



DISTRICT OF COLUMBIA NATIONAL GUARD PROPOSED FY 2025 PERFORMANCE PLAN

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1 DISTRICT OF COLUMBIA NATIONAL GUARD

Mission: To provide exceptional customer support to the DC National Guard, while serving the District and the Community. “Working together towards tomorrow!”

Services: Provide premier services to the DC National Guard through human resources, logistics, procurement, finance, and program management.

2 PROPOSED 2025 OBJECTIVES

Strategic Objective

DCNG strengthens the community through services, outreach, and increased utilization of the DC Armory and Capital Guardian Youth Challenge Academy's physical campus.

DCNG defines the pathways, programs, and processes to create opportunities to continuously develop District employees through assignments and activities aimed at advancing their career trajectory.

DCNG provides high-quality community-based programs, supports, and opportunities to help At-Risk youth succeed and supports the District's values of Equity and Opportunity.

DCNG ensures timely support to the District Government during emergencies, civil disturbances, and natural disasters.

3 PROPOSED 2025 OPERATIONS

Operation Title	Operation Description	Type of Operation
DCNG strengthens the community through services, outreach, and increased utilization of the DC Armory and Capital Guardian Youth Challenge Academy's physical campus.		
Community Outreach	DCNG serves the community by providing access to services and programs	Daily Service
Programs and Services	DCNG offers programs to District residents ages 6-18.	Daily Service
DCNG defines the pathways, programs, and processes to create opportunities to continuously develop District employees through assignments and activities aimed at advancing their career trajectory.		
Employee Performance Management	Managing DCNG's Performance Management to include training, reporting, and completion.	Daily Service
DCNG provides high-quality community-based programs, supports, and opportunities to help At-Risk youth succeed and supports the District's values of Equity and Opportunity.		
Service, support, and opportunity provision	Connect At-Risk Youth to services, support, and opportunities to help them succeed and become productive citizens in the District	Daily Service
Mentor recruiting and management	Recruit and monitor mentors that respond to the CGYCA's cadet's needs and development	Daily Service
DCNG ensures timely support to the District Government during emergencies, civil disturbances, and natural disasters.		
Domestic Operations	Codify the DCNG's capabilities and commitment to the citizens of the District	Key Project

4 PROPOSED 2025 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

Key Performance Indicators

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
DCNG strengthens the community through services, outreach, and increased utilization of the DC Armory and Capital Guardian Youth Challenge Academy's physical campus.					
Number of attendees at DCNG sponsored outreach sessions	Up is Better	New in 2023	53	1000	1000
Number of attendees at DCNG sponsored programs	Up is Better	New in 2023	82	1000	1000
DCNG defines the pathways, programs, and processes to create opportunities to continuously develop District employees through assignments and activities aimed at advancing their career trajectory.					
Percent of DCNG employee performance plans completed	Up is Better	New in 2023	0%	75%	75%
Percent of DCNG employee performance evaluation completed	Up is Better	New in 2023	0%	75%	75%
DCNG provides high-quality community-based programs, supports, and opportunities to help At-Risk youth succeed and supports the District's values of Equity and Opportunity.					
Percent of cadets with a job or enrolled in school or training at graduation	Up is Better	New in 2023	100%	75%	75%
Percentage of cadets that graduate	Up is Better	New in 2023	95%	100%	100%

Workload Measures

Measure	FY 2022	FY 2023
Domestic Operations		
Number of days DCNG was activated to support the District's Emergency Response Plan	New in 2023	0
Number of events DCNG supported in response to the District's Emergency Response Plan	New in 2023	4