



USA Performance

Power BI Reporting and Analytics

Production Release Notes

Release 1.4

February 13, 2026

OFFICIAL USE NOTICE: This material is intended exclusively for use by USA Performance Customers and is not to be distributed without approval from the USA Performance Program Office. This communication may contain information that is proprietary, privileged, confidential or otherwise legally exempt from disclosure. If you have received this presentation in error, please notify the USA Performance Program Office immediately and delete all copies of the material.

Performance Management App

The Performance Management app offers detailed reports on key employee metrics, such as the status of employee performance plans in the rating cycle, plans submitted to eOPF, and the membership and workloads of the Performance Review Boards. The following have been updated within this app:

All Reports:

- A Glossary report page has been added to the Non-SES/SP Plan Activity & Progress Report (PAPR), SES Plan Activity & Progress Report (PAPR), Administrative Profile Report, eOPF Submission Status Report, and Performance Review Board (PRB) Report. The Glossary includes a table listing the terms used in each report along with their corresponding definitions. Users can search for specific terms and their definitions by entering keyword(s) at the top of the page.

Administrative Profile Report:

- An Employee Record Detail Level report page was added.
 - This list report allows users to select global filters and view detailed information about employees.
 - User count based on any selected global filters is displayed as a single-number metric at the top of the page.

Non-SES/SP and SES Plan Activity & Progress Reports (PAPR):

- The Fiscal Year End filter has been renamed to Appraisal End Year.
- The default value for the Appraisal End Year filter has been updated from 2025 to 2026.
- Plan Status has been added as an additional column to the list reports.

eOPF Submission Status Report:

- The SES or Non-SES filter has been renamed to Pay Plan System.
- The Fiscal Year End filter has been renamed to Appraisal End Year.
- The Ready for eOPF Submission, eOPF Submissions Status, and eOPF Errors Received list reports have been enhanced. Certain column headers have been revised such as Plan Holder Name is now called Name and Plan Holder Email is now called Email.

Performance Ratings App

The Performance Ratings app offers detailed reports on the ratings of non-SES/SP employees and executives, as well as the overall distribution of ratings across an agency. The following have been updated within this app:

Non-SES/SP and SES Performance Ratings Reports:

- A Glossary report page has been added to both versions of the report.
 - The Glossary includes a table listing the terms used in each report along with their corresponding definitions. Users can search for specific terms and their definitions by entering keyword(s) at the top of the page.
- The default value for the Appraisal End Year filter has been updated from 2025 to 2026 in the Non-SES/SP Performance Ratings Report.
- The default value for the Appraisal End Year filter has been updated from All to 2025 in the SES Performance Ratings Report. The default value will be updated to 2026 when additional completed plans for that year become available.
- Updated the SES Performance Ratings Report to include the FY26 Critical Elements.¹

¹ U.S. Office of Personnel Management. *New Senior Executive Service Performance Appraisal System and Performance Plan, and Guidance on Next Steps for Agencies to Implement Restoring Accountability for Career Senior Executives*. Memorandum to Heads and Acting Heads of Departments and Agencies, Charles Ezell, Acting Director, February 25, 2025. Accessed February 4, 2026. <https://www.opm.gov/chcoc/latest-memos/new-senior-executive-service-performance-appraisal-system-and-performance-plan-and-guidance-on-next-steps-for-agencies-to-implement-restoring-accountability-for-career-senior-executives.pdf>.