



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-2
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MAR 20 2012

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Defense Civilian Intelligence Personnel System (DCIPS) Program Evaluation

1. Reference, Program Evaluation Report, Headquarters, Department of the Army, Office of the Assistant Deputy Chief of Staff, G-2, Nov 11, subject: Defense Civilian Intelligence Personnel System: Assessment of the First Year.
2. In anticipation of the Under Secretary of Defense for Intelligence (USD(I)) requirements to conduct regular evaluations of DCIPS, the Army G-2 (Intelligence Personnel Management Office) in collaboration with the Army G-1 (Civilian Personnel), took the initiative to launch the first program evaluation of the initial implementation of the Army DCIPS.
3. The program evaluation objectives were to gather views on the overall effectiveness of Army DCIPS policies, processes, and outcomes; measuring the impact of DCIPS by examining changes across the overall Army workforce. Additionally, the evaluation objectives were to identify strengths and challenges of the DCIPS implementation and provide recommendations for continuous improvement.
4. Approximately 200 Army senior leaders, human resource practitioners, rating and reviewing officials, and the DCIPS workforce (both civilian and military) were interviewed in face-to-face meetings and focus groups held at 4 Army geographic locations: Ft. Belvoir, Virginia (VA); the Pentagon, VA; Ft. Shafter/Schofield Barracks, Hawaii; and Ft. Huachuca, Arizona.
5. Overall, there were some positive findings identified through the evaluation, such as demonstrated senior leader commitment to support the Army DCIPS implementation, increased opportunity for supervisory and DCIPS employee interaction, and helpful DCIPS communications and training. However, the report findings acknowledged there were several opportunities for improvement in the administration and acceptance of DCIPS by Army DCIPS workforce.
6. This office will focus on implementing the following five process improvements over the next 12 months based on the recommendations contained in the above reference, Army DCIPS program evaluation report:

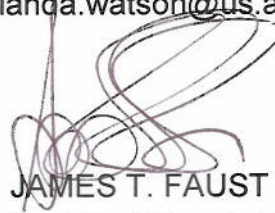
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- a. Continue collaborative efforts under the Army's Civilian Workforce Transformation to provide professional development and career road maps;
- b. Collaborate with USD(I) in the delivery of manager/supervisor DCIPS training (soft skills and military supervisor training);
- c. Deliver regular, timely communications, guidance and outreach to the Commands;
- d. Improve transparency of DCIPS features and flexibilities; and
- e. Engage with USD(I) to develop Performance Appraisal Application Tool improvements.

7. The full report and briefing summarizing the results can be found in the "Spotlight" section of the main page of the Army DCIPS website:
<http://www.dami.army.pentagon.mil/site/dcips/>.

8. The Office of the Deputy Chief of Staff, G-2 point of contact for this action is Ms. Yolanda Y. Watson, Director, Intelligence Personnel Management Office at (703) 695-2443, DSN: 225-2443, email: yolanda.watson@us.army.mil.



JAMES T. FAUST

Assistant Deputy Chief of Staff, G-2

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Evaluation

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