AVN
BUSINESS PLAN

2004 - 2006

ACRONYMS AND ABBREVIATIONS

RNAV Area Navigation

RNP Required Navigation Performance

SDAT Sector Design Analysis Tool

SIAP Standard Instrument Approach Procedure

STARS Standard Terminal Automation Replacement System

TARGETS Terminal Area Route Generation, Evaluation, and Traffic Simulation

TERPS Terminal Instrument Procedures

TL Transmittal Letter

TPP Terminal Procedures Publication

TRIPS Terminal RNAV Instrument Procedures System

TSI Transportation Safety Institute

USGS US Geological Survey

VNAV Vertical Navigation

WAAS Wide Area Augmentation System

PREFACE

I am pleased to present the **Aviation System Standards (AVN) Business Plan** for fiscal year 2004-2006. The Business Plan defines the goals, objectives, strategies and initiatives that are designed to enhance our performance based on targeted metrics and a vast array of knowledge acquired from years of serving the flying public. The Business Plan supports the ATO mission and is in concert with the Federal Aviation Administration's new Flight Plan for FY 2004-2008.

The **Flight Plan** lays out the following four goals:

Increased Safety,
Greater Capacity,
International Leadership, and
Organizational Excellence.

AVN's mission is integral to these goals. AVN publishes aeronautical charts and digital products for air carrier and general aviation pilots for use throughout the United States and around the world. The organization designs procedures and maintains and operates aircraft for the purpose of flight inspecting the procedures prior to charting and publication for sale to the public. In addition, the organization provides air transportation to senior government officials and accident investigation safety teams.

Though limited resources, reductions in funding, and severe spending restrictions challenge us to perform in new and innovative ways, AVN continues to provide quality services that our owners and customers have come to expect.

My thanks to all employees of Aviation System Standards – your contributions lead the way in achieving our goals.

Tom Accardi
Director, Aviation System Standards

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Aviation System Standards

ACRONYMS AND ABBREVIATIONS

FOQA Flight Operations Quality Assurance

FPO Flight Procedures Office

GNSS Global Navigation Satellite System

GPS Global Positioning System

IAP Instrument Approach Procedures

IAPA Instrument Approach Procedures Automation

IATA International Air Transport Association

ICAO International Civil Aviation Organization

ICASC International Committee for Airspace Standards and Calibration

IDP Individual Development Plan

IEP Internal Evaluation Program

IFIS International Flight Inspection Symposium

IFP Instrument Flight Procedure

ILS Instrument Landing System

IPAS Instrument Procedures Automation System

ISO International Organization for Standardization

LAAS Local Area Augmentation System

LIDAR Light Detection and Ranging

LNAV Lateral Navigation System

LPV Localizer Performance and Vertical Guidance

MIA Minimum IFR Altitude

MOU Memorandum of Understanding

MVAC Minimum Vectoring Altitude Chart

MWE Model Work Environment

NACO National Aeronautical Charting Organization (AVN-500)

NAS National Airspace System

NFDC National Flight Data Center

NFDD National Flight Data Digest

NIMA National Imaging and Mapping Agency

NOTAM Notice to Airmen

OE Obstacle Evaluation

ACRONYMS AND ABBREVIATIONS

A/FD Airport/Facility Directory

AFIS Automated Flight Inspection System

AIXM Aeronautical data inter-change model

AQP Advanced Qualification Program

APTS Automated Procedures Tracking System

ARINC Aeronautical Radio, Inc

ASCCB Aircraft Systems Configuration Control Board

ASIS Aviation Standards Information System

ASRP Aviation Safety Reporting Program

ATO Air Traffic Organization

ATS Air Traffic Service

AVN Aviation System Standards

AWO All Weather Operations

CAAC Civil Aviation Authority of China

CAS Cost Accounting System

CAST Commercial Aviation Safety Team

CFMSS Centralized Flight Management Scheduling System

CMAP Center Mapping Automation Program

CMO Certificate Management Office

CRADA Cooperative Research and Development Agreement

DACS Digital Aeronautical Chart Supplement

DADS Digital Aeronautical Database System

DOD Department of Defense

EOVM Emergency Obstruction Video Map

EVAS Emergency Visual Automation System

FAR Federal Aviation Regulation

FACTS Flight Program AirCrew Tracking System

FDC Flight Data Center

FI Flight Inspection

FICO Flight Inspection Central Operations

FIFO Flight Inspection Field Office

Aviation System Standards

INTRODUCTION

The FAA maintains, operates and oversees the largest and most complex aviation system in the world, with a safety record that is second to none.

AVN plays a unique and comprehensive role in the national airspace system and recognizes the importance of its contributions. Each fiscal year AVN establishes several strategies for its Business Plan. These strategies have always been in support of the Federal Aviation Administration (FAA) mission goals and represented long-term goals for the organization that remained consistent from one year to the next. Initiatives were established as short-term goals, and objectives were additional actions planned to achieve specific results.

With the advent of the FAA Flight Plan, AVN looked at its role in the aviation community and has now developed a shared vision for its future. Our plan visibly reflects those changes.

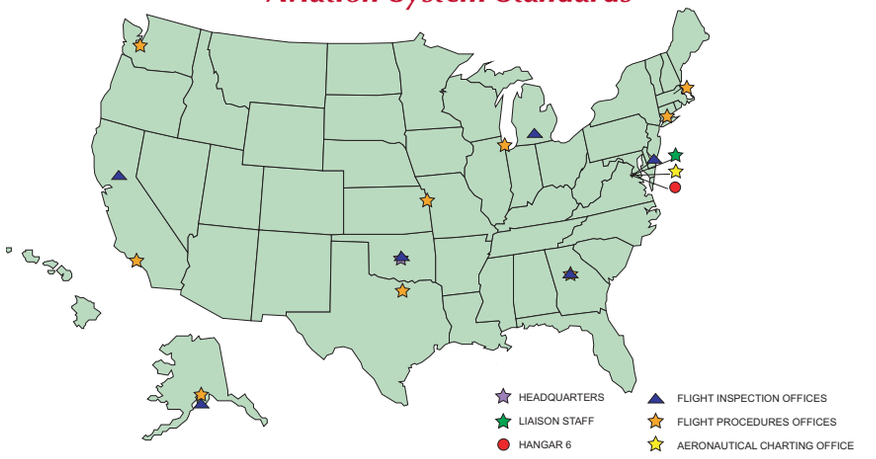
This year, AVN has identified five key focus areas to promote continual improvement of the organization. Initiatives that support these key focus areas will be identified throughout the business plan. The key focus areas are:

(1) Improved Communications and Conflict Management Skills (***T1***),
(2) Cost/Benefit-Driven Procedures Production (***T2***),
(3) Implementation of the NASA Flight Inspection Program (***T3***),
(4) Next Generation Automation Systems (***T4***), and
(5) Enhanced System Safety Culture (***T5***).

AVN's goals are the same as those in the Flight Plan. These goals reflect the end product toward which our efforts will be directed. Under these goals are the various objectives that state the purpose of the actions that we wish to achieve. The strategies become the plan or methods of action, and the initiatives are the steps we will use to achieve those overall strategies.

AVN faces increasing challenges, but in spite of these obstacles, AVN employees are known for their creative thinking and innovative methods of getting the job done. We will continue to build upon our successes and create a more performance-based organization with inherently strong incentives to manage for service results.

http://avn.faa.gov/index.asp?xml=index



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Atlantic City	Flight Inspection Office	Don A. Neuman	(609) 485-4600
Atlanta	Flight Inspection Office	William Tyre	(404) 893-4700
Battle Creek	Flight Inspection Office	Dave Mitzlaff	(616) 962-0661
Sacramento	Flight Inspection Office	Dennis Dade	(916) 566-7484
Anchorage	Flight InspectionOffice	Steve Siebs	(907) 271-2020
International	Flight Inspection Office	Dave VanNess	(405) 954-3166
New York	Flight Procedures Office	Michael S. Vermuth	(718) 977-6525
Boston	Flight Procedures Office	Sue Crumb	(781) 238-7220
Los Angeles	Flight Procedures Office	Ron Clenney	(310) 725-7122
Seattle	Flight Procedures Office	John R. Pannell	(425) 227-2222
Anchorage	Flight Procedures Office	Dennis Stoner	(907) 271-5220
Fort Worth	Flight Procedures Office	Charlie Kettler	(817) 222-4133
Kansas City	Flight Procedures Office	Chuck Hawkins	(816) 329-3691
Chicago	Flight Procedures Office	Roger L. Lucas	(847) 294-7254
Atlanta	Flight Procedures Office	Terry Sharp	(404) 305-7401

http://avn.faa.gov/index.asp?xml=index

AVN Field Offices

DOT/FAA
Anchorage FPO (ANC FPO)
222 West 7th Avenue
Anchorage, AK 99513

DOT/FAA
Boston FPO (BOS FPO)
Rm 203, 12 New England Executive Park
Burlington, MA 01803

DOT/FAA
Chicago FPO (CHI FPO)
2300 E Devon Avenue
Des Plaines, IL 60018

DOT/FAA
Ft Worth FPO (FTW FPO)
2601 Meacham Blvd.
Fort Worth, TX 76137

DOT/FAA
Los Angeles FPO (LAX FPO)
FAA Western Pacific Region, Room 6014A
15000 Aviation Blvd.
Hawthorne, CA 90261

DOT/FAA
Kansas City FPO (MKC FPO)
Central Region Office
901 Locust Street
Kansas City, MO 64106

DOT/FAA
New York FPO (NYC FPO)
FAA Eastern Region
1 Aviation Plaza Room 126
Jamaica, NY 11434

DOT/FAA
Seattle FPO (SEA FPO)
1601 Lind Avenue SW
Renton, WA 98055

FAA/ATSCC
AVN-50
13600 EDS Drive, Suite 100
Herndon, VA 20171

FAA Washington Flight Program Division
AVN-600 - Hangar 6
Ronald Reagan Washington National Apt
Washington, DC 20001

DOT/FAA Technical Center
Atlantic City Flight Inspection Field Office
(ACY-FIFO)
Building 301, Room 407
Atlantic City, NJ 08405

DOT/FAA
Anchorage Flight Inspection Field Office
(ANC-FIFO)
4610 West International Airport Road
Anchorage, AK 99502

DOT/FAA
Atlanta Flight Inspection Field Office
(ATL-FIFO)
4185 Martin Luther King Jr. Drive
Atlanta, GA 30336

DOT/FAA
Battle Creek Flight Inspection Field Office
(BTL-FIFO)
2800 West Territorial Road
Battle Creek, MI 40917

DOT/FAA
Sacramento Flight Inspection Field Office
(SAC- FIFO)
6349 Lindbergh Drive
Sacramento, CA 95837-1112

DOT/FAA
Atlanta FPO (ATL FPO)
1701 Columbia Avenue
College Park, GA 30337

DEFINITIONS

ARINC 424 - ARINC 424 is a specification for navigation system databases.

Aviation Safety Reporting Program – This is a program that invites pilots, controllers, flight attendants, maintenance personnel, and other users of the National Airspace System (NAS), or any other person, to report to NASA actual or potential discrepancies and deficiencies involving the safety of aviation operations. http://asrs.arc.nasa.gov/overview_nf.htm

Capstone -Capstone is an accelerated Federal Aviation Administration (FAA) effort to improve aviation safety in Alaska. The program includes the installation of ground infrastructure, global positioning satellite (GPS)-based avionics, and data link communications in commercial aircraft serving the Yukon-Kuskokwim Delta/Bethel area. http://www.caasd.org/proj/capstone/

CRADA - A Cooperative Research and Development Agreement (CRADA) is a written agreement between a private company and a government agency to work together on a project.

DACS – The Digital Aeronautical Chart Supplement (DACS) is specifically designed to provide digital airspace data not otherwise readily available. The supplement is produced every 56 days, coinciding with the airspace cycle and includes Selected Instrument Approach Procedures, NAVAID and Fix Data. The DACS Change Notice is effective during the second half of the 56-day airspace cycle and is used to update the DACS. There is no Change Notice effective during the first 28 days of the Airspace Cycle.

PAN-OPS - Procedures for Air Navigation Services – Operations (PANS-OPS) is the International Civil Aviation Organization (ICAO) standards and criteria for procedures developement.

RTCA DO-200A – This provides minimum standard and guidance for processing aeronautical information that provides the user an assurance level of quality.

Safer Skies - In 1998, the FAA announced a major initiative to achieve significant reductions in fatal accidents by 2007. Concentrating its resources on the most prevalent causes of aircraft accidents, Safer Skies uses a disciplined, data driven approach to find root causes and determine the best actions to break the chain of events that lead to accidents. http://www1.faa.gov/newsroom/factsheets/2001/factsheets_010326b.htm

GOAL 1: Increased Safety:

To achieve the lowest possible accident rate and constantly improve safety.

OBJECTIVE ONE: REDUCE THE COMMERCIAL AIRLINE FATAL ACCIDENT RATE.

STRATEGY

Continue the evolution toward a performance-based National Airspace System (NAS) by using onboard technologies that allow aircraft greater flexibility to navigate airspace more safely, more efficiently, and in a more environmentally sound way than the current ground-based navigation system.

Ref: FAA Flight Plan, pg 11

AVN Initiatives –

1.1 Support Safer Skies (FY-04/05) ***(T2)***

1.2 Determine military helicopter procedures development and Flight Inspection (FI) requirements and future projections. (FY-04)

1.3 Determine AVN-wide cost impact when implementing procedure criteria changes (Terminal Instrument Procedures /TERPS). (FY-04) ***(T2)***

1.4 Support the Required Navigation Performance (RNP) Road Map. (FY-04-06)

1.5 Redefine the flight edit program to include schedules for obstacle review/validation. (FY-04)

1.6 Integrate AVN/National Flight Data Center (NFDC) processes and systems – Evaluate National Flight Data Digest (NFDD) & Transmittal Letter (TL) products to assure time of reporting to the National Aeronautical Charting Organization (NACO) –Data Standardization & integration between AVN & NFDC (FY-04-06)

AVN Performance Target –

* Develop/publish 270 new Area Navigation (RNAV) procedures and 11 new Instrument Landing System (ILS) procedures by September 30, 2004.

Aviation System Standards

GOAL 1: Increased Safety:

To achieve the lowest possible accident rate and constantly improve safety.

STRATEGY

Expand FAA-industry partnerships and data-driven safety programs that prioritize and address risks before they lead to accidents.

Ref: FAA Flight Plan, pg 11

AVN Initiatives –

1.7 Develop a plan and implement Flight Operations Quality Assurance (FOQA). (FY-04-06) ***(T5)***

1.8 Implement the Aviation Safety and Reporting Program (ASRP). (FY04/05) ***(T5)***

1.9 Evaluate Safety Program communications. (FY-04) ***(T5)***

1.10 Complete installation of defibrillators in all AVN field facilities. (FY-04/05) ***(T5)***

AVN Performance Target -

* By September 30, 2004, install FOQA equipment and use data for development of flight inspection training profiles.

OBJECTIVE TWO: REDUCE THE NUMBER OF FATAL ACCIDENTS IN GENERAL AVIATION.

STRATEGY

Implement technologies and systems that will help pilots operate aircraft as safely as possible.

Ref: FAA Flight Plan, pg 12

AVN Initiatives –

1.11 Develop & implement the Obstacle Evaluation Tool. (FY-04/05)

1.12 Establish a delivery plan and deliver the Obstruction Repository that blends terrain and obstacle data. Develop database and process to validate data. (FY-04)

AVN Performance Target –

* By September 30, 2004, develop and publish 150 new RNAV procedures at Non-Part 139 airports.

Aviation System Standards

GOAL 4: Organizational Excellence

Ensure the success of the FAA's mission through stronger leadership, a better trained workforce, enhanced cost-control measures, and improved decision-making based on reliable data.

STRATEGY

Find faster, more efficient ways to collect and measure customer feedback and satisfaction.

FAA Flight Plan, pg 40

AVN Initiatives –

4.32 Expand tracking of customer service to include all NACO products (Blue Book). (FY-04)

4.33 Explore options to improve quality of paper for Terminal Procedure Publications (TPPs) similar to DoD quality for SIAPs. (FY-04)

4.34 Add National Imaging and Mapping Agency (NIMA) approach procedures to TPP and DoD supporting airport data to the Airport Facility Directory (AFD). (FY-04)

4.35 Provide flight inspection feedback on all comments & suggestions; Identify ways to improve communication between procedures specialists and pilots. (FY-04) ***(T5)***

4.36 Deliver Terminal Instrument Procedures (TERPs) services/business rules for other organizations to use in their system. (FY-04)

AVN Performance Target –

* By September 30, 2004 develop a process for providing flight inspection feedback and improve communications between procedures specialists and pilots.

Aviation System Standards

GOAL 4: Organizational Excellence

Ensure the success of the FAA's mission through stronger leadership, a better trained workforce, enhanced cost-control measures, and improved decision-making based on reliable data.

OBJECTIVE THREE: MAKE DECISIONS BASED ON RELIABLE DATA TO IMPROVE OUR OVERALL PERFORMANCE AND CUSTOMER SATISFACTION.

STRATEGY

Better prepare managers to use cost and performance data in making decisions.

FAA Flight Plan, pg 40

AVN Initiatives –

4.23 Develop AVN Flight Inspection policy to include the identification and assessment (complexity) of human factors/flyability. (FY-04)

4.24 Implement airport questionnaire to assess cost-benefit procedures production. (FY-04)

4.25 Develop a process to identify unneeded or unused procedures to pursue decommissioning/cancellation. (FY-04/05) ***(T2)***

4.26 Establish a cross division team to develop standards and policy for utilization of map and terrain data. (FY-04)

4.27 Develop and implement a formal methodology to improve the current biennial required review of SIAP's and establish an ISO quality continual review process providing flight inspection, chart and obstruction review to ensure safety of published SIAPs. (FY-04)

4.28 Develop and implement project plan for Next Generation IAPA. (FY-04-06) ***(T4)***

4.29 Develop a plan for implementing the IFP system to include populating the database. (FY-04)

4.30 Complete NACO's transition to ORACLE database. (FY-04)

4.31 Develop plan to secure IAPA in UNIX for 5 years. (FY-04))

AVN Performance Target –

* By September 30, 2004, publish change to TI 4040.52 that includes human factors/flyability policy.

Aviation System Standards

GOAL 1: Increased Safety:

To achieve the lowest possible accident rate and constantly improve safety.

STRATEGY

Expand and accelerate the implementation of safety and air navigation improvement programs in Alaska.

Ref: FAA Flight Plan, pg 14

AVN Initiative –

1.13 Support the Capstone Production program. (FY-04)

AVN Performance Target -

* Complete the 30 Capstone procedures identified for FY-04.

STRATEGY

Design, develop, and implement a Safety Management System (SMS) that complies with ICAO requirements and applies a system safety approach to the FAA's delivery of air traffic services.

Ref: FAA Flight Plan, pg 19

AVN Initiative –

1.14 Establish a Safety Management System with a focus on risk management. (FY-04-06) ***(T5)***

AVN Performance Target -

* Provide System Safety Training to 25% of managers by September 30, 2004.

Aviation System Standards

GOAL 2: Greater Capacity

Work with local governments and airspace users to provide capacity in the United States airspace system that meets projected demand in an environmentally sound manner.

OBJECTIVE ONE: INCREASE AIRPORT CAPACITY TO MEET PROJECTED DEMAND.

FAA Flight Plan, pg 23

AVN Initiatives –

2.1 Develop a plan for various levels of Localizer Performance with Vertical Guidance (LPV) Production (similar to the Commercial Aviation Safety Team, CAST, Plan). (FY-04) ***(T2)***

2.2 Develop and use AVN IFP production schedules to determine resource requirements throughout AVN. (FY-04) ***(T2)***

2.3 Coordinate and publish an airport survey order. (FY-04)

2.4 Expand the AVN Instrument Flight Procedure (IFP) production schedules to include all workload. (FY-04-05) ***(T2)***

2.5 Develop in conjunction with airports and NFDC a guidance package enabling airport managers to understand survey requirements. (FY-04)

2.6 Demonstrate the abilities to develop IAP's at Stafford County VA and Frederick MD using LIDAR surveys. (FY-04)

2.7 Develop a plan and implement prototype testing of future ARINC coding versions. (FY-04-06)

2.8 Complete data packing tool for UNS-1F (Universal CRADA). (FY-04)

2.9 Develop airports database data for airport layout plan. (FY-04)

AVN Performance Targets -

* Publish an airport survey order by EOY 04.
* Complete data packing tool for UNS-1F, Universal CRADA by September 30, 2004.

Aviation System Standards

GOAL 4: Organizational Excellence

Ensure the success of the FAA's mission through stronger leadership, a better trained workforce, enhanced cost-control measures, and improved decision-making based on reliable data.

STRATEGY

Develop and implement ways to better control costs.

FAA Flight Plan, pg 39

AVN Initiatives –

4.17 Promote the use of video conferencing to gain attendance/participation across locations and reduce travel costs. (FY-04))

4.18 Implement a Cost Accounting System (CAS) for AVN products and services. (FY-04/05)

4.19 Develop E-commerce to support chart sales to external and/or internal customers. (FY-04))

4.20 Develop strategy and implement technology to expedite flight inspection results and/or facility status to customers. (FY-04/05)

4.21 Review need for and/or automate FI reports and eliminate periodic reports. (FY-04/05)

4.22 Identify and develop new quality measures for the SIAP ISO process. (FY-04)

AVN Performance Target –

* By September 30, 2004, implement new quality measures for the SIAP ISO process.

GOAL 4: Organizational Excellence

Ensure the success of the FAA's mission through stronger leadership, a better trained workforce, enhanced cost-control measures, and improved decision-making based on reliable data.

OBJECTIVE TWO: CONTROL COSTS WHILE DELIVERING QUALITY CUSTOMER SERVICE.

STRATEGY

Improve organization-wide commitment to fulfilling customer needs.

FAA Flight Plan, pg 39

AVN Initiatives –

4.12 Fully implement the Flight Inspection Graphic (FIG) process for all original and amended procedures. (FY-04)

4.13 Coordinate collocation/move of Reproduction, Distribution, and Warehouse operations. (FY-04/05)

4.14 Provide map-printing services to US Geological Survey (USGS). (FY-04)

4.15 Publish an outreach program enabling AVN employees to educate the users, public, and internal FAA organizations on AVN products and services. Promote AVN products and services through participation in air shows, aviation safety seminars, etc. (FY-04)

4.16 Complete HS 125 to CL-600 conversion. (FY-04-06)

AVN Performance Target –

* By September 30, 2004, provide map printing services to US Geological Survey (USGS).
* By December 31, 2004, increase the production of the FIG to 100%.

GOAL 2: Greater Capacity

Work with local governments and airspace users to provide capacity in the United States airspace system that meets projected demand in an environmentally sound manner.

OBJECTIVE TWO: MAKE AIR TRAFFIC FLOW OVER LAND AND SEA MORE EFFICIENT.

FAA Flight Plan, pg 24

AVN Initiatives –

2.10 Develop strategy for integration of continuing Automated Flight Inspection System (AFIS) hardware and software support. (FY-04/05)

2.11 Develop Project Plan that provides a framework for the NEXGEN AFIS to include studies of academia, etc. (FY-04/05) ***(T4)***

2.12 Develop a FAA National Flight Database (Aeronautical Radio, Inc - ARINC 424 Format) accessible via the web. (FY-04) ***(T4)***

2.13 Expand AVN-wide Document Management System. (FY- 04/05)

2.14 Improve functionality of the Automated Procedures Tracking System (APTS) in AVN-100 and expand functionality to AVN-200 and AVN-500. (FY-04) Expand to international functionality. (FY-05/06) ***(T4)***

2.15 Re-engineer the Centralized Flight Management Scheduling System (CFMSS) and reintegrate with the Maintenance Modules and Flight Program AirCrew Tracking System (FACTS). (Update to Oracle). (FY-04)

2.16 Implement an aeronautical chart production system capable of supporting the automated production of all NACO/Aeronautical Chart Division products and services on a real time basis. (FY-04/05) ***(T4)***

2.17 Automate/digitize visual charts, Airport Facility Directory (A/FD) publications, En-route charts, and A/FD sketches. (FY-04-06)

2.18 Pursue AVN representation on Airspace System Redesign Committee with representation from AVN-100/200/500 divisions. (FY-04)

Aviation System Standards

GOAL 4: Organizational Excellence

Ensure the success of the FAA's mission through stronger leadership, a better trained workforce, enhanced cost-control measures, and improved decision-making based on reliable data.

STRATEGY

Increase the commitment of all employees to fulfill organizational goals.

FAA Flight Plan, pg 38

AVN Initiatives –

4.4 Each division/staff communicate to all employees the actions planned to address the results of the FY-03 survey during FY-04. ***(T1)***

4.5 Communicate/discuss the Air Traffic Organization (ATO) Flight Plan and Business Plan in multiple forums. (FY-04) ***(T1)***

4.6 Schedule quarterly cross-organizational meetings using multiple channels. (FY-04) ***(T1)***

AVN Performance Target –

* By September 30, 2004, improve employee perception that management is not responding to employee comments. Move perception from red to green on the annual AVN Employee Survey.

Aviation System Standards

GOAL 3: International Leadership

Increase the safety and capacity of the global civil aerospace system in an environmentally sound manner

OBJECTIVE TWO: OBJECTIVE ONE: PROMOTE IMPROVED SAFETY AND REGULATOR OVERSIGHT IN COOPERATION WITH BILATERAL, REGIONAL, AND MULTILATERAL AVIATION PARTNERS.

STRATEGY

Provide technical assistance and training to key foreign civil aviation authorities.

Ref: FAA Flight Plan, pg 32

AVN Initiatives –

3.1 Implement process to assist international customers by providing technical assistance and training to improve the quality of procedures packages. (FY-04)

3.2 Develop and deliver a Transportation Safety Institute (TSI) Procedures Development Quality Control course that includes an on-the-job familiarization experience. (FY-04/05)

STRATEGY

Support ICAO and regional aviation authorities.

Ref: FAA Flight Plan, pg 32

AVN Initiative –

3.3 Ensure appropriate representation and participation in 13th IFIS and other international standards groups and committees. (FY-04)

AVN Performance Target -

* Provide aircraft, technical presentations, and NACO display booth during symposium. (June 2004)

GOAL 3: International Leadership

Increase the safety and capacity of the global civil aerospace system in an environmentally sound manner

OBJECTIVE TWO: PROMOTE SEAMLESS OPERATIONS AROUND THE GLOBE IN COOPERATION WITH BILATERAL, REGIONAL, AND MULTILATERAL AVIATION PARTNERS.

STRATEGY

Work with global partners and industry to develop and implement technologies and processes that enhance safety.

Ref: FAA Flight Plan, pg 33

AVN Initiatives –

3.4 Develop and complete Chart Familiarization program for the Civil Aviation Authority of China (CAAC). (FY-04)

3.5 Support the harmonization of data standard between AVN, DOD and EUROCONTROL. (FY-04)

3.6 Complete implementation of NASA FI support initiative. (FY-04)

AVN Performance Target -

* By September 30, 2004, develop unified FAA/NIMA attributes for data exchange in support of the AIXM standard.

GOAL 4: Organizational Excellence

Ensure the success of the FAA's mission through stronger leadership, a better trained workforce, enhanced cost-control measures, and improved decision-making based on reliable data.

OBJECTIVE ONE: MAKE THE ORGANIZATION MORE EFFECTIVE WITH STRONGER LEADERSHIP, INCREASED COMMITMENT OF INDIVIDUAL WORKERS TO FULFILL ORGANIZATION-WIDE GOALS, AND A BETTER PREPARED, BETTER TRAINED, DIVERSE WORKFORCE.

STRATEGY

Build stronger leadership to achieve strategic goals and manage resources effectively.

FAA Flight Plan, pg 38

AVN Initiatives –

4.1 Publicize the AVN Resource Development Guide - process for cross-organizational assignments for details, job sharing, shadowing, or all options. (FY-04) ***(T1)***

4.2 Develop and implement a plan that contains the skill sets for Top Management (executive development program). (FY-04) ***(T1)***

4.3 Identify and deliver specific courses for the management team/managers to deal with conflict. (FY-04) ***(T1)***

AVN Performance Targets –

* By September 30, 2004, all managers/leads complete conflict management course.

* By December 31, 2004, the DMT members will complete a Team Building course.

* By September 30, 2004, increase the number of details from 5% to 7%.

GOAL 2: Greater Capacity

Work with local governments and airspace users to provide capacity in the United States airspace system that meets projected demand in an environmentally sound manner.

2.19 Complete contracted (MITRE) TARGETS modification to provide ARINC coding capability for national flight data (NFD) automation/DACS (FY-04)

2.20 Develop and implement an automated tool for minimum vectoring altitude chart (MVAC), minimum IFR altitude (MIA), and Emergency Obstacle Video Map (EOVM) evaluations. (FY-04/05)

2.21 Complete RTCA DO-200A documentation for the national flight database (FY-04/05)

AVN Performance Targets -

* By September 30, 2004, complete analysis and publish report outlining Future Flight Program concepts.

GOAL 4: Organizational Excellence

Ensure the success of the FAA's mission through stronger leadership, a better trained workforce, enhanced cost-control measures, and improved decision-making based on reliable data.

STRATEGY

Improve our ability to acquire, develop, and retain a diverse, highly skilled workforce.

FAA Flight Plan, pg 38

AVN Initiatives –

4.7 Identify all positions, locations (including alternate work sites) and barriers to telecommuting. (FY-04/05) ***(T1)***

4.8 Identify and minimize barriers to the Individual Development Plan (IDP) process and promote processes that increase employee participation. Put in place a management workforce plan and development program (career developement/enhancement/ progression). (FY-04) ***(T1)***

4.9 Develop measurable objectives for the Model Work Environment (MWE) Action Plan and track results. (FY-04) ***(T1)***

4.10 Develop PANS-OPS expertise within AVN-100. (FY-04)

4.11 Implement the Flight Procedures Office (FPO) Action plan that addresses initial and recurrent training courses, maintenance of the FPO Handbook, and details/TDY support. (FY-04/06)

AVN Performance Targets –

* By September 30, 2004, increase telecommuting from 12% to 15% of all AVN employees.
* By September 30, 2004, increase number of IDPs from 7% to 10%.
* Reduce number of lost time/injury days from the FY 03 baseline.
* Eliminate repeat findings during future security site visits.