

# Selecting and Proposing Changes to KPM Targets



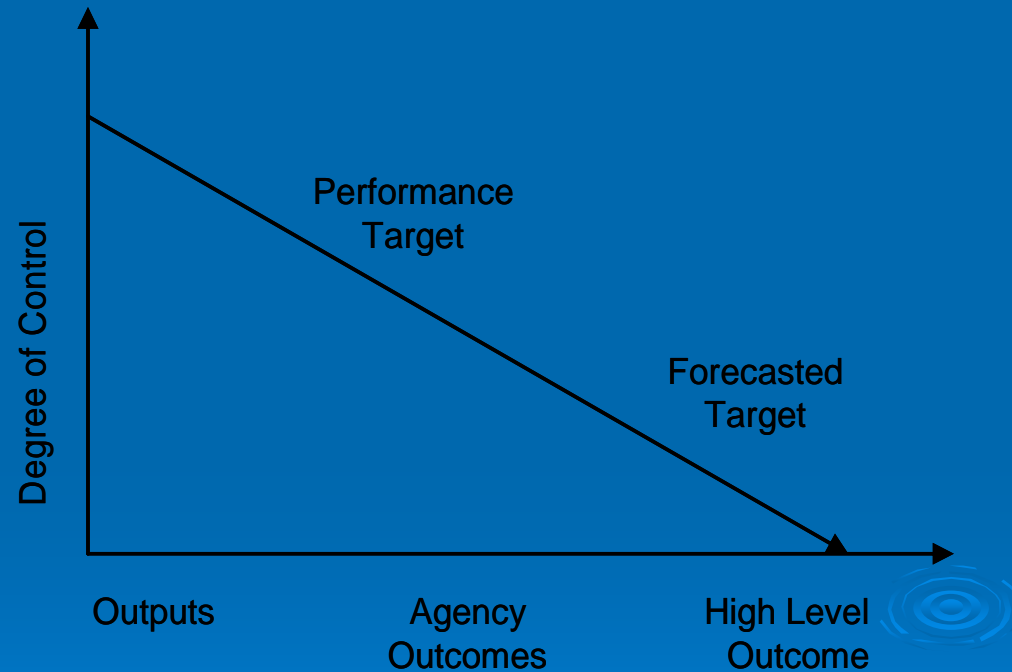
**KEY POINTS**

# Target Change Requests

- Too many target issues in the Change request process - moving the target issue to the APPR process
- Targets for 2010-2011 timeframes
- Target “changes” detailed in “About Targets” section in APPR

# Setting Targets - Context

- One size does NOT fit all!
- Control declines with higher-level measures
- All KPM's should have "target" metrics\*



# Defining KPM Targets

## ➤ What is the target?

- Performance level to be achieved (high control)
- Performance outcome goal (some control)
- Forecast (low control)

# Defining KPM Targets

➤ Does the target need to change?

- Review data
- Normal variation
- Special causes of variation
- Trends

# Defining KPM Targets

- What assumptions support the need to change a target?
  - Funding changes
  - POP's
  - External Factors
  - Internal Factors

# Target Change – Special Issues

- If you are missing targets from previous years
- If you are proposing a new measure\*
- Trending
- If you have a KPM that is ALSO an Oregon Benchmark **(and targets are different)**

# Questions and Concerns

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