#### **ATTACHMENT 3**

# SPS PROJECT SENIOR PROGRAM MANAGER (SPM) DUTIES & RESPONSIBILITIES

#### 1. ROLE DEFINITIONS

The purpose of this section is to distinguish among the roles interacting with the SPM obtained through this RFR.

- A) Task Order (TO) Procurement Officer Agency staff person responsible for managing the RFR process up to the point of TO award;
- B) TO Manager Agency staff person who oversees the SPM's work performance and administers the TO once it is awarded;
- C) TO Contractor The CATS II Master Contractor awarded a TO as a result of this RFR. The TO Contractor shall provide the SPM resource and be accountable for SPM work performance under the TO.
- D) SPM The person provided by the TO Contractor as a result of this RFR. The SPM is responsible for overall project planning and execution. The SPM is responsible for performing the duties and responsibilities described in this SOW, and for completing all requirements and deliverables under the TO. The SPM reports to the TO Manager and shall oversee and direct the Project Team made up of State and contractual personnel;
- E) Development Contractor The contractor responsible for COTS integration, including their PM and other personnel assigned to the project. The Development Contractor reports to the PM for project purposes with oversight by the TO Manager.

#### 2. DUTIES AND RESPONSIBILITIES

The SPM shall oversee and direct the project team comprised of current State and contractual personnel. Responsibilities include overall project governance and direction, and implementing course corrections as needed. Duties shall focus on project monitoring, control, team integration, change integration, and corrective action as needed. The position shall ensure the application of PMI and State SDLC standards in managing the project.

The SPM shall report to the TO Manager and perform the tasks described in the table below. The SPM shall be capable of performing all assigned tasks with self-sufficiency and minimal guidance from the TO Manager. SPM performance shall be rated each month based on performance in the nine PMBOK knowledge areas as applied to the SPS project, and the quality of the written deliverables described in Section 7 below. (see Exhibit 1 – Deliverable Product Acceptance Form for performance rating criteria).

An asterisk (\*) by the section number below and bold italics identifies a deliverable associated with the duty / responsibility. Refer to Section 7 for full descriptions of all deliverables and time of performance. The SPM is expected to ensure and oversee the creation of any and all written deliverables that do not exist for the project, and review and oversee updating of those that do exist. The SPM will ensure that all deliverables are consistent with standards in the Project

Management Institute (PMI) Project Management Body of Knowledge (PMBOK) and State of Maryland System Development Life Cycle (SDLC) (see Section 3 below).

	Project Management Duties
2.1	Become thoroughly knowledgeable on all aspects of the SPS project.
2.2*	Provide <i>SPS Program Management (Deliverable 7.1)</i> consistent with PMI and PMBOK principles of project management and the State of Maryland SDLC. Manage and integrate project resources including oversight of the project team. Exercise PM best practices for the project and oversee project activities consistent with the nine knowledge areas including:
	<ul> <li>Procurement Management - consisting of procurement planning, contracts planning, authoring solicitations, evaluation, requesting solicitation responses, selecting contractor(s), administering contract(s), and contract(s) closing activities.</li> <li>Schedule Management - consisting of activity definition and sequencing, resource estimating, duration estimating, schedule development, and schedule control activities.</li> </ul>
	<ul> <li>Integration Management - consisting of project plan development, project plan execution, and integrated change control activities.</li> <li>Scope Management - consisting of project initiation, scope planning, scope definition and scope change control activities.</li> </ul>
	• Cost Management - consisting of resource planning, cost estimating, budgeting and cost control activities.
	<ul> <li>Human Resources Management - consisting of organizational planning, project team acquisition and staff development activities.</li> <li>Risk Management - consisting of risk management planning, risk identification,</li> </ul>
	risk quantitative and qualitative analysis, response planning, monitoring, and control activities.
	Quality Management - consisting of quality planning, quality assurance and quality control activities.
	<ul> <li>Communications Management - consisting of communications planning, information distribution, progress and performance reporting, and stakeholder communications management activities.</li> </ul>
2.3*	Review and oversee updating of the <i>Master Project Plan</i> ( <i>Deliverable 7.2</i> ). Ensure that plan components adequately document how the project will be executed, monitored and controlled. Ensure that the plan adequately defines the managerial, technical, and supporting processes and activities necessary for sound project development. Ensure that the plan adequately covers topics such as Scope Management, Schedule Management, Quality Management, Resource Management, Communications Management, Project Change Management, Risk Management, Procurement Management and others as deemed necessary to manage the project.
2.4*	Review and oversee updating of the <i>Work Breakdown Structure (WBS)</i> ( <i>Deliverable 7.3</i> ) consistent with PMBOK standards for all project work.
2.5*	Review and oversee updating of the <i>Integrated Master Schedule (Deliverable 7.4)</i> based on the WBS (see 2.4 above) and usable for tracking project activities. This schedule should include all project management, agency and contractor activities in sufficient detail to manage the project. The schedule should include milestones, deliverables, periods of performance, degrees of completion, and assigned resources for all project activities. The activities duration in the master schedule should be at appropriate level of granularity to manage and track project progress.
	Oversee appropriate updates to the Project Management Plan (see 2.3 above) and

	related project components as outlined in the SDLC.
2.6	Oversee integration of the Development Contractor's plan and methodology into the
2.0	Integrated Master Schedule (see 2.5 above) to track all project progress. Ensure
	appropriate updates to the Project Management Plan (see 2.3 above) and related project
2.7*	components as outlined in the SDLC.
2.7"	Review and oversee updating of the <i>Communications Plan (Deliverable 7.5)</i> for all
	project stakeholders including stakeholder contact list, distribution structure,
	description of information to be disseminated, schedule listing when information will
	be produced and method for updating the communications plan. Ensure all appropriate
	stakeholders have been identified and their requirements and expectations have been
2.0*	documented and managed within the scope of the project.
2.8*	Review and oversee updating of the <i>Risk Management Plan (RMP) and Risk Registry</i>
	(Deliverable 7.6). The RMP shall identify and prioritize potential risks to successful
	completion of the SPS SDLC Phases. The RMP shall incorporate pertinent risk
	information found in the Master Project Status Report (see 2.14 below). The RMP will
2.6	include a Risk Registry of all project risks that will be updated throughout the project.
2.9	Develop, document, implement and issue escalation and resolution processes for the
	project and communicate the process to all stakeholders.
2.10*	Ensure the Project Team has created and is updating a <i>Deliverable Comments Matrix</i>
	(DCM) (Deliverable 7.7) for each deliverable or SDLC product provided by the
	Development Contractor. Ensure that the Project Team reviews, and coordinates the
	review among appropriate stakeholders, of SPS project deliverables for completeness
	and conformance to requirements. Ensure the Project Team documents resulting issues
	and questions in the DCM to be resolved by the Development Contractor prior to
	deliverable acceptance. Ensure the Project Team reviews subsequent updated versions
	of deliverables to confirm all issues and questions have been resolved satisfactorily.
0.114	The DCM process is part of the Quality Assurance Plan (see 2.13 below).
2.11*	Review and oversee updating of the <i>Change Management Plan (Deliverable 7.8)</i> that
	describes the process for making changes to project scope, requirements, or cost as
	necessary. At a minimum, the Change Management Plan should describe the change
	management and approval processes, and the tools used (i.e. change request form,
	change order). Processes should include:
	Coordination with the TO Manager for review and approval of proposed changes to
	the project;
	Coordination with Development Contractor for review and agreement on proposed
	changes; and
	For approved changes, project integration management consistent with the
	PMBOK.
	The SPM should ensure that the Project Team reviews the existing change management
	logs and determine which items will be taken forward for further analysis.
2.12*	Review and oversee updating of the <i>Requirements Traceability Matrix (RTM)</i>
	(Deliverable 7.9) that describes and provides a numbering system for all project
	requirements for traceability through testing. The RTM should include test scenarios
	and acceptance criteria for all technical and functional requirements.
	Ensure that the Project Team participates in requirements development as needed (see
	2.29 below) and traces requirements through testing and implementation via updates to
	the RTM. RTM updates will be in conjunction with weekly requirements / design
	l
	reviews (see 2.14 below). The RTM process is part of the Quality Assurance Plan (see 2.13 below).

2.13*	Review and oversee updating of the <i>Quality Assurance (QA) Plan (Deliverable 7.10)</i>
2.13	that includes the following components at a minimum:
	that includes the following components at a minimum.
	Description of the process for QA on project deliverables via the DCM process
	(see 2.10 above).
	<ul> <li>Description of the process for QA on requirements using the RTM (see 2.12</li> </ul>
	above).
2.14*	Ensure creation and ongoing updating of the <i>Master Status Report (Deliverable 7.11)</i> .
2.17	Oversee weekly Project Team meetings, to include the Development Contractor when
	appropriate, in which design / requirements reviews and discussions on project status,
	risk and issues occur. Require the Project Team to record project status, risk and issue
	dispositions for the past week, and planned activities for the week upcoming, in the
	Status Report. The Status Report should have sections describing PM activities and
	needed updates to the Integrated Master Schedule (see 2.5 above), Master RMP (see
	2.8 above), and RTM (see 2.12 above). The Master Status Report shall contain a
	section for lessons learned from the project and any other pertinent status information.
2.15	Coordinate with the Project Team and Development Contractor to control the project to
	the Project Management Plan (see 2.3 above). Work with the Project Team and
	Development Contractor to address schedule variances. Ensure the documentation of
	schedule variances in the Integrated Master Schedule (see 2.5 above) and Master Status
	Report (see 2.14 above).
2.16	Ensure that the Project Team will collect, organize, store, and manage project
	documents in a central repository. This includes maintaining current and archival files
	(electronic and paper), collecting and distributing information to and from
	stakeholders, and entering updates into Agency internal weekly status reports and
	project tracking systems.
2.17	Function as a liaison between Agency personnel, project stakeholders and the
	Development Contractor.
2.18	Assign other minor duties related to project management support to the Project Team.
	Minor duties may include responding to phone calls and email, making photo copies,
	scheduling and attending ad hoc meetings, engaging in TO performance discussions,
	coordinating Development Contractor invoicing, and participating in Independent
2.10%	Verification & Validation (IV&V) assessments.
2.19*	Ensure the creation/updating of other management plans as deemed necessary by the
	TO Manager. For example, a <i>Human Resource Management Plan, Cost</i>
2.20	Management Plan, and Procurement Management Plan (Deliverable 7.12).
2.20	Ensure change orders are managed in accordance with the Change Management Plan (see 2.11 above). Work with the TO Procurement Officer to define change order
	scope, cost, and project impact. Perform cost-benefit analyses, and provide valid
	justifications for change orders. Document and coordinate the implementation of
	change orders with the TO Manager and Development Contractor.
2.21	Ensure project governance processes are documented and practiced.
2.21	Ensure development of a written procedure for configuration control for application
2.22	code promotion.
2.23	Identify project tasks and assignments and work with agency and Development
2.23	Contractor to resolve workload conflicts.
2.24	Coordinate the Project Team's interaction with IV&V contractors and ensure the
	availability of all project artifacts for IV&V assessments.
2.25	Work closely with the Project Team and Development Contractor to develop or review
	and update detailed project requirements.
	,
	.1

	Requirements activities may include:
	Stakeholder interviews;
	<ul> <li>Documenting before and after business processes;</li> </ul>
	Review of existing requirements documentation;
	<ul> <li>Joint Application Development (JAD) sessions;</li> </ul>
	COTS software "gap fit analysis";
	<ul> <li>Demonstrations of existing similar systems (benchmarking); and</li> </ul>
	Requirements walkthroughs
2.26	Control the scope of the project leveraging tools such as the RTM (see 2.12 above) and
	change management activities.
2.27	Other project-related duties as assigned by TO Manager.

# 3. REQUIRED PROJECT POLICIES, GUIDELINES AND METHODOLOGIES

The SPM shall keep informed of and comply with all applicable laws, regulations, policies, standards and guidelines affecting information technology projects applicable to activities and obligations under the TO Agreement, as those laws, policies, standards and guidelines may be amended from time to time. The SPM shall adhere to and remain abreast of current, new, and revised laws, regulations, policies, standards and guidelines affecting project execution and it shall obtain and maintain, at its expense, all licenses, permits, insurance, and governmental approvals, if any, necessary to the performance of its obligations under the TO Agreement. These may include, but are not limited to:

- A) The nine project management knowledge areas in the PMI's PMBOK.
- B) The State's SDLC methodology at: www.doit.maryland.gov keyword: SDLC.
- C) The State's IT Security Policy and Standards at: www.DoIT.maryland.gov keyword: Security Policy.
- D) The State's IT Project Oversight at: www.DoIT.maryland.gov keyword: IT Project Oversight.
- E) The State's of Maryland Enterprise Architecture at www.DoIT.maryland.gov keyword: MTAF (Maryland Technical Architecture Framework).

#### 4. MONTHLY SPM PROJECT OVERSIGHT PERFORMANCE RATINGS

Each month the TO Contractor shall submit a Deliverable Project Acceptance Form (DPAF) to the TO Manager for the deliverable SPS Program Management (Deliverable 7.1). The TO Manager will rate the SPM's performance based on the criteria described in the DPAF. In the event of poor or non-performance by the SPM resulting in a rating of "unacceptable," payment shall be withheld pending the outcome of the procedures described in Section 5.

## 5. MITIGATION PROCEDURES FOR POOR OR NON-PERFORMANCE

As warranted by poor or non-performance by the SPM, the Agency shall pursue the following mitigation procedures prior to requesting a replacement SPM:

- A) The TO Manager shall document performance issues and give written notice to the TO Contractor clearly describing problems and delineating remediation requirement(s).
- B) The TO Contractor shall respond with a written remediation plan within three business days

- and implement the plan immediately upon written acceptance by the TO Manager.
- C) Should performance issues persist, the TO Manager may give written notice or request the immediate removal of the SPM and determine whether a substitution is required.

# 6. WORK HOURS

The SPM will work an eight-hour day between the hours of 7:00 AM and 6:00 PM, Monday through Friday except for State holidays. Alternatively, at the sole discretion of the TO Manger, the SPM may follow DoIT's compressed work week schedule. Duties also may require some evening and/or weekend hours billed on actual time worked at the proposed hourly rate.

# 7. DELIVERABLES AND TIME OF PERFORMANCE

The table below describes the deliverables required under the TO and corresponding Time of Performance based on Notice To Proceed (NTP).

ID#	Deliverable Description	Time of
	Z this transit Z the proof	Performance
7.1	SPS Program Management – Encompasses the duties and	Throughout the
	responsibilities in Section 2 above and culminates in the overall effective	duration of the TO
	oversight and control of the SPS project. This is a single continuous	
	deliverable encompassing all other deliverables described in this section.	
	Note - The quality of this deliverable is based on performance in the	
	nine PMBOK knowledge areas as applied to the SPS project, and the	
	quality of the written deliverables in this section.	
	The CDC During Occurs by Adicemble delliberation of Lorde TO	
	The SPS Project Oversight deliverable shall be assessed by the TO	
Mata	Manager via the process described in Section 4 above.	in the Monthly
	-for each of the written deliverables below, ongoing quality will be a factor rmance Rating described in Section 4 above.	in ine Montniy
7.2	Master Project Plan – Defines how the project will be executed,	Updated quarterly
1.2	monitored and controlled. The document will be developed with input	or as directed by
	from the project team and key stakeholders. The plan should address	the TO manager
	topics including Scope Management, Schedule Management, Financial	the 10 manager
	Management, Quality Management, Resource Management,	
	Communications Management, Project Change Management, Risk	
	Management, and Procurement Management as defined in the PMBOK.	
7.3	Work Breakdown Structure (WBS) – Contains tiers showing project	Updated quarterly
1.3	milestones or phases in the top level with a breakdown of major project	or as directed by
	tasks into manageable "work packages" underneath. Work packages at	the TO manager
	the bottom level should have no smaller than two-week durations and	the 10 manager
	have measurable, testable, or observable outputs suitable for tracking	
	project progress.	
7.4	Integrated Master Schedule – Based on the WBS (see 7.3 above) and	Update bi-weekly
'''	suitable for tracking project activities. At a minimum, the Master	or as directed by
	Schedule shall show milestones, deliverables, times of performance,	the TO manager
	degrees of completion and resources for all project activities during the	
	SDLC. The activities durations in the master schedule should have the	
	appropriate degree of granularity to manage and track project progress.	
	This is a single, base-lined and periodically updated deliverable	
	encompassing all project activities.	
L	I	1

7.5	Communications Plan Continues the stakeholder contest list the types	Updated quarterly
7.5	Communications Plan – Captures the stakeholder contact list, the types of information to be disseminated, the format for each type, a schedule of	or as directed by
	when information will be produced and disseminated, and the method for	the TO manager
	<u>*</u>	the 10 manager
	updating the communications plan. This is a single deliverable	
	maintained throughout the life of project.	TT 1 . 1 . 11
7.6	Risk Management Plan (RMP) and Risk Registry – Describes the risk	Update bi-weekly
	management procedures for the project. The RMP will include a table of	or as directed by
	potential risks and recommended risk responses, and will incorporate risk	the TO manager
	information found in deliverables provided by the Development	
	Contractor. This is a single, periodically updated deliverable	
	encompassing all project risks. A <i>Risk Registry</i> will be created for	
	logging all project risk using MS Excel or other appropriate table format.	
7.7	Deliverable Comments Matrix (DCM) – Used to capture comments and	Project
	recommended changes to each SPS Project deliverable prior to	deliverable due
	acceptance. A separate DCM is required for each deliverable or SDLC	date + 5 working
	product.	days
7.8	Change Management Plan – Describes the procedure for proposing,	Updated quarterly
	evaluating, approving, and documenting changes to project scope,	or as directed by
	schedule, and cost. This Plan should include any tools or templates used	the TO manager
	for change management, for example, change request form.	
7.9	Requirements Traceability Matrix (RTM) – Describes technical and	Updated bi-
	functional requirements. At a minimum, requirements should be	weekly or as
	numbered for traceability, testable and the descriptions unambiguous.	directed by the
	The RTM should contain acceptance criteria for each requirement and a	TO manager
	test method for verifying completion based on the criteria.	
7.10	Quality Assurance (QA) Plan – Describes how quality, meaning	Updated quarterly
	conformance to project requirements, will be monitored throughout the	or as directed by
	project life cycle. The QA Plan should describe the steps for deliverable	the TO manager
	review and updating via the DCM process (see 7.7 above). The QA Plan	
	should describe the requirements tracking process via the requirements	
	traceability process (see 7.9 above). The QA plan should define signoff	
	procedures for project milestones and deliverables.	
7.11	Master Status Report – Captures and tracks ongoing project activities and	At least bi-weekly
	status. The report will capture activities completed in the past week,	or as directed by
	activities planned for the following week, and the completion status of	the TO manager
	project deliverables. The report will describe issues identified on the	
	project and the status of efforts to resolve issues.	
	The report will have sections describing necessary updates to the	
	Integrated Master Schedule (Deliverable 7.4) and Master RMP	
	(Deliverable 7.6). The report will document lessons learned from the	
	project and any other pertinent status information.	
7.12	Other management plans, such as <i>Human Resource Management</i> , <i>Cost</i>	To be determined
	Management, and Procurement Management as deemed necessary by the	by the TO
	TO Manager.	Manager
	10 1410110501.	ivianagei

(The rest of this page was left intentionally blank)

## **EXHIBT 1**

# DELIVERABLE PRODUCT ACCEPTANCE FORM (DPAF)

**SPS Project Oversight (Deliverable #7.1)** 

(Submitted monthly by the TO Contractor)

**TO Contractor: Date Submitted:** 

Performance Period (Month / Year):

**Agency Name:** 

**TO Manager / Agency Contact:** 

**Reference BPO #** 

# The Information Below Shall Be Filled-In by the Agency

# SPS PROJECT OVERSIGHT PERFORMANCE RATING DISPOSITION:

Cost
------

PM Processes	Rating**
Procurement Management	
Schedule Management	
Scope Management	
Cost Management	
Risk Management	
Human Resources	
Management	
Quality Management	
Communications	
Management	
Integration Management	
Total Average Score	
AAD .: . I I CDCD O	• • •

\*\*Rating is based on *SPS Project Oversight Performance Rating Criteria Sheet*. The Project

Team should maintain score of 3 or higher for each process area and/or average score of 3. Scores below 3 may trigger the Mitigation Procedures defined in Section 5 above.

Deliverable # 7.1 is acceptable.	Deliverable # 7.1 is rejected
_	(for reasons indicated below).

REASON(S) FOR UNACCEPTABLE SPM PERFORMANCE RATING (List Deliverables or PM Process Areas):

TO Manager Signature	Date Signed

SPS Project Oversight Performance Rating Criteria
The TO Manager will evaluate and rate the SPM's oversight performance based on the overall Project Team's performance in each of the nine Knowledge Areas below. Applicable processes should score at 3 or higher.

n		•	
к	วา	ın	O
	aı		-

Projec	et Integration Management		
0	Not applicable for project.	Ind	licators of Process
	Project Team has not established practices, standards, or processes for project.	1.	Project Charter
1	Work performed in ad hoc fashion and does not include integration management.	2.	Project Management
	Project Team has established basic, documented processes for project planning		Plan (PMP)
2	and reporting exist. Management only involved on high-visibility projects.	3.	Integrated Project
	Project Team has institutionalized the Project integration efforts with	1	Plan
	documented procedures and standards. PM is beginning to integrate all project	4.	Updated Project
3	data.		Schedule
	Project Team utilizes processes/standards for project on a regular basis and		
	integrated with other processes/systems. Decisions on project based on		
4	performance metrics.		
	Project Team has established best practices including project integration		
	improvement procedures utilized. Lessons learned are regularly examined and		
5	used to improve documented processes.		
Projec	et Scope Management		
0	Not applicable for project.	Ind	licators of Process
	Project has general statement of functional requirements. Little or no scope	1.	Project Scope
	management or documentation for project. Management and stakeholders are		Statement
1	aware of key milestones only.	2.	Change Request and
	Project Team has put basic scope management process in place. Scope	1	Approval Process
2	management is meeting techniques irregularly.	3.	Requirements
	Project Team has implemented full project management process documented and		Traceability Matrix
	is actively utilizing process on regular basis. Stakeholders are engaged and		(RTM)
3	actively participating in scope decisions.	4.	Change Control Board
	Project Team is utilizing full project management processes for the project.	1	
4	Projects managed and evaluated in light of other competing requirements.		
	Project Team's effectiveness and efficiency metrics drive project scope decisions	1	
5	by appropriate levels of management.		
Projec	et Time/Schedule Management		
0	Not applicable for project.	Ind	licators of Process
	Project Team has not established planning or scheduling standards. Lack of	1.	WBS
1	documentation makes it difficult to achieve repeatable project success.	2.	Schedule
	Project Team has established basic processes, but is not performing planning and		Management Plan
2	scheduling on a regular basis.	3.	Activities duration
	Project Team has established document time management processes and utilizes		based on historic data
3	on a regular basis. Project-wide integration includes project dependencies.		
	Project Team has established good practices in time management including		
	utilization of historical data to forecast future performance. Project management		
4	decisions based on efficiency and effectiveness metrics.	]	
	Project Team has additionally incorporated improvement procedures utilized for		
	time management processes. Lessons learned are examined and used to improve		
5	documented processes.		
Projec			
0	Not applicable for project.	Ind	licators of Process
	Project Team has not established practices or standards. Cost process	1.	Cost Estimates
			A
	documentation is ad hoc and individual project members follow informal		Activity
1	documentation is ad hoc and individual project members follow informal practices.	2.	Project Cost Baseline
1	documentation is ad hoc and individual project members follow informal practices.  Project Team has established processes exist for cost estimating, reporting, and	2. 3.	Project Cost Baseline Cost Management
2	documentation is ad hoc and individual project members follow informal practices.  Project Team has established processes exist for cost estimating, reporting, and performance measurement. Cost management processes are used for the project.	3.	Project Cost Baseline Cost Management Plan
2	documentation is ad hoc and individual project members follow informal practices.  Project Team has established processes exist for cost estimating, reporting, and performance measurement. Cost management processes are used for the project.  Project Team has standardized cost management practices for project team. Costs		Project Cost Baseline Cost Management
	documentation is ad hoc and individual project members follow informal practices.  Project Team has established processes exist for cost estimating, reporting, and performance measurement. Cost management processes are used for the project.  Project Team has standardized cost management practices for project team. Costs are fully integrated and reflect the true cost of the project.	3.	Project Cost Baseline Cost Management Plan
3	documentation is ad hoc and individual project members follow informal practices.  Project Team has established processes exist for cost estimating, reporting, and performance measurement. Cost management processes are used for the project.  Project Team has standardized cost management practices for project team. Costs are fully integrated and reflect the true cost of the project.  Project Team has integrated cost planning and tracking with Project Office,	3.	Project Cost Baseline Cost Management Plan
2	documentation is ad hoc and individual project members follow informal practices.  Project Team has established processes exist for cost estimating, reporting, and performance measurement. Cost management processes are used for the project.  Project Team has standardized cost management practices for project team. Costs are fully integrated and reflect the true cost of the project.  Project Team has integrated cost planning and tracking with Project Office, financial, and human resources systems. Standards tied to agency processes.	3.	Project Cost Baseline Cost Management Plan
3	documentation is ad hoc and individual project members follow informal practices.  Project Team has established processes exist for cost estimating, reporting, and performance measurement. Cost management processes are used for the project.  Project Team has standardized cost management practices for project team. Costs are fully integrated and reflect the true cost of the project.  Project Team has integrated cost planning and tracking with Project Office,	3.	Project Cost Baseline Cost Management Plan

[	metrics for decision making.	
Project	t Quality Management	
0	Not applicable for project.	Indicators of Process
<u>~</u>	Project Team has not established project quality practices or standards.	Quality Assurance
1	Management is considering how they should define "quality".	Plan
	Project Team has established basic organizational project quality policy has been	2. Deliverables
	adopted. Project Management and Team encourage quality processes and policy	Acceptance Criteria
2	for project.	defined
	Project Team has established well documented quality management process and	3. User Acceptance
	instituted standards for the project. Regular quality management activities are	Criteria (UAC) per
3	being executed including deliverables acceptance.	SDLC phases
	Project Team has best practices for standard quality management processes.	4. Formal Deliverable
	Management is actively involved in coordinating quality standards and	Acceptance Process
4	assurance. Some metrics are developed.	
	Project Team has implemented guidelines for implementing improvements back	
	into the process. Metrics are key to product quality decisions throughout the	
5	SDLC.	
	t Human Resource Management	
0	Not applicable for project.	Indicators of Process
	Project Team has not performed planning and staffing activities for project.	Organization Chart
1	Project teams are ad hoc. Human resource time and cost is not measured.	2. Roles and
	Project Team has put processes in place that defines how to plan and manage	responsibilities matrix
2	human resources. Resource tracking is loosely performed for project.	3. Staffing Management
	Project Team has established a regularly resource management process.	Plan
	Professional development program activities for team and organization have been	4. Team Training Plan 5. Team performance
3	established for successful implementation of project.	5. Team performance assessment
	Project Team has implemented resource management best practices including	assessment
4	resource forecasts used for project planning and prioritization. Project team	
-4	performance measured and integrated with team development.  Project Team includes HR processes which engage teams to document project	-
	IACCORC IAGENCA IMPROVAMENTS OF A INCOMPORATE AND HIMON PASOURCES	
5	lessons learned. Improvements are incorporated into human resources	
5 Project	management process.	
	management process. t Communication Management	Indicators of Process
Project	management process. t Communication Management Not applicable for project.	Indicators of Process  1. Communication
Project	management process.  t Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with	
Project 0	management process. t Communication Management Not applicable for project.	1. Communication
Project 0	management process.  t Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.	Communication     Management Plan     Project Performance     Reports
Project 0	management process.  t Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.	Communication     Management Plan     Project Performance     Reports     Stakeholder Contact
Project 0 1	management process.  t Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project	Communication     Management Plan     Project Performance     Reports     Stakeholder Contact     Processes for
Project 0 1 2	management process.  I Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of	Communication     Management Plan     Project Performance     Reports     Stakeholder Contact     Processes for     communication of
Project 0 1	management process.  t Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.	Communication     Management Plan     Project Performance     Reports     Stakeholder Contact     Processes for     communication of     Risk, Issues and
Project 0	management process.  Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management	Communication     Management Plan     Project Performance     Reports     Stakeholder Contact     Processes for     communication of
Project 0 1 2	management process.  Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management plan for the project.	Communication     Management Plan     Project Performance     Reports     Stakeholder Contact     Processes for     communication of     Risk, Issues and
Project 0	management process.  Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management plan for the project.  Project Team has put additional improvement process in place to continuously	Communication     Management Plan     Project Performance     Reports     Stakeholder Contact     Processes for     communication of     Risk, Issues and
Project 0 1 2 3 4	management process.  Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management plan for the project.  Project Team has put additional improvement process in place to continuously improve project communications management. Lessons learned are captured and	Communication     Management Plan     Project Performance     Reports     Stakeholder Contact     Processes for     communication of     Risk, Issues and
Project 0 1 2 3 4 5 5	management process.  Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management plan for the project.  Project Team has put additional improvement process in place to continuously improve project communications management. Lessons learned are captured and incorporated.	Communication     Management Plan     Project Performance     Reports     Stakeholder Contact     Processes for     communication of     Risk, Issues and
Project  1  2  3  4  Project	management process.  I Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management plan for the project.  Project Team has put additional improvement process in place to continuously improve project communications management. Lessons learned are captured and incorporated.  Risk Management	Communication     Management Plan     Project Performance     Reports     Stakeholder Contact     Processes for     communication of     Risk, Issues and     Decisions
Project 0 1 2 3 4 5 5	management process.  I Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management plan for the project.  Project Team has put additional improvement process in place to continuously improve project communications management. Lessons learned are captured and incorporated.  t Risk Management  Not applicable for project.	Communication     Management Plan     Project Performance     Reports     Stakeholder Contact     Processes for     communication of     Risk, Issues and     Decisions      Indicators of Process
Project  1  2  3  4  Project	management process.  I Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management plan for the project.  Project Team has put additional improvement process in place to continuously improve project communications management. Lessons learned are captured and incorporated.  I Risk Management  Not applicable for project.  Project Team has not established any risk management practices or standards for	Communication     Management Plan     Project Performance     Reports     Stakeholder Contact     Processes for     communication of     Risk, Issues and     Decisions      Indicators of Process     Risk Management
Project  1  2  3  4  Project 0	management process.  I Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management plan for the project.  Project Team has put additional improvement process in place to continuously improve project communications management. Lessons learned are captured and incorporated.  I Risk Management  Not applicable for project.  Project Team has not established any risk management practices or standards for project. Documentation is minimal and results are not shared. Risk response is	Communication     Management Plan     Project Performance     Reports     Stakeholder Contact     Processes for     communication of     Risk, Issues and     Decisions      Indicators of Process     Risk Management     Plan
Project  1  2  3  4  Project	management process.  Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management plan for the project.  Project Team has put additional improvement process in place to continuously improve project communications management. Lessons learned are captured and incorporated.  Risk Management  Not applicable for project.  Project Team has not established any risk management practices or standards for project. Documentation is minimal and results are not shared. Risk response is reactive.	1. Communication Management Plan 2. Project Performance Reports 3. Stakeholder Contact 4. Processes for communication of Risk, Issues and Decisions  Indicators of Process 1. Risk Management Plan 2. Risk Register
Project  1  2  3  4  Project 0	management process.  Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management plan for the project.  Project Team has put additional improvement process in place to continuously improve project communications management. Lessons learned are captured and incorporated.  Risk Management  Not applicable for project.  Project Team has not established any risk management practices or standards for project. Documentation is minimal and results are not shared. Risk response is reactive.  Project Team has established basic risk management processes and have	1. Communication Management Plan 2. Project Performance Reports 3. Stakeholder Contact 4. Processes for communication of Risk, Issues and Decisions  Indicators of Process 1. Risk Management Plan 2. Risk Register 3. Process for Risk
Project 0  1  2  3  4  5  Project 0  1	management process.  **Communication Management** Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management plan for the project.  Project Team has put additional improvement process in place to continuously improve project communications management. Lessons learned are captured and incorporated.  **Risk Management** Not applicable for project.  Project Team has not established any risk management practices or standards for project. Documentation is minimal and results are not shared. Risk response is reactive.  Project Team has established basic risk management processes and have documented for the project. Team members are involved with risks process and	1. Communication Management Plan 2. Project Performance Reports 3. Stakeholder Contact 4. Processes for communication of Risk, Issues and Decisions  Indicators of Process 1. Risk Management Plan 2. Risk Register 3. Process for Risk Register updates and
Project  1  2  3  4  Project 0	management process.  I Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management plan for the project.  Project Team has put additional improvement process in place to continuously improve project communications management. Lessons learned are captured and incorporated.  I Risk Management  Not applicable for project.  Project Team has not established any risk management practices or standards for project. Documentation is minimal and results are not shared. Risk response is reactive.  Project Team has established basic risk management processes and have documented for the project. Team members are involved with risks process and risks are shared for project.	1. Communication Management Plan 2. Project Performance Reports 3. Stakeholder Contact 4. Processes for communication of Risk, Issues and Decisions  Indicators of Process 1. Risk Management Plan 2. Risk Register 3. Process for Risk Register updates and communication of risk
Project 0  1  2  3  4  5  Project 0  1	management process.  t Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management plan for the project.  Project Team has put additional improvement process in place to continuously improve project communications management. Lessons learned are captured and incorporated.  t Risk Management  Not applicable for project.  Project Team has not established any risk management practices or standards for project. Documentation is minimal and results are not shared. Risk response is reactive.  Project Team has established basic risk management processes and have documented for the project. Team members are involved with risks process and risks are shared for project.  Project Team has established regular risk management processes and risk	1. Communication Management Plan 2. Project Performance Reports 3. Stakeholder Contact 4. Processes for communication of Risk, Issues and Decisions  Indicators of Process 1. Risk Management Plan 2. Risk Register 3. Process for Risk Register updates and communication of risk
Project  0  1  2  3  4  5  Project  0  1	management process.  t Communication Management  Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management plan for the project.  Project Team has put additional improvement process in place to continuously improve project communications management. Lessons learned are captured and incorporated.  t Risk Management  Not applicable for project.  Project Team has not established any risk management practices or standards for project. Documentation is minimal and results are not shared. Risk response is reactive.  Project Team has established basic risk management processes and have documented for the project. Team members are involved with risks process and risks are shared for project.  Project Team has established regular risk management processes and risk activities, including identification and mitigation planning, are actively utilized	1. Communication Management Plan 2. Project Performance Reports 3. Stakeholder Contact 4. Processes for communication of Risk, Issues and Decisions  Indicators of Process 1. Risk Management Plan 2. Risk Register 3. Process for Risk Register updates and communication of risk 4. Contingency plans for
Project 0  1  2  3  4  5  Project 0  1	management process.  **Communication Management** Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management plan for the project.  Project Team has put additional improvement process in place to continuously improve project communications management. Lessons learned are captured and incorporated.  **Risk Management**  Not applicable for project.  Project Team has not established any risk management practices or standards for project. Documentation is minimal and results are not shared. Risk response is reactive.  Project Team has established basic risk management processes and have documented for the project. Team members are involved with risks process and risks are shared for project.  Project Team has established regular risk management processes and risk activities, including identification and mitigation planning, are actively utilized for project.	1. Communication Management Plan 2. Project Performance Reports 3. Stakeholder Contact 4. Processes for communication of Risk, Issues and Decisions  Indicators of Process 1. Risk Management Plan 2. Risk Register 3. Process for Risk Register updates and communication of risk 4. Contingency plans for
Project  0  1  2  3  4  5  Project  0  1	management process.  **Communication Management** Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management plan for the project.  Project Team has put additional improvement process in place to continuously improve project communications management. Lessons learned are captured and incorporated.  **Risk Management**  Not applicable for project.  Project Team has not established any risk management practices or standards for project. Documentation is minimal and results are not shared. Risk response is reactive.  Project Team has established basic risk management processes and have documented for the project. Team members are involved with risks process and risks are shared for project.  Project Team has established regular risk management processes and risk activities, including identification and mitigation planning, are actively utilized for project.  Project Team has integrated risk processes with all aspect of project reporting	1. Communication Management Plan 2. Project Performance Reports 3. Stakeholder Contact 4. Processes for communication of Risk, Issues and Decisions  Indicators of Process 1. Risk Management Plan 2. Risk Register 3. Process for Risk Register updates and communication of risk 4. Contingency plans for
Project 0  1  2  3  4  5  Project 0  1	management process.  **Communication Management** Not applicable for project.  Project Team performing communications management on an ad hoc basis with informal status reports to management.  Project Team has established basic communications process including Communications Management Plan. Project progress reporting is occurring on a more regular basis.  Project Team has active involvement by executing a formal project communications plan. All stakeholders and project team members are aware of communications process.  Project Team has implemented best practices for communications management plan for the project.  Project Team has put additional improvement process in place to continuously improve project communications management. Lessons learned are captured and incorporated.  **Risk Management**  Not applicable for project.  Project Team has not established any risk management practices or standards for project. Documentation is minimal and results are not shared. Risk response is reactive.  Project Team has established basic risk management processes and have documented for the project. Team members are involved with risks process and risks are shared for project.  Project Team has established regular risk management processes and risk activities, including identification and mitigation planning, are actively utilized for project.	1. Communication Management Plan 2. Project Performance Reports 3. Stakeholder Contact 4. Processes for communication of Risk, Issues and Decisions  Indicators of Process 1. Risk Management Plan 2. Risk Register 3. Process for Risk Register updates and communication of risk 4. Contingency plans for

5 Projec	Project Team has established best practices in risk management including continuous improvement processes to ensure project is continually measured and managed against performance metrics.  t Procurement Management  Not applicable for project.	Indicators of Duccess
<u> </u>	Project Team has not established procurement process for project. Processes are	Indicators of Process  1. Procurement
1	ad hoc at best with no clear plan defined.	Management Plan
2	Project Team has established basic process for procurement of goods and services for project. Procurement Management Plan has been developed for procurement of all project goods and services.	<ol> <li>Contract Statement Of Work</li> <li>Evaluation Criteria</li> </ol>
3	Project Team has established standards for procurement management on project and integrated with Agency processes.	<ul><li>4. Cost Benefit Analysis</li><li>5. Make/Buy Decisions</li></ul>
4	Project Team has leverage procurement management best practices such as make/buy decisions for the agency and project. Project procurement practices are integrated with project management mechanisms.	
5	Project Team has instituted on-going process improvements focus on procurement efficiency and effective metrics.	