



# **DISTRICT OF COLUMBIA NATIONAL GUARD**

## **FY 2023 PERFORMANCE ACCOUNTABILITY REPORT**

**JANUARY 16, 2024**

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# **1 DISTRICT OF COLUMBIA NATIONAL GUARD**

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*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.

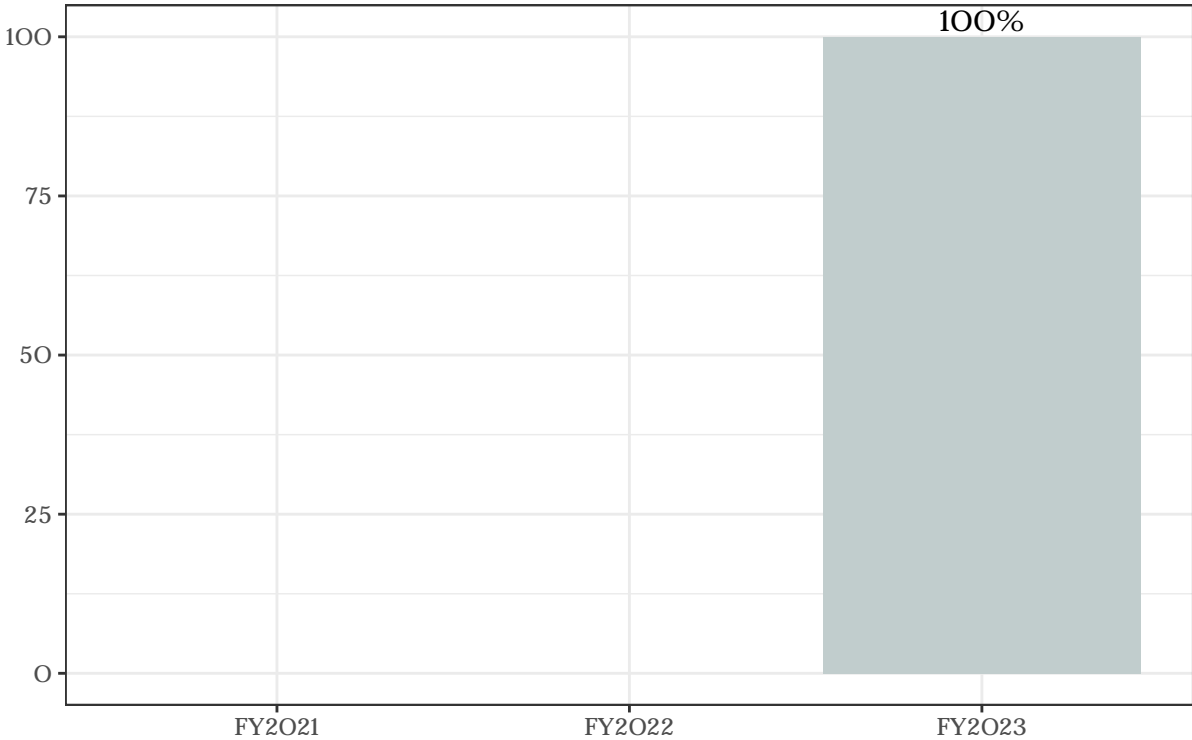
## 2 2023 ACCOMPLISHMENTS

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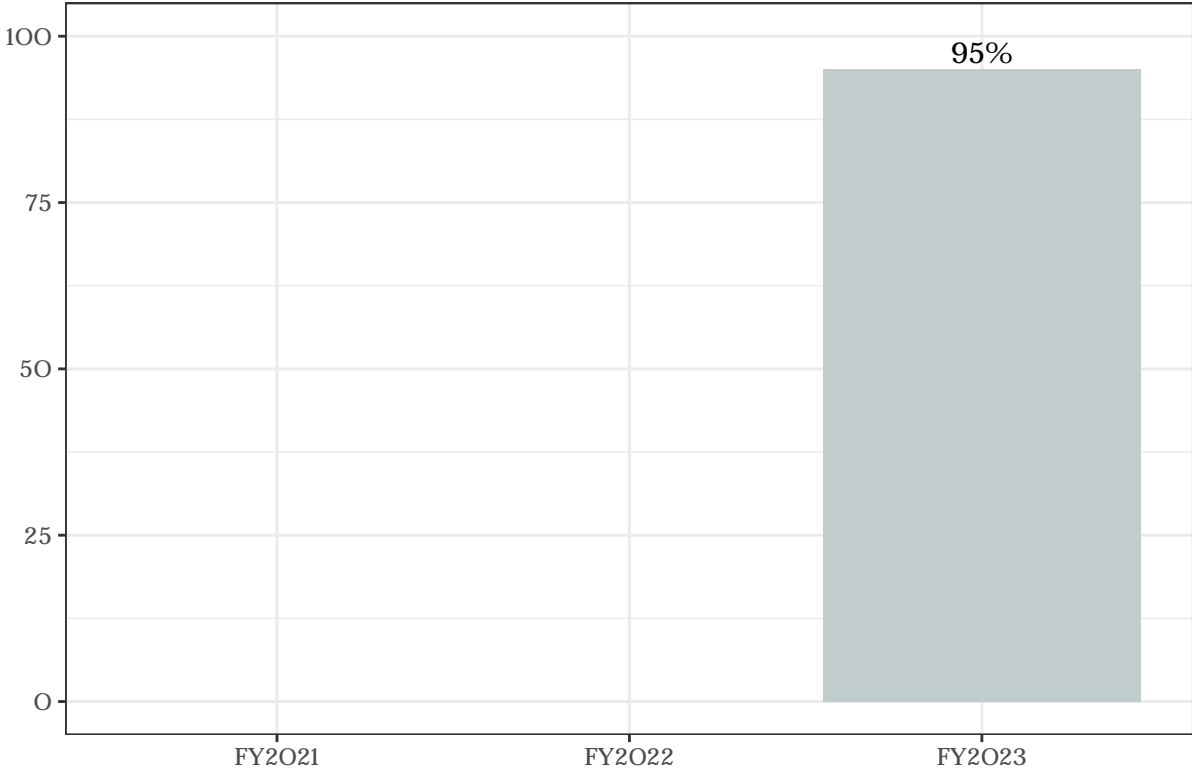
Accomplishment	Impact on Agency	Impact on Residents
DCNG expanded the Capital Guardian Youth Challenge Academy (CGYCA) recruitment efforts by partnering with MOVA, MPD, and DCPS. The partnership builds on the successes of the expanded digital outreach efforts with a strategic face-to-face presence.	The CGYCA is the nexus between DCPS and DYRS. Providing support and intervention to District teens is important to their future and the safety of our residents.	Recruiting remains a top priority for the CGYCA and a critical need. When teens enroll in the CGYCA, it addresses the District's truancy and absenteeism challenges.
Sponsored fifteen young girls from Wards 5, 7, and 8 to attend iThings 2 Collar Greens Summer Camp.	The DCNG is part of the community, works in the community, and serves the community. In addition to developing and improving their capabilities through education and the arts, the young girls were introduced to the DC National Guard and the missions of the Army and Air Force and briefed on how the Guard serves the District and our Nations.	The DCNG is committed to supporting the Bowser administration's ongoing commitment to racial equity and opportunity. Affording these young girls an opportunity to attend camp provided exposure and an environment to foster and advance personal growth. Moreover, the camp educated the young girls on how to surpass societal expectations and standards, and to advance the preservation of the community.

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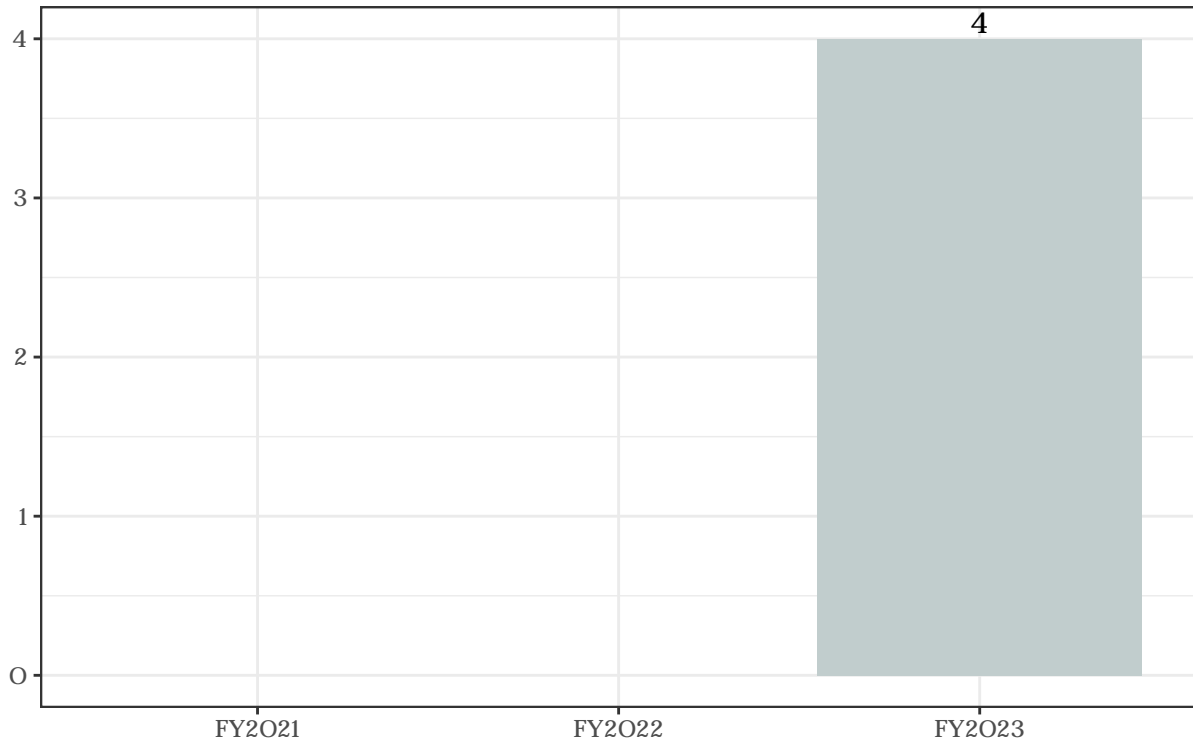
Percent of cadets with a job or enrolled in school or training at graduation



Percentage of cadets that graduate



Number of events DCNG supported in response to the District's Emergency Response Plan



### 3 2023 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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## 4 2023 OPERATIONS

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Operation Title	Operation Description
<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: Daily Service	DCNG serves the community by providing access to services and programs
Programs and Services: Daily Service	DCNG offers programs to District residents ages 6-18.
<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: Daily Service	Managing DCNG's Performance Management to include training, reporting, and completion.
<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: Daily Service	Connect At-Risk Youth to services, support, and opportunities to help them succeed and become productive citizens in the District
Mentor recruiting and management: Daily Service	Recruit and monitor mentors that respond to the CGYCA's cadet's needs and development
<b>DCNG ensures timely support to the District Government during emergencies, civil disturbances, and natural disasters.</b>	
Domestic Operations: Key Project	Codify the DCNG's capabilities and commitment to the citizens of the District



## 5 2023 STRATEGIC INITIATIVES

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In FY 2023, District of Columbia National Guard had 1 Strategic Initiatives and completed 100%.

Title	Description	Update
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 successful students between the ages of 11 and 15. The program provides leadership training	Completed to date: Complete The board of directors opted to cancel the FY23 Youth Leaders Camp. In its place, the DCNG sponsored iThings 2 Collard Greens Camp. The two-week camp was attended by young women from Ward 8 (3), Ward 4 (1), and Ward 5 (8). The mission of the camp is to: 1. To instruct and train young girls from the District for the purpose of developing and improving their capabilities through education and arts. 2. To foster and advance the personal growth of young women and families through instruction and educational activities in health, wellness, literature, visual arts, and performing arts 3. To educate young girls on how to surpass societal expectation and standards and to advance the preservation of the community.

## 6 2023 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

### Key Performance Indicators

Measure	Directionality	FY 2021	FY 2022	FY 2023 Q1	FY 2023 Q2	FY 2023 Q3	FY 2023 Q4	FY 2023	FY 2023 Target	Was 2023 KPI Met?	Explanation of Unmet KPI
<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	Annual Measure	Annual Measure	Annual Measure	Annual Measure	53	New in 2023	New in 2023	
Number of attendees at DCNG sponsored programs	Up is Better	New in 2023	New in 2023	Annual Measure	Annual Measure	Annual Measure	Annual Measure	82	New in 2023	New in 2023	
<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	Annual Measure	Annual Measure	Annual Measure	Annual Measure	0%	75%	New in 2023	
Percent of DCNG employee performance evaluation completed	Up is Better	New in 2023	New in 2023	Annual Measure	Annual Measure	Annual Measure	Annual Measure	0%	75%	New in 2023	
<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	Semi-Annual Measure	Waiting on Data	Semi-Annual Measure	100%	100%	New in 2023	New in 2023	
Percentage of cadets that graduate	Up is Better	New in 2023	New in 2023	Semi-Annual Measure	Waiting on Data	Semi-Annual Measure	95%	95%	New in 2023	New in 2023	

Workload Measures

Measure	FY 2021	FY 2022	FY 2023 Q1	FY 2023 Q2	FY 2023 Q3	FY 2023 Q4	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	Annual Measure	Annual Measure	Annual Measure	Annual Measure	0
Number of events DCNG supported in response to the District's Emergency Response Plan	New in 2023	New in 2023	Annual Measure	Annual Measure	Annual Measure	Annual Measure	4