

Colleagues,

As we start the New Year, it is time for public servants and their leaders to establish their 2024 SMART Goals.

SMART Goals are an important tool for providing excellent service to Nebraskans and helping us as individuals grow and succeed in our roles. The SMART acronym stands for Specific, Measurable, Achievable, Relevant, and Timely. SMART goals are set to obtain specific objectives which are measurable to evaluate your success. Goals should be attainable and neither too easy or too difficult. Additionally, they should be relevant to achieving your Division's larger mission, and be accomplished in a time-bound, specific manner. Defining these parameters helps ensure your annual objectives are personally achievable and relevant to your Division's goals. They are another tool for providing efficient, effective customer service to the taxpayers of Nebraska.

Personally, my goals for the coming year include:

- Great customer service in all divisions. Measured by customer service survey responses and time to service in HR, SBD, and TSB.
- Reforming our State Procurement operations by working with the legislature to pass LB461 and implement its provisions.
- Save taxpayer money by supporting the Governor's 3% budget cutting efforts in FY24 and 6% in FY25.
- Timely unmodified opinion with reduced errors on the FY24 ACFR report by State Accounting.
- Reduce government by simplifying our policies (measured by word count), divesting ourselves of property in SBD, and cutting vacant positions.

Right now, a little over half of our agency has finished setting their goals for 2024, so we have some work to do. If you have not finalized your 2024 SMART goals yet, please meet with your manager to do so. These are important for your professional development in addition to achieving success for DAS and the whole of State government. I will be working with my colleagues across State government to increase their agency SMART Goal finalization rates as well. For additional training and resources on SMART goal development, please review the

attachment. For help and consultation on developing your SMART goals you can talk with an HR teammate by visiting [here](#) and choosing “HR Shared Services Contact Listing.”

I am looking forward to another successful year of meeting our individual and team goals!

Regards,

Jason Jackson

Director, Department of Administrative Services