



U.S. Merit Systems Protection Board

Open Data Plan

FY 2026

Purpose

This plan satisfies requirements in Office of Management and Budget (OMB) Memorandum [M-25-05](#), *Phase 2 Implementation of the Foundations for Evidence-Based Policymaking Act of 2018: Open Government Data Access and Management Guidance* (Jan. 15, 2025), regarding public data asset dissemination.

Pursuant to the Foundations for Evidence-Based Policymaking Act of 2018 (Evidence Act), the Merit Systems Protection Board (MSPB) is committed to improving the breadth and depth of our Open Data Catalog to make MSPB data “findable, accessible, interoperable, and reusable.”

Background

Title II of the Evidence Act, the Open Government Data Act, aims to enhance transparency and accessibility of Government data. It requires Federal agencies to publish their open data information online in standardized, machine-readable formats, ensuring that metadata is included in the [Data.gov](#) Federal Data Catalog. M-25-05 further defines key actions that facilitate improved governance and innovation by making data readily available and accessible to the public.

MSPB publishes Merit Principles Survey data to Data.gov. The MSPB Data Governance Board Charter is available at www.mspb.gov/data. MSPB supports open data practices and assures that MSPB data, wherever compliant with privacy law and appropriate to the agency mission, is discoverable and interoperable. MSPB promotes open data access through its website (www.mspb.gov) and Data.gov.

This Open Data Plan outlines MSPB’s goals, requirements, and activities regarding open data management and publication.

Open Data Plan

This Open Data Plan is composed of six specific strategies that, as implemented, will improve MSPB’s capacity to share data with the public and ensure that shared data is easier to access and use. Progress in advancing these actions will improve the experience of finding and accessing data for public, private, and Federal MSPB stakeholders.

Our vision is to create a transparent and accessible data ecosystem that empowers users through improved data discovery and usability, fosters insightful analysis, and builds public trust in the integrity of MSPB data.

Data Collection Process for Open Formats

MSPB has processes and procedures in place to ensure that it collects data in an open format, by default, using digital collection mechanisms.

Data Usage Information

MSPB collects and analyzes anonymized and aggregated digital information on data asset usage by users inside and outside the agency. Future activities may include reporting data usage metrics on Data.gov.

Collaboration with Data Users

MSPB facilitates engagement and collaboration between the public and the agency to expand the use of public data assets. Future activities may include soliciting input on the types of data points that would be most useful to the public and collaborating with other small agencies to learn how they developed their Open Data Catalogues.

Open Data Point of Contact

MSPB's Open Data Point of Contact, the Chief Data Officer, maintains the Open Data Plan and works with the Data Governance Board to encourage and identify opportunities for public data engagement. The Chief Data Officer also audits the Open Data Catalogue requiring data owners to check their data assets for accuracy.

Open Data Goal Requirements

MSPB manages an innovative information technology environment and a skilled workforce that facilitates open data sharing. We strive to comply with Data.gov reporting requirements. Future planning involves additional Business Intelligence and Experience Management and Research tools that will allow us to expand our Open Data Catalogue.

Prioritizing Public Data Asset Review

MSPB evaluates data assets to determine whether they are a priority to the public and deemed a public data asset to be included in Data.gov. MSPB plans to work with our FOIA professionals to develop rules for prioritizing data assets for public dissemination to align our Open Data Catalogue with routine FOIA requests.

Compliance Status

MSPB strives to comply with all requirements of M-25-05 when disseminating a public data asset pursuant to the Evidence Act.

Updating the Information Resources Management Strategic Plan

MSPB will release a separate Information Resources Management (IRM) Strategic Plan and post it on www.mspb.gov/data. MSPB will update the IRM Strategic Plan every two years.