



Office of Inspector General

U.S. Department of Homeland Security



Annual Performance Plan

FISCAL YEAR 2026



Office of Inspector General

U.S. Department of Homeland Security

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We are building a model organization founded on the collaborative teamwork of empowered professionals committed to excellence and our core values (integrity, quality, innovation, and respect).

We strive to be a catalyst of change in the management of homeland security by delivering high-impact and high-quality products and services.

-DHS OIG 2022-2026 Strategic Plan

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ACRONYMS

CIGIE	Council of the Inspectors General on Integrity and Efficiency
EOIG	Executive Office of the Inspector General
GAO	U.S. Government Accountability Office
INV	Office of Investigations
OA	Office of Audits
OC	Office of Counsel
OI	Office of Integrity
OIE	Office of Inspections and Evaluations
OIN	Office of Innovation
OM	Office of Management





STRATEGIC GOAL 1

Deliver Results That Promote the Efficiency, Effectiveness, and Integrity of DHS Programs and Operations



OBJECTIVE 1.1

Produce timely, high-quality work products (i.e., audits, inspections, evaluations, investigations) and services that are data-driven and consistent with CIGIE standards, OIG best practices, and Government Auditing Standards.

Strategy 1.1.a

Ensure OIG work products (e.g., audits, inspections, evaluations) are completed within prescribed timeframes.

Performance Metric 1.1.a.1

Performance Metric <i>Measure of Success</i>	FY 26 Target	Strategy Owner(s)
Ensure audits, inspections, and evaluations initiated after October 1, 2021*, will be delivered in a timely manner. *Excluding cross-agency products. <i>Percentage of audits, inspections, and evaluations that adhere to established or agreed upon timeframe for the issuance of the final report.</i>	57%	OA, OIE

Performance Metric 1.1.a.5

Performance Metric <i>Measure of Success</i>	FY 26 Target	Strategy Owner(s)
Ensure timely response during intake of whistleblower retaliation complaints received by the OIG's Whistleblower Protection Division. <i>Percentage of whistleblower retaliation complaints acknowledged and reviewed within 30 days.</i>	85%	OC



Strategy 1.1.b

Conduct quality reviews of work products (audits, inspections, evaluations, investigations) and ensure compliance with standards to ensure the credibility and reliability of the work performed and recommendations made.

Performance Metric 1.1.b.1

Performance Metric <i>Measure of Success</i>	FY 26 Target	Strategy Owner(s)
Conduct quality reviews of work products (audits/ inspections/evaluations/ investigations) and assess compliance with standards. <i>Number of completed reviews.</i>	3	OI

Strategy 1.1.c

Expand the use of data, data analysis, testing, and automation efforts within the OIG.

Performance Metric 1.1.c.1

Performance Metric <i>Measure of Success</i>	FY 26 Target	Strategy Owner(s)
OIN responds to OIG program offices with complete and accurate products or services. <i>Percentage of complete and accurate products and services provided by the agreed upon suspense date.</i>	92%	OIN



OBJECTIVE 1.3

Focus oversight on high-risk and mission-critical areas and emerging threats while responding to congressional mandates and requests.

Strategy 1.3.a

Use a robust work planning process that employs a strategic, data-driven, risk-based approach and encompasses the nature, scope, and inherent risks of DHS programs, which serves as the basis for annual workplans, to include priority areas of oversight and the allocation of resources.

Performance Metric 1.3.a.1

Performance Metric <i>Measure of Success</i>	FY 26 Target	Strategy Owner(s)
Publish a risk-based audit, inspection, and evaluations work plan, as part of a risk-based planning process, that identifies activities to audit, inspect, and evaluate to be conducted over the course of the fiscal year. <i>Publish a DHS OIG Annual Work Plan, including OA and OIE ongoing and planned projects that incorporates emerging threats and high-risk, mission-critical areas.</i>	December 31, 2025	OIE, OA



Strategy 1.3.b

Ensure investigations conducted represent areas of significant dollar loss, significant deterrent impact, or significant ethics/corruption.

Performance Metric 1.3.b.1

Performance Metric <i>Measure of Success</i>	FY 26 Target	Strategy Owner(s)
Ensure cases opened during the fiscal year fall under case opening criteria established within DHS OIG. <i>Percentage of all cases opened that fall within the case opening criteria.</i>	85%	INV, OI



STRATEGIC GOAL 2

Strengthen Relationships and Build Trust with External Stakeholders



OBJECTIVE 2.1

Communicate and consult regularly with Congress and the DHS on key areas of interest, including work plans and the status of engagements and final products.

Strategy 2.1.a

Establish regular processes for consulting and communicating with Congress on key areas of interest, including public annual workplans, per CIGIE good practice guidance.

Performance Metric 2.1.a.1

Performance Metric <i>Measure of Success</i>	FY 26 Target	Strategy Owner(s)
Provide regular briefings to members of Congress or their staff regarding DHS OIG work products and operations. <i>Number of congressional briefings held.</i>	40	EOIG

OBJECTIVE 2.2

Follow a consistent and transparent approach to the engagement process with the DHS and its components.

Strategy 2.2.a

Coordinate with DHS pertaining to the receipt and resolution of technical and management comments.

Performance Metric 2.2.a.1

Performance Metric <i>Measure of Success</i>	FY 26 Target	Strategy Owner(s)
Assist DHS OIG program offices in the timely resolution of DHS technical comments by providing reviews within the established 5-day time period. <i>Percentage of technical comment reviews completed within the established timeframe.</i>	50%	OC



OBJECTIVE 2.3

Communicate with the public in a timely and transparent manner to build and maintain reputation and instill trust.

Strategy 2.3.a

Establish a continuous process of review for updating the OIG website and other media platforms.

Performance Metric 2.3.a.1

Performance Metric <i>Measure of Success</i>	FY 26 Target	Strategy Owner(s)
Highlight DHS OIG work using authorized social media within 2 business days of public release. <i>Percentage of products highlighted on social media within the established timeframe.</i>	80%	EOIG



STRATEGIC GOAL 3

Build and Sustain Enterprise-wide Governance and Management to Support the Workforce and Optimize Efficiency and Effectiveness



OBJECTIVE 3.1

Create a comprehensive directive framework consistent with internal control standards which provides enterprise-level guidance on procedures in the following areas:

- 1) work planning,
- 2) human capital management,
- 3) performance management,
- 4) quality assurance, and
- 5) managing organizational change.

Strategy 3.1.a

Regular reviews of directives to ensure they are consistent with current standards and to identify opportunities to recalibrate and reflect the evolving mission environment.

Performance Metric 3.1.a.1

Performance Metric <i>Measure of Success</i>	FY 26 Target	Strategy Owner(s)
Implement a Comprehensive Performance Management Directive for employees. <i>Percentage of new supervisors that receive performance management training within 180 days of onboarding.</i>	85%	OM

Performance Metric 3.1.a.4

Performance Metric <i>Measure of Success</i>	FY 26 Target	Strategy Owner(s)
Effectuate organizational change, to include implementing GAO recommendations. <i>Cumulative number of GAO recommendations submitted for closure.</i>	21	EOIG



OBJECTIVE 3.2

Create integrated and user-friendly business systems that support efficient and effective mission and business processes.

Strategy 3.2.a

Ensure business systems currently utilized within DHS OIG provide reliable data, while developing strategic rollout plans for new and/or updated systems.

Performance Metric 3.2.a.1

Performance Metric <i>Measure of Success</i>	FY 26 Target	Strategy Owner(s)
On an annual basis, develop project plans incorporating application and enterprise goals, key business processes, and identified tasks to modernize technology and ensure the on-time implementation of end solutions. <i>Percentage of modernization effort tasks implemented within the established timeframes.</i>	75%	OIN, OM, OC, OI



OBJECTIVE 3.3

Institutionalize advance planning processes to anticipate future needs (e.g., strategic planning, risk assessments, workforce skills, IT infrastructure).

Strategy 3.3.a

Develop annual performance plan to implement strategic goals and objectives and monitor at the organizational and individual levels, incorporating a process for analyzing and communicating the results.

Performance Metric 3.3.a.1

Performance Metric <i>Measure of Success</i>	FY 26 Target	Strategy Owner(s)
Develop the annual performance plan incorporating strategic goals and metrics. <i>Percentage of goals achieved.</i>	85%	OIG-wide



STRATEGIC GOAL 4

Cultivate a Highly Skilled, Flexible, and Engaged Workforce



OBJECTIVE 4.1

Develop an enterprise-level, competence-based approach to human capital management.

Strategy 4.1.a

Identify strategies for translating DHS OIG's strategic priorities into skill sets and competencies.

Performance Metric 4.1.a.1

Performance Metric <i>Measure of Success</i>	FY 26 Target	Strategy Owner(s)
Update position descriptions to reflect knowledge management necessary for specific positions, as identified during the competency review performed. <i>Number of position descriptions updated with key competencies identified.</i>	10	OM

OBJECTIVE 4.3

Promote relevant professional development opportunities across OIG components.

Strategy 4.3.a

Ensure managers have the knowledge and information necessary to effectively manage staff.

Performance Metric 4.3.a.1

Performance Metric <i>Measure of Success</i>	FY 26 Target	Strategy Owner(s)
Provide regular training to managers on relevant management skills, policies, and expectations. <i>Number of managers' information sessions, syncs, or other trainings.</i>	6	OM, EOIG, OC



OBJECTIVE 4.4

Facilitate allocation of staff across units to meet emerging workload demands.

Strategy 4.4.a

Implement processes to ensure senior leadership regularly reviews staffing allocations to ensure those allocations are aligned with DHS OIG priorities and address emerging workload demands.

Performance Metric 4.4.a.1

Performance Metric <i>Measure of Success</i>	FY 26 Target	Strategy Owner(s)
Leadership review of staffing allocations and approval of associated personnel funding plans and hiring actions. <i>Quarterly strategic reviews of staffing plans and budget execution to ensure mission alignment and congressional reporting.</i>	Quarterly	OM



OBJECTIVE 4.5

Develop and sustain timely and effective leadership communication with staff.

Strategy 4.5.a

Engage the workforce in the OIG's work by drawing on their insights to improve OIG mission performance and through timely and accurate communication that reduces communication barriers, uses a variety of mechanisms (townhalls, brown bags, emails, blogs), ensures consistency of messages, establishes the frequency of communication, and allows for employee feedback to include employee satisfaction with leadership communications.

Performance Metric 4.5.a.2

Performance Metric <i>Measure of Success</i>	FY 26 Target	Strategy Owner(s)
Conduct office visits, roundtables, and working groups focused on improving morale, collaborating across functional areas, building effective relationships with dispersed staff, communicating status of work, and evaluating plans and procedures. <i>Percentage of program offices that hold at least five sessions including field office visits, staff brown bags, employee roundtables, or cross component collaboration sessions.</i>	85%	OIG-wide



Revision and Review History

Department of Homeland Security Office of Inspector General Annual Performance Plan

REVIEW / REVISION	DATE

