



Performance Indicator Reference Sheet (PIRS) Guidance & Template

A Mandatory Reference for ADS Chapter 201

Partial Revision Date: 05/25/2022
Responsible Office: PPL
File Name: 201maf_052522

A Performance Indicator Reference Sheet (PIRS) is a tool USAID uses to define performance indicators; it is key to ensuring indicator data quality and consistency. A PIRS is required for all performance indicators included in a Performance Management Plan (PMP), Activity Monitoring, Evaluation, and Learning (MEL) Plan, or reported externally (such as in the annual Performance Plan and Report). The PIRS must be completed and sufficient within three months of the start of indicator data collection.

When possible, a PIRS should be completed prior to data-collection to ensure a clear definition of the indicators and the data-collection methodology. The sequencing of steps is critical in promoting the quality of data. A PIRS indicator definition must be consistent across all activities that collect data for the same indicator within an Operating Unit (OU). Other information in the PIRS should be consistent across all activities, particularly when the need to aggregate multiple instances of an indicator outweigh the benefits of allowing activity discretion. If there are differences in data collection for the same indicator across activities within a single Mission or Washington OU (e.g., different data sources, reporting frequency, or known data limitations), the PIRS should document these differences in the relevant fields. An indicator's PIRS must be accessible by relevant Mission or Washington OU staff using the indicator and must be shared with partners who will be collecting data for the indicator.

The first part of this document includes a table describing the reference information required, along with an explanation. All fields are required unless specifically noted as "optional." The second part of this document provides a blank template to be used to complete a PIRS for a performance indicator.

Note: Foreign assistance standard indicators are pre-defined, and each standard indicator has an associated reference sheet. The standard foreign assistance indicator reference sheet does not include all the ADS required fields of information. When standard indicators are used, all required reference information must be completed in the PIRS. In addition, information should be added that is specific to the local context and will aid in data collection (see the [standard foreign assistance indicators and USAID PIRS crosswalk](#) for additional information).

PIRS Content	
Required Reference Information	Definition/Guidance
Name of Indicator	The full and complete name of the indicator must be specified. If the indicator is a foreign assistance standard indicator, also include the indicator number.
Name of Result Measured	The name of result(s) being measured must be designated. If the result has a number that corresponds to a Results Framework or Logic Model, this number should be included as well (e.g., Intermediate Result 2.1: Business Enabling Environment Improved).
Is this a PPR Indicator? Y/N If Yes, note which years the indicator will be reported If Yes, link to a foreign assistance framework	Whether the indicator will be reported in the Performance Plan and Report (PPR) must be specified. If the indicator has been specified as a PPR indicator, then note which years it is expected to be reported to the PPR and the relevant program objective, area, element, and sub-element of the foreign assistance standardized program structure.
Precise Definition(s)	<p>Indicator definitions must clearly explain all terms and elements of the indicator to ensure consistent interpretation and that intended measurements are reliably collected.</p> <p>Vague terms (e.g., “effective,” “quality,” “youth,” “vulnerable”) must be defined. Indicators that pertain to populations, geographic areas, or scores should include specified parameters or range. An equation or description of any calculations required to derive the data must be included. If the indicator is a percentage or ratio, there must be a description of the numerator and denominator.</p>
Unit of Measure	Unit of measure (e.g., number of hours, percent of households) must be indicated. Minimum or maximum values should be included, if applicable. Indicate if the number is cumulative or specific to the reporting frequency.
Data Type	<p>Data types should be indicated. Data types include, but are not limited to the following:</p> <p><u>Integer</u>: A whole number having no decimal places (e.g., number of people trained).</p> <p><u>Decimal</u>: Define if the number is expected to have a decimal and how many decimal places must be</p>

PIRS Content	
Required Reference Information	Definition/Guidance
	<p>tracked (e.g., average time to export goods along trade corridor).</p> <p><u>Percentage</u>: Both numerator and denominator must be defined (e.g., percent of learners who demonstrate reading fluency and comprehension. Numerator: Number of learners who demonstrate reading fluency and comprehension. Denominator: Total number of learners.).</p> <p><u>Proportion/Ratio</u>: Both numerator and denominator must be defined (e.g., Infant mortality rate. Numerator: number of deaths of children less than 1 year old. Denominator: 1,000 live births.).</p> <p><u>Currency</u>: Must include a conversion to USD rate, rate source, and date (e.g., price of wheat).</p>
Disaggregated by	<p>List any planned ways of disaggregating the data and note why this disaggregation is necessary and useful.</p> <p><u>Sex</u>: Performance indicators must be disaggregated by sex when measuring person-level data.</p> <p><u>Geography</u>: It is recommended that indicator data be disaggregated by a geographic level that is feasible and useful for management purposes.</p>
Rationale for the Indicator <i>(optional)</i>	Briefly describe why this particular indicator was selected to measure the intended result and how it will be useful for managing performance. It is recommended that both a use and user for the indicator data are identified here.
Data Source	Specific sources of data must be identified. If data are from third-party sources such as a government ministry or international organization, include the location/link to the source. If data are collected by implementing partners, specify where the partner is getting the data. It is critical that sources be specific and detailed to ensure that data collection is

PIRS Content	
Required Reference Information	Definition/Guidance
	consistent and verification is possible.
Method of Data Collection and Construction	Tools, methods, and procedures for collecting raw data must be described. Examples include document review, structured interviews, focus group interviews, written survey, ledger of patients, etc. If the indicator is an index or composite indicator, describe the procedure or formula for construction or calculation. Include information about who collects the raw data and where it is stored before it gets to USAID.
Reporting Frequency	How often and when data will be reported to USAID must be specified. Most common reporting frequencies are quarterly, semiannual, and annual. It is recommended that reporting frequency remain consistent throughout the life of the indicator. If there are differences in reporting frequency across different activities, any differences should be documented here.
Individual(s) Responsible at USAID	Specific staff member(s) directly responsible for the data must be identified. It is recommended that the specific position title be used rather than the employee's name (e.g., COR of X contract, or Environment Project team lead).
Baseline Timeframe	The timeframe (month/year) that will serve as the baseline value for the indicator must be stated. If baselines have not been set, identify when and how this will be done. If it is expected that this indicator will have a rolling baseline, the dates when the baselines are expected to take place should be noted.
Rationale for Targets <i>(optional)</i>	Explain the general basis on which targets are set for the indicator (e.g., identify specific trends to make reasonable projections based on anticipated level of effort and resources).
Dates of Data Quality Assessments (DQA) and name of reviewer	Dates of each DQA must be indicated as well as the name of the corresponding USAID staff member responsible for the review.
Individual(s) Responsible at USAID	The specific staff member(s) directly responsible for the data must be identified. It is recommended that the specific position title be used rather than the employee's name (e.g., COR of X contract, or Environment Project team lead).

PIRS Content	
Required Reference Information	Definition/Guidance
Baseline Timeframe	The timeframe (month/year) that will serve as the baseline value for the indicator must be stated. If baselines have not been set, identify when and how this will be done. If it is expected that this indicator will have a rolling baseline, the dates when the baselines are expected to take place should be noted.
Rationale for Targets <i>(optional)</i>	Explain the general basis on which targets are set for the indicator (e.g., identify specific trends to make reasonable projections based on anticipated level of effort and resources).
Dates of Data Quality Assessments (DQA) and name of reviewer	Dates of each DQA must be indicated as well as the name of the corresponding USAID staff member responsible for the review.
Date of Future DQAs <i>(optional)</i>	Date of future planned DQAs should be indicated.
Known Data Limitations	Any major data limitations must be indicated. Plans on how to address these limitations should be stated. Data limitations can be derived from the DQA summary and include the following indicator quality issues: Validity, Reliability, Timeliness, Precision, and Integrity. Any additional limitations should also be listed.
Changes to Indicator	Changes to an indicator that substantively affect indicator reference information must be documented and justified. This includes but is not limited to: changes to the definition, reporting frequency, data collection methodology, data construction, and indicator name. Documentation must include detailed information on the changes made, the date the change was made, and justification. This space is not the place to note changes in the indicator actual data.
Other Notes <i>(optional)</i>	Use this space as needed.
This Sheet Last Updated On:	MM/DD/YY To avoid version control problems, type the date of the most recent revision or update to this reference sheet.

USAID Performance Indicator Reference Sheet	
Name of Indicator:	
Name of Result Measured (DO, IR, sub-IR, Project Purpose, Activity-level Outcome, etc.):	
Is This a Performance Plan and Report Indicator? No _____ Yes _____ for Reporting Year(s) _____	
If yes, link to foreign assistance framework:	
DESCRIPTION	
Precise Definition(s):	
Unit of Measure:	
Data Type:	
Disaggregated by:	
Rationale for Indicator (optional):	
PLAN FOR DATA COLLECTION	
Data Source:	
Method of Data Collection and Construction:	
Reporting Frequency:	
Individual(s) Responsible at USAID:	
TARGETS AND BASELINE	
Baseline Timeframe:	
Rationale for Targets (optional):	
DATA QUALITY ISSUES	
Dates of Previous Data Quality Assessments and Name of Reviewer(s):	
Date of Future Data Quality Assessments (optional):	
Known Data Limitations:	
CHANGES TO INDICATOR	
Changes to Indicator:	
Other Notes (optional):	
THIS SHEET LAST UPDATED ON:	

201maf_052522