



# **DISTRICT OF COLUMBIA NATIONAL GUARD FY 2024 PERFORMANCE PLAN**

**DECEMBER 1, 2023**

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# 1 DISTRICT OF COLUMBIA NATIONAL GUARD

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*Mission:* Joint Force Headquarters-District of Columbia (JFHQ-DC) maintains and provides trained and ready D.C. National Guard (DCNG) units, personnel, and equipment to achieve the federal war-fighting mission, to support the District of Columbia Emergency Response Plan, and to add value to the community through local programs. JFHQ-DC facilitates the integration of federal and state activities to provide expertise and situational awareness to the District of Columbia and the Department of Defense.

*Services:* Federal mission is to support the readiness of DCNG units to perform the federally assigned mission, both at home and abroad. District of Columbia personnel provides direct support to key functional areas including operations, training, and readiness to ensure DCNG units can defend the nation and the Capital. The District Mission (Emergency Preparedness and Response) is to prepare for and respond to requests for National Guard support from the Mayor, lead federal agencies within the National Capital Region, and Joint Force Headquarters - National Capital Region (JFHQ-NCR). The community mission is to maximize the use of available Department of Defense family and youth programs to support the citizens of the District of Columbia.

## 2 2024 OBJECTIVES

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### Strategic Objective

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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.

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### 3 2024 OPERATIONS

Operation Title	Operation Description	Type of Operation
<b>DCNG strengthens the community through services, outreach, and increased utilization of the DC Armory and Capital Guardian Youth Challenge Academy's physical campus.</b>		
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
<b>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.</b>		
Employee Performance Management	Managing DCNG's Performance Management to include training, reporting, and completion.	Daily Service
<b>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.</b>		
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
<b>DCNG ensures timely support to the District Government during emergencies, civil disturbances, and natural disasters.</b>		
Domestic Operations	Codify the DCNG's capabilities and commitment to the citizens of the District	Key Project

## 4 2024 STRATEGIC INITIATIVES

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Title	Description	Proposed Completion Date
Continue to serve District youth through the Youth Leaders Camp	The program serves District area youth through the Youth Leaders Camp (100 students), a two-week summer program for students between the ages of 11 and 15. The program provides leadership training and exposure to the DCNG	9/30/2024

## 5 2024 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

### Key Performance Indicators

Measure	Directionality	FY 2021	FY 2022	FY 2023	FY 2024 Target
<b>DCNG strengthens the community through services, outreach, and increased utilization of the DC Armory and Capital Guardian Youth Challenge Academy's physical campus.</b>					
Number of attendees at DCNG sponsored outreach sessions	Up is Better	New in 2023	New in 2023	53	1000
Number of attendees at DCNG sponsored programs	Up is Better	New in 2023	New in 2023	82	1000
<b>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.</b>					
Percent of DCNG employee performance plans completed	Up is Better	New in 2023	New in 2023	0%	75%
Percent of DCNG employee performance evaluation completed	Up is Better	New in 2023	New in 2023	0%	75%
<b>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.</b>					
Percent of cadets with a job or enrolled in school or training at graduation	Up is Better	New in 2023	New in 2023	100%	75%
Percentage of cadets that graduate	Up is Better	New in 2023	New in 2023	95%	100%

Workload Measures

Measure	FY 2021	FY 2022	FY 2023
<b>Domestic Operations</b>			
Number of days DCNG was activated to support the District's Emergency Response Plan	New in 2023	New in 2023	0
Number of events DCNG supported in response to the District's Emergency Response Plan	New in 2023	New in 2023	4