



**DEPARTMENT OF HEALTH AND HUMAN SERVICES
TEAM COMMANDER PERFORMANCE GOALS**

TEAM COMMANDER NAME (Last, First, MI) CLAIRMONT, Toby L.	POSITION TITLE NDMS Team Commander, GS 301.15
ORGANIZATION HHS/OS/ASPR/OPEO/NDMS/TEAM-HAWAII	APPRAISAL PERIOD 01 January 2010 – 31 December 2010

In order to utilize the evaluation process for development and growth, goals and objectives must be identified to measures personal improvement during the next Appraisal Period. Each team commander should consider both strengths and weaknesses for identification of these markers.

Develop at least 5 objectives in the space below. Each objective should include at least one accompanying metric, and each metric should contain a specific target result to be achieved. Metrics should address significant **program** outcomes and improvements such as: enhanced quality of services and healthcare, new knowledge and insight, increased level of performance, and/or improvements in customer satisfaction. All objectives must be achievable during the current fiscal year and all metrics must have performance information available prior to the date the initial summary rating is finalized. If numeric information on performance will not be available by that date, it must be clear how success will be measured. Data sources for all metrics must exist currently, or must be on schedule to be available in time to meet the deadline. For metrics that are expressed as comparisons to past markers, baseline data must be available.

OBJECTIVE	METRIC	TARGET
INCREASE federal team membership	Number of federal team members listed in RMS relative to prior year	25% increase in federal membership over 12-31-2009
REDUCE errors in security packet submissions	Number or errors reported by NDMS Security Chief to Team Commander relative to prior year	Less than 5% errors in security packet submissions (copies of ID cards, photograph and fingerprints)
SUSTAIN team JMATT capabilities	Number of aeromedical missions conducted during CY 2010	At least one (1) aeromedical mission conducted each quarter in support of USAF and/or USCG
EXPAND training and development activities	Number of training and exercise activities reported to NDMS Hq (After-Action Reviews) conducted during CY 2010	At least one (1) significant training and/or exercise activity each quarter
FURTHER ENHANCE functional relationships with pacific territories and states	Written evidence of on-going communication and advance planning for NDMS operations	At least one (1) initiative active with 3 of 5 territories or treaty states (Palau, FSM, RMI, Guam, CNMI, American Samoa)

Signature

Date