition to new fed	eral performance standards. Previously two
	consecutive years of substandard performance on prim	ary indicators triggered reviews.	
Outside Help to Beaucat	RSA and its associated Technical Assistance Centers		
Outside Help to Request Level Requires Inform General Assembly	When RSA does not resolve through monitoring and as	sistanca	
3 General Assembly Options	Continued open communication with legislative commi		
o deneral Assembly Options	Continued open communication with regislative commi	tice members to address yaps	
REVIEWS/AUDITS			
,	rnal reviews, audits, investigations or studies ("Reviews")	of the agency which occurred during the past fiscal year that relates/imp	acts this objective. Please remember to
Matter(s) or Issue(s) Under Review		Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)
PARTNERS			
		orking with that help the agency accomplish this objective. Under the "V	Vays Agency works with Current
Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or	
1		Other Business, Association, or Individual?	

VR Business Partnership Network	more than 500 business/industry partners provide employment opportunities, assist with development of demand-driven job readiness training; outsource work to VR work training centers, assist with disability awareness initiatives and rehabilitation technology/jobsite accommodations for workers with	
Business Advisory Council- SCVRD IT Training Program	disabilities	private and public businesses and organizations
State and Local Chambers of Commerce	development of business relationships to enhance employment opportunities for SCVRD clients	chambers of commerce

Strategic Plan Context		
# and description of Goal the Objective is helping accomplish:	Goal 4 - Maintain a dynamic network of partnerships	Copy and paste this from the second column of the Mission, Vision and Goals Chart
	to shape a better future for all stakeholders.	
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 4.2 - Mutually beneficial partnerships with	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	business and industry that provide	
	employment/training opportunities for clients.	
Objective		
Objective # and Description:	Objective 4.2.2 - Actively use business advisory	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	councils for guidance on employment standards and	
	training curricula.	1
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
Public Benefit/Intended Outcome:	Output: advisory councils provide contextual	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
	verification of training programs and curricula.	
	Outcomes: VR services, preparation and training meet	
	standards for husiness and industry	
Agency Programs Associated with Objective		
Program Names:	Basic Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Responsible Person		
Name:	Anne Iriel	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Number of Months Responsible:	8	
Position:	Assistant Commissioner, Client Services	
Office Address:	1410 Boston Ave. West Columbia, SC	
Department or Division:	Client Services	
Department or Division Summary:	Plan, provide and evaluate staff training program.	
	Manage client service delivery, adherence and	
	updates to policy, business development activities,	
	and staff training	
Amount Budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year:	\$1,922,028 - Combined all Strategy 4.2 Objectives	Copy and paste this information from the Strategic Budgeting Chart
Total Actually Spent:	Agency will provide next year	
DEDECOR AND ENGLISHED		

PERFORMANCE MEASURES

Results

Instructions: Please copy and paste the chart and questions below as many times as needed so the agency can provide this information for each Performance Measure that applies to this objective.

Types of Performance Measures:

Performance Measure: Growth in Business Partnership Network

Type of Measure: Outcome

Insert any further explanation, if needed

How the Agency is Measuring its Performance	
Objective Number and Description	Objective 4.2.2 - Actively use business advisory councils for guidance on
	employment standards and training curricula.
Performance Measure	Business Advisory Council for SCVRD Information Technology Program was
	established at the program's inception in the early 1980s and has continued
	to provide guidance in achieving this objective.
Type of Measure	does not have numerical targets
Results	
2013-14 Actual Results (as of 6/30/14)	
2014-15 Target Results	
2014-15 Actual Results (as of 6/30/15)	
2015-16 Minimum Acceptable Results	
2015-16 Target Results	
<u>Details</u>	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	
What are the names and titles of the individuals who chose this as a performance measure?	
Why was this performance measure chosen?	
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	

	2012 14 Astro-I Bookh / 2015 (20/14)	AD Somethold of DAD on combinate	1
	2013-14 Actual Results (as of 6/30/14): 2014-15 Target Results:	increase	
	2014-15 Actual Results (as of 6/30/15):		
	2015-16 Minimum Acceptable Results:		
	2015-16 Target Results:		
Details			
Does the state or federal government require the agency to	track this? (provide any additional explanation needed,	No	Insert any further explanation, if needed
What are the names and titles of the individuals who chose t	his as a performance measure?	SCVRD Commissioner	
Why was this performance measure chosen?		Employers are a critical aspect of a successful vocational rehabilitation	
		program; a thriving network of business partners enhances opportunities for	
		competitive employment of agency clients and also leads to outsource	
		agreements with business and industry to provide job readiness training to	
		clients at SCVRD work training centers throughout the state. Desire to meet	
		employer needs for qualified, prepared candidates, and to get input from	
		employers related to demand-driven training. Benefits of employer advocacy	
If the target value was not reached in 2014-15, what changes	s were made to try and ensure it was reached?		
What are the names and titles of the individuals who chose t		CORE	
What was considered when determining the level to set the		Continued growth is essential as the newly-implemented Workforce	
made on setting it at the level at which it was set?	•	Innovation and Opportunity Act emphasizes, and will eventually include	
		performance measures for, successful partnerships with business and industry	
		to provide competitive, integrated employment of people with disabilities.	
Based on the performance so far in 2015-16, does it appear t		Yes	
If the answer to the question above is "questionable" or "no,	<u> </u>	Danama lata aita fan Castanana Camira	•
	Type of Measure:	Program Integrity for Customer Service Outcome	
Results	Type of Measure:	Outcome	
nesures	2013-14 Actual Results (as of 6/30/14):	92.59%	
2014-15 Target Results:			
2014-15 Actual Results (as of 6/30/15):			
2015-16 Minimum Acceptable Results:			
2015-16 Target Results:		increase from previous year	
Details			
Does the state or federal government require the agency to t		No	Insert any further explanation, if needed
What are the names and titles of the individuals who chose t	his as a performance measure?	SCVRD Commissioner It measures customer satisfaction with SCVRD services	
Why was this performance measure chosen?		it measures customer satisfaction with SCVRD services	
If the target value was not reached in 2014-15, what changes	s were made to try and ensure it was reached?		
What are the names and titles of the individuals who chose t		CORE	
What was considered when determining the level to set the		previous performance and expecations for next year	
Based on the performance so far in 2015-16, does it appear t		Yes	
If the answer to the question above is "questionable" or "no,			
reached or what resources are being diverted to ensure perf	ormance measures more likely to be reached, are		
POTENTIAL NEGATIVE IMPACT			
<u>Instructions</u> : Please list what the agency considers the	most potential negative impact to the public that ma	ay occur as a result of the agency not accomplishing this objective. Next	to, "Most Potential Negative Impact,"
Most Potential Negative Impact	Clients who are not prepared with the most current edu	ication and training needed for demand-driven occupations	
Level Requires Outside Help	When Rehabilitation Services Administration (RSA) dete	ermines that performance is substandard. Agency is also in transition to new fed	eral performance standards. Previously two
Outside Help to Request	RSA and its associated Technical Assistance Centers, Co		
Level Requires Inform General Assembly	When RSA does not resolve through monitoring and ass		
3 General Assembly Options	Continued open communication with legislative committee members to address gaps		
5 Seneral Assembly Options	continued open communication with registative commit	tice members to dudices gups	
REVIEWS/AUDITS			
Instructions: Below please list all external or internal re	eviews, audits, investigations or studies ("Reviews")	of the agency which occurred during the past fiscal year that relates/imp	acts this objective. Please remember to
Matter(s) or Issue(s) Under Review		Entity Performing the Review and Whether Reviewing Entity External or Internal	Date Review Began (MM/DD/YYYY) and Date Review Ended (MM/DD/YYYY)
	DOILLY, Etc.)	IIIILEITIAI	Toate veriew filded (MIM/DD/1111)

PARTNERS

Instructions: Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish this objective. Under the "Ways Agency works with Current Partners," enter the ways the agency works with the entity (names of projects, initiatives, etc.) which helps the agency accomplish this objective. List only one partner per row and insert as many rows as necessary to list all of the partners. Note, if there is a large list of partners that all fit within a certain group, the agency can list the group instead of each partner individually. For example, if the agency works with every middle school in the state, the agency can list SC Middle Schools, instead of listing each middle school separately. As another example, if the agency works with every high school in Lexington county, the agency can list Lexington County High Schools, instead of listing each high school in the county separately.

Current Partner Entity	, , ,	Is the Partner a State/Local Government Entity; College, University; or Other Business. Association. or Individual?
VR Business Partnership Network	more than 500 business/industry partners provide employment opportunities, assist with development of demand-driven job readiness training; outsource work to VR work training centers, assist with disability awareness initiatives	private and public businesses and organizations
Business Advisory Council-SCVRD IT Training Program	curricula development for in-house IT training program for persons with disabilities to match current market trends and demands; mentoring of students; assistance in job placement	private and public businesses and organizations

Strategic Plan Context			
# and description of Goal the Objective is helping accomplis	sh: Goal 4 - Maintain a dynamic network of partnerships	Copy and paste this from the second column of the Mission, Vision and Goals Chart	
	to shape a better future for all stakeholders.		
	to shape a petter ratare for an stakeholders.		
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart	
# and description of Strategy the Objective is under:	Strategy 4.2 - Mutually beneficial partnerships with	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart	
	business and industry that provide		
	employment/training opportunities for clients.		
Objective			
Objective # and Description:	Objective 4.2.3 - Advanced solutions for job matching	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart	
	through Career Connect and Universal Business		
	Database.		
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart	
Public Benefit/Intended Outcome:	Output: systematic tracking of work orders, hiring	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart	
	patterns, and demand-driven opportunities.		
	Outcomes: more clients are matched with		
	opportunities that meet their skill sets and strengths,		
	and businesses get well-prepared, well-matched		
	amployaas	l	
Agency Programs Associated with Objective		L	
Program Names:	Basic Services	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the	
Responsible Person			
Name:	Anne Iriel	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart	
Number of Months Responsible:	8		
Position:	Assistant Commissioner, Client Services		
Office Address:	1410 Boston Ave. West Columbia, SC		
Department or Division:	Client Services		
Department or Division Summary:	Plan, provide and evaluate staff training program.		
	Manage client service delivery, adherence and		
	updates to policy, business development activities,		
Amount Budgeted and Spent To Accomplish Objective	and staff training		
Amount budgeted and Spent To Accomplish Objective			
Total Budgeted for this fiscal year:	\$1,922,028 - Combined all Strategy 4.2 Objectives	Copy and paste this information from the Strategic Budgeting Chart	
Total Actually Spent:	Agency will provide next year		
PERFORMANCE MEASURES			
Instructions: Please copy and paste the chart and que	estions below as many times as needed so the agency	can provide this information for each Performance Measure that applies to this objective.	
Types of Performance Measures:			
How the Agency is Measuring its Performance			
	Objective Number and Description	Objective 4.2.3 - Advanced solutions for job matching through Career	
		Connect and Universal Business Database.	
Performance Measure:		No measures developed yet, but reports are being developed. Agency is also	
		able to assist federal contractors in meeting Section 503 requirements for	
		hiring persons with disabilities.	
Type of Measure:			
Results			
2013-14 Actual Results (as of 6/30/14):			
2014-15 Target Results:			
2014-15 Actual Results (as of 6/30/15):			
2015-16 Minimum Acceptable Results:			
2015-16 Target Results:			
Details			
Does the state or federal government require the agency to track this? (provide any additional explanation needed,		Not specifically, but WIOA performance measures for meeting business and Insert any further explanation, if needed	
two cells over)		industry needs are in development at the federal level and will subsequently	
		be implemented by SCVRD.	
What are the names and titles of the individuals who chose this as a performance measure?			
Why was this performance measure chosen?			
If the target value was not reached in 2014-15, what chang			
What are the names and titles of the individuals who chose			
What was considered when determining the level to set the Based on the performance so far in 2015-16, does it appear			
	r the agency is going to reach the target for 7015-16?		

If the answer to the question above is "questionable" or "no,"	what changes are being made to try and ensure it is		
POTENTIAL NEGATIVE IMPACT			
Instructions: Please list what the agency considers the r	nost potential negative impact to the public that ma	ay occur as a result of the agency not accomplishing this objective. Next	to, "Most Potential Negative Impact,"
Most Potential Negative Impact	fewer and less-appropriate career opportunities for clie	nts; diminished pool of well-qualified job candidates for employers.	
Level Requires Outside Help	When Rehabilitation Services Administration (RSA) dete	ermines that performance is substandard. Agency is also in transition to new fed	eral performance standards. Previously two
	consecutive years of substandard performance on prime	ary indicators triggered reviews.	
Outside Help to Request	RSA and its associated Technical Assistance Centers		
Level Requires Inform General Assembly	When RSA does not resolve through monitoring and ass	sistance	
3 General Assembly Options	Continued open communication with legislative commit	ttee members to address gaps	
REVIEWS/AUDITS			
Instructions: Below please list all external or internal re	views, audits, investigations or studies ("Reviews")	of the agency which occurred during the past fiscal year that relates/imp	acts this objective. Please remember to
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal	Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)
PARTNERS			
Instructions: Under the column labeled, "Current Partn	er Entities" list all entities the agency is currently w	orking with that help the agency accomplish this objective. Under the "V	Vays Agency works with Current
Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or	
		Other Business, Association, or Individual?	

Strategic Plan Context		
# and description of Goal the Objective is helping accomplish:		Copy and paste this from the second column of the Mission, Vision and Goals Chart
	to shape a better future for all stakeholders.	
Legal responsibilities satisfied by Goal:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Mission, Vision and Goals Chart
# and description of Strategy the Objective is under:	Strategy 4.2 - Mutually beneficial partnerships with	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	business and industry that provide	
	employment/training opportunities for clients.	
Objective		
Objective # and Description:	1 * ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' '	Copy and paste this from the second column of the Strategy, Objectives and Responsibility Chart
	meet clients' job readiness training needs and local	
	labor market and industry needs.	
Legal responsibilities satisfied by Objective:	WIOA/Title IV/Rehabilitation Act	Copy and paste this from the first column of the Strategy, Objectives and Responsibility Chart
	Output: business partners gain capacity and clients	Copy and paste this from the fourth column of the Strategy, Objectives and Responsibility Chart
	obtain skills leading to employment; skills are	
	developed in a supportive environment that prepares	
	clients for work settings. Outcomes: training contracts	
	are developed that lead to employment opportunities	
	within the community; skills gaps are closed.	
Agency Programs Associated with Objective		!
Program Names:	Workshop Production	Enter all the agency programs which are helping accomplish this objective. The agency can determine this by sorting the
Responsible Person		
Name:	Rick Elam/Anne Iriel	Copy and paste this information from the fifth column of the Strategy, Objectives and Responsibility Chart
Number of Months Responsible:	126; 8	
Position:	Assistant Commissioner, Administration; Assistant	
	Commissioner, Client Services	
Office Address:	1410 Boston Ave. West Columbia, SC	
Department or Division:	JRT services / Client services	
Department or Division Summary:	Manage client service delivery, adherence and	
	updates to policy, business development activities,	
	and staff training.	
Amount Budgeted and Spent To Accomplish Objective		
Total Budgeted for this fiscal year:	\$1,922,028 - Combined all Strategy 4.2 Objectives	Copy and paste this information from the Strategic Budgeting Chart
Total Actually Spent:	Agency will provide next year	

PERFORMANCE MEASURES

Instructions: Please copy and paste the chart and questions below as many times as needed so the agency can provide this information for each Performance Measure that applies to this objective. Types of Performance Measures:

How the Agency is Measuring its Performance		_
Objective Number and Description	Objective 4.2.4 - Provide outsource opportunities that meet clients' job	
	readiness training needs and local labor market and industry needs.	
Performance Measure:	Growth in Business Partnership Network	
Type of Measure:	Outcome	
Results		
2013-14 Actual Results (as of 6/30/14):	+48 for total of 343 members	
2014-15 Target Results:	increase	
2014-15 Actual Results (as of 6/30/15):	+8 for total of 351 members	
2015-16 Minimum Acceptable Results:	increase	
2015-16 Target Results:	increase	
Details		
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	No	Insert any further explanation
What are the names and titles of the individuals who chose this as a performance measure?	SCVRD Commissioner	

Mka his manfarmana manana manana ahanan?	Encolorance and a seiting compatible assessment to exceed the section of self-thirty and
Why was this performance measure chosen?	Employers are a critical aspect of a successful vocational rehabilitation
	program; a thriving network of business partners enhances opportunities for
	competitive employment of agency clients and also leads to outsource
	agreements with business and industry to provide job readiness training to
	clients at SCVRD work training centers throughout the state. Desire to meet
	employer needs for qualified, prepared candidates, and to get input from
	employers related to demand-driven training. Benefits of employer advocacy
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	CORF
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Continued growth is essential as the newly-implemented Workforce
made on setting it at the level at which it was set?	Innovation and Opportunity Act emphasizes, and will eventually include
	performance measures for, successful partnerships with business and industry
	to provide competitive, integrated employment of people with disabilities.
Developed the section of the section	V
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
	Ü
Type of Measure:	Outcome
Results	
2013-14 Actual Results (as of 6/30/14):	
2014-15 Target Results:	55.8%
2014-15 Actual Results (as of 6/30/15):	57.9%
2015-16 Minimum Acceptable Results:	55.8%
2015-16 Target Results:	55.8%
Details	
Does the state or federal government require the agency to track this? (provide any additional explanation needed,	Yes
two cells over)	
two cells over)	
What are the names and titles of the individuals who chose this as a performance measure?	Rehabilitation Services Administration (RSA), U.S. Department of Education
	a comp
Why was this performance measure chosen?	reflects impact of SCVRD program on employment of state's residents with
	disabilities who participate in job readiness training activities at the agency's
	work training centers.
If the target value was not reached in 2014-15, what changes were made to try and ensure it was reached?	
What are the names and titles of the individuals who chose the target value for 2015-16?	Nationally-established indicator
What was considered when determining the level to set the target value in 2015-16 and why was the decision finally	Nationally-established indicator
	reactionally established indicator
made on setting it at the level at which it was set?	
Based on the performance so far in 2015-16, does it appear the agency is going to reach the target for 2015-16?	Yes
If the answer to the question above is "questionable" or "no," what changes are being made to try and ensure it is	
reached or what resources are being diverted to ensure performance measures more likely to be reached, are	
<u> </u>	
reached?	

POTENTIAL NEGATIVE IMPACT

Instructions: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing this objective. Next to, "Most Potential Negative Impact,"						
Most Potential Negative Impact decrease in demand-driven employment opportunities for SCVRD clients; decrease in quantity and diversity of job readiness training opportunities.						
Level Requires Outside Help	When Rehabilitation Services Administration (RSA) determines that performance is substandard. Agency is also in transition to new federal performance standards. Previously two					
	consecutive years of substandard performance on primary indicators triggered reviews.					
Outside Help to Request	RSA and its associated Technical Assistance Centers					

Level Requires Inform General Assembly	When RSA does not resolve through monitoring and as.	sistance						
3 General Assembly Options	continued open communication with legislative committee members to address gaps							
EVIEWS/AUDITS								
	views, audits, investigations or studies ("Reviews")	of the agency which occurred during the past fiscal year that relates/imp	pacts this objective. Please remembe					
Matter(s) or Issue(s) Under Review		Entity Performing the Review and Whether Reviewing Entity External or	Date Review Began (MM/DD/YYYY) and					
	policy, etc.)	Internal	Date Review Ended (MM/DD/YYYY)					
PARTNERS								
		orking with that help the agency accomplish this objective. Under the "\	Ways Agency works with Current					
Current Partner Entity	Ways Agency Works with Current Partner	Is the Partner a State/Local Government Entity; College, University; or						
/R Business Partnership Network	more than 500 business/industry partners provide	Other Business. Association. or Individual?						
R Business Partnership Network		private and public businesses and organizations						
	employment opportunities, assist with development of demand-driven job readiness training; outsource work							
	3							
	to VR work training centers, assist with disability awareness initiatives and rehabilitation							
	technology/jobsite accommodations for workers with							
ocal Workforce Development Boards and Business Services	development of business relationships to enhance	combination public and private						
eams	employment opportunities for SCVRD clients							
.C. Technical Colleges System	Demand-driven vocational training for persons with	State						
	disabilities, manufacturing certification to enhance							
State and Local Chambers of Commerce	disabilities, manufacturing certification to enhance marketability for SCVRD clients development of business relationships to enhance	chambers of commerce						

Strategic Budgeting

This is the next chart because once the agency determines its goals, strategies and objectives, as well as the programs that will best allow the agency to accomplish its objectives, the agency needs to determine how to allocate its funds to most effectively and efficiently accomplish the objectives. After allocating the funds to the objectives, the agency may decide to go back and revise which associated programs it will continue, curtail or eliminate in order to most effectively and efficiently accomplish its goals and objectives.

Agency Responding	S.C. Vocational Rehabilitation Department
Date of Submission	25-Feb-16
Fiscal Year for which information below pertains	2015-2016

IMPORTANT TIME SAVING NOTE: Please note that only one year of budgeted funds is requested. Once an agency is under study with the House Legislative Oversight Committee, the Committee may request information on how the agency budgeted and spent money for the previous five years. If an agency is chosen for study five years from now, the agency can quickly and easily combine the information from this chart for each of the last five years.

Part A Instructions: Estimated Funds Available this Fiscal Year (2015-16)

1) Please enter each source of funds for the agency in a separate column. Group the funding sources however is best for the agency (i.e. general appropriation programs, proviso 18.2, proviso 19.3, grant ABC, grant XYZ, Motor Vehicle User Fees, License Fines, etc.) to provide the information requested below each source (i.e. state, other or federal funding; recurring or one-time funding; etc.). The agency is not restricted by the number of columns below so please delete or add as many as needed. However the agency chooses to group its funding sources, it should be clear through Part A and B, how much the agency estimates it has available to spend and where the agency has budgeted the funds it has available to spend.

<u>Part B Instructions</u>: How Agency Budgeted Funds this Fiscal Year (2015-16)

- 1) Enter each agency objective and description (i.e. Objective 1.1.1 insert description of objective). The agency can insert as many rows as necessary so that all objectives are included.
- 2) After entering all of the objectives, enter each "unrelated purpose" for which money received by the agency will go (i.e. Unrelated Purpose #1 insert description of unrelated purpose) on a separate row. An "unrelated purpose" is money the agency is legislatively directed to spend on something that is not related to an agency objective (i.e. pass through, carry forward, etc.).
- 3) Enter how much money from each source of funds the agency budgets to spend on each objective and unrelated purpose. The "Total budgeted to spend on objectives and unrelated purposes" for each source of funds in Part B should equal the "Amount estimated to have available to spend this fiscal year" in Part A.

Explanations from the Agency regarding Part A:			Insert any additional explanations the agency would like to provide related to the information it provides below.					
PART A Estimated Funds Available this	Source of Funds:	Totals	Federal Vocational Rehabilitation Grant to States - Basic Services Program	State Matching Funds for Vocational Rehabilitation Grant to States - Basic Services Program	Other Funds for Vocational Rehabilitation Grants to States - Basic Support Program; Program	Federal Social Security Disability Insurance Trust Fund - Reimbursement Grant for SSI/SSDI claims	Other Funds - SCHHS and SCRS Cooperative Agreements for SSI/SSDI claims	Etc.
Fiscal Year (2015-16)	Is the source state, other or federal funding:	Totals	Federal	State	Other	Federal	Other	State, Federal or Other Funds?
	Is funding recurring or one-time?	Totals	Annual Formula Grant	Recurring	Recurring	Recurring	Recurring	Recurring or one-time funding?
	\$ From Last Year Available to Spend this Year							
	Amount available at end of previous fiscal year	\$4,558,537	\$1,916,333	\$0	\$1,908,997	\$0	\$733,207	
	Amount available at end of previous fiscal year that agency can actually use this fiscal year:	\$4,558,537	1,916,333	0	1,908,997	0	733,207	
	If the amounts in the two rows above are not the same, explain why:	Enter explanation for each fund to the right						
	\$ Estimated to Receive this Year							
	Amount budgeted/estimated to receive in this fiscal year:	\$158,589,519	59,963,913	14,883,780	31,223,826	49,166,784	3,351,216	
	Total Actually Available this Year							
	Amount estimated to have available to spend this fiscal year (i.e. Amount available at end of previous fiscal year that agency can actually use in this fiscal year PLUS Amount budgeted/estimated to receive this fiscal year):	\$163,148,056	61,880,246	14,883,780	33,132,823	49,166,784	4,084,423	

Strategic Budgeting

Explanations from the Agency regarding Part B:

Insert any additional explanations the agency would like to provide related to the information it provides below.

PART B
How Agency
Budgeted Funds
this Fiscal Year
(2015-16)

Source of Funds: (the rows to the left should populate automatically from what the agency entered in Part A)	Totals	Federal Vocational Rehabilitation Grant to	State Matching Funds for Vocational Rehabilitation	Vocational Rehabilitation	,	Other Funds - SCHHS and SCRS Cooperative	Etc.
		States - Basic Services Program	Grant to States - Basic Services Program	Grants to States - Basic Support Program; Program Income & Other		Agreements for SSI/SSDI claims	
is source state, other or federal funding: (the rows to the left should populate automatically from what the agency entered in Part A)	Totals	Federal	State	Other	Federal	Other	State, Federal or Other Funds?
Restrictions on how agency is able to spend the funds from this source:	n/a						
Amount estimated to have available to spend this fiscal year: (the rows to the left should populate automatically from what the agency entered in Part A)	\$163,148,056	\$61,880,246	\$14,883,780	\$33,132,823	\$49,166,784	\$4,084,423	\$0
Are expenditure of funds tracked through SCEIS? (if no, state the system through which they are recorded so the total amount of expenditures could be verified, if needed)	n/a						
Where Agency Budgeted to Spend Money this Year							
Strategy 1.1 - Improve the quality of employment outcomes for eligible individuals with disabilities:	\$33,851,101	25,914,073	7,208,698	728,330			
Strategy 1.2 - Enhance school-to-work transition services:	\$21,642,986	16,568,369	4,608,634	465,983			
Strategy 1.3 - Enhance job driven vocational training programs:	\$29,279,388	5,385,064	1,093,810	22,800,514			
Strategy 2.1 - Provide training to equip staff to provide quality vocational rehabilitation services: and Strategy 2.2 - Foster opportunities for professional growth and the enhancement of future leadership:	\$827,405	719,802	92,348	15,255			
Stragegy 3.1 - Successful outcomes for clients and claimants using resources efficiently:	\$72,535,339	6,557,695	1,113,771	8,779,633	51,836,926	4,247,314	
Strategy 3.2 - Continued evaluation and improvement of key	\$989,796	745,494	244,302				
Strategy 3.3 - Ensure safety and adequacy of infrastructure:	\$1,701,532	1,461,774	47,786	191,972			
Strategy 4.1 - Increase collaboration with other state agencies	\$398,481	247,345		151,136			
and community organizations. Strategy 4.2 - Mutually beneficial partnerships with business and industry that provide employment/training opportunities for clients:	\$1,922,028	1,447,597	474,431				
Total Budgeted to Spend on Objectives and Unrelated Purposes: (this should be the same as Amount estimated to have available to spend this fiscal year)	\$163,148,056	\$59,047,213	\$14,883,780	\$33,132,823	\$51,836,926	\$4,247,314	

A 6 P	T .	1		1	1
Agency Responding					
Report #	1	2	3		4
Report Name:	Agency Restructuring Report	Accountability Report	State IT Plan	Bank Account Transparency and Accountability	GCR-1 - Grants and Contract Review
Why Report is Required					
Legislative entity requesting the agency complete the report:	House Legislative Oversight Committee	Executive Budget Office	Department of Administration		Executive Budget Office
Law which requires the report:	Section 1-30-10(G)	Section 1-1-810	Section 11-35-1580 and Proviso 117.118	Proviso 117.88 of the Appropriation Act– Bank Account Transparency and Accountability (2014-2015)	SC Code Section 2- 65-30 - 2-65-50
Agency's understanding of the intent of the report:	To identify opportunities for cost savings and increased efficiencies among state agencies.	Report on the agency's performance for review by the Governor and the General Assembly. The Accountability Report provides for both a discussion of prior year expenditures and associates expenditures with prospective goals, strategies and objectives to move the agency forward in future years.	To collect information about state Technology purchases	Each state agency, except state institutions of higher learning, which has composite reservoir bank accounts or any other accounts containing public funds which are not included in the Comptroller General's Statewide Accounting and Reporting System or the South Carolina Enterprise Information System shall prepare a report for each account disclosing every transaction of the account in the prior fiscal year	
Year agency was first required to complete the report:	for SFY 2014	Unknown	1997		

	Reporting frequency (i.e. annually, quarterly, monthly):	Annual	Annual	Annually	Annually	For each new federal allocation of funds
	Information on Most Recently Submitted Report					
	Date Report was last submitted:		15-Sep-15	October 1, 2015	Oct-15	12/22/2015
	Timing of the Report					
	Month Report Template is Received by Agency:	November	Jun-15	September 15, 2015	September/October received email	
	Month Agency is Required to Submit the Report:	January	September	October	October	
	Where Report is Available & Positive Results					
Information	To whom the agency provides the completed report:	House Legislative Oversight Committee	Executive Budget Office	Online to Department of Administration	SC Department of Administration - Executive Budget Office	Bonny Anderson
in all these rows should be for when	Website on which the report is available:	www.scstatehouse.gov	www.scstatehouse.gov	Internal to Department of Administration	http://www.admin.sc.gov/budg et	
the agency completed the report most recently	If it is not online, how can someone obtain a copy of it:			Contact Department of Administration	N/A	Contact Executive Budget Office
	Positive results agency has seen from completing the report:	Ties together mission, programs, and fiscal/performance accountability and helps identify opportunities for enhancement of performance measures.	Ties together agency strategic plan with performance measures/outcomes; demonstrates accountability in efficiency and effectiveness; allows opportunities to describe current initiatives and challenges.		N/A	

Report Report U.S. Department of									
PR - Federal Project Francial Report									
Program/Cost Report Program/Cost Report Commission Report Cost Report Costs Report	5	6	7	8	9	10	11	12	13
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According to the following process of the Rehabilitation Act. U.S. Department of Education—Office of Superial Education and Rehabilitative Services Administration Servic	Review	Financial Report	Program/Cost Report	Cumulative Caseload	Report	Closing Packages			Assembly
Section 2-65 Section 2-65 Sections 8(b), 19, 1970(a)(2)(H), 107(a)(2)(H), 107(a)(1)(H), 107(a)(H), 107(a)(H), 107(a)(H), 107(a)(Report					
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Rehabilitation Act		2009						FY2003 - 2004	
amendments of 1973.									

		Quarterly	Annually for FY 2016; Quarterly beginning FY 2017.	Annually	Annually	Annually	Annually
12/15/2015	12/16/2015	01/25/2016	11/19/2015	07/01/2015 – 11/15/2015	Feb-15	Sep-15	October 2015
_	т	1	T	1	T	T	
			As issued by RSA.				September
December for Final	December	October	November	Various dates between	Last Day of February	August/September	October
пероге				07/01 to 11/15			
Rehabilitation Services	Rehabilitation Services	Rehabilitation Services	Rehabilitation Services	SC Comptroller General's	SC Department of	SC Comptroller General's	S.C. Human Affairs Commission
Administration	Administration	Administration	Administration	Office	Administration - Executive Budget Office	Office	
	www.rsa.ed.gov	www.rsa.ed.gov	www.rsa.ed.gov	N/A	N/A		http://www.scstatehouse.gov/reports/reports.php
Contact Rehabilitation Services Administration				Contact SC Vocational Rehabilitation.	Contact South Carolina Vocational Rehabilitation Department		
	SCVRD uses to compile comparative data for performance		SCVRD uses to compile comparative data for performance	Data is used for the South Carolina CAFR			Helps maintain awareness of affirmative action and diversity in our personnel practices (hiring, promotions, etc.)
	December for Final Report Rehabilitation Services Administration Contact Rehabilitation	December for Final Report Rehabilitation Services Administration Rehabilitation Services Administration Www.rsa.ed.gov Contact Rehabilitation Services Administration SCVRD uses to compile comparative	Rehabilitation Services Administration Services Administration Services Administration Services Administration SCVRD uses to compile comparative	12/15/2015 12/16/2015 01/25/2016 11/19/2015	12/15/2015 12/16/2015 01/25/2016 11/19/2015 07/01/2015 - 11/15/2015	12/15/2015 12/16/2015 01/25/2016 11/19/2015 07/01/2015 - 11/15/2015 Feb-15	12/15/2015 12/16/2015 01/25/2016 11/19/2015 07/01/2015 11/15/2015 Feb-15 Sep-15

14	15
Survey of Occupational Injuries	Form RSA – 722 Annual
and Illnesses	Report on Appeals Process
US Department of Labor Bureau	US. Department of
of Labor Statistics	Education, Rehabilitation
	Services Administration
Public Law 91-596	Section 102(c)(8)of the
- 11 11 14 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Rehabilitation Act, as
	amended by the Workforce
	Innovation and Opportunity
	Act
	ACI
Provide data for BLS workplace	The report is mandated by
injuries and illnesses report	law; it assists the RSA
	Commissioner in monitoring
	the appeals process in the
	designated State agencies
	that have been established
	to provide vocational
	rehabilitation services to
	eligible individuals with
	disabilities.
	uisabilities.
	Not able to determine
	(possibly since inception of
	the Rehab Act of 1973)
	the Kellab Act Of 1973)

Annually	Annually
January 2015	Oct-15
January 2013	00013
January	October
January of the following year	Within 30 days after the end
	of the federal fiscal year
SCDLLR	Edward West, RSA staff
	member
	www.rsa.ed.gov
From SCVRD, Legal, Safety, and	Online
Risk Management	Offilite
NISK Management	
	Lower number of impartial
	hearings in comparison to
	other state VR agencies

Restructuring Recommendations and Feedback

Agency Responding	S.C. Vocational Rehabilitation Department	
Date of Submission	25-Feb-16	
Fiscal Year for which information below pertains	2015-16	

RESTRUCTURING RECOMMENDATIONS

Instructions: Please answer the questions below and add as many rows as needed.

Does the agency have any recommendations, minor or major, for restructuring?

If the agency has recommendations for restructuring, list each one on a separate row in the chart below. Add as many rows as needed.

Does the agency recommendation require legislative action?	Recommendation for restructuring

FEEDBACK (Optional)

Instructions: Please answer the questions below to provide feedback on this Annual Restructuring Report ("Report").

Please list 1-3 benefits the agency sees in the public having access to the information requested in the Report, in the format it was requested.		Now that the agency has completed the Report, please list 1-3 things the agency could do differently next year (or it could advise other agencies to do) to complete the Report in less time and at a lower cost to the agency.
	Ties together mission, programs and fiscal/performance accountability. Enables	1
accountability of agencies	viewing of performance measures specific to objectives and to identify opportunities	
	for development or improvement of measures	
2	2	2
3	3	3

burdensome than last year's?	Please list 1-3 changes to the Report questions, format, etc. the agency recommends to ensure the Report provides the best information to the public and General Assembly, in the least burdensome way to the agency.	Please add any other feedback the agency would like to provide (add as many additional rows as necessary)
No.	Formatting that would automatically populate corresponding sections in the report to avoid necessity for cutting and pasting (in some instances more than once if edits occur to first draft)	
Why or why not?	2	
Extensive detail for each objective and time involved with repopulating information required in mulitple locations within the report; also the difficulty in pinpointing exact expenditures for single objectives that involve resources shared with multiple other objectives.	3	

Agencies are not required to do anything in this worksheet. This worksheet is part of the document so the proper drop down menues can be available in the other tabs.

Is Performance Measure Required?

State Federal

Only Agency Selected

Type of Performance Measure

Outcome Efficiency Output Input/Explanatory/Activity

Is the Partner a State/Local Government Entity; College, University; or Other Business, Association, or Individual?

State/Local Government Entity College/University Business, Association or Individual

Does the Agency have any restructuring recommendations

Yes

No

Does the agency believe this year's Restructuring Report was less burdensome than last year's?

Yes

No