Setting Targets (Benchmarks)

Targets are the **quantifiable levels** of accomplishment we expect for each measure. Targets tell us how or when we will know that we were successful.

Targets…

- specify something we can quantify (a number, percent, rating, score, or level of proficiency)

- offer information regarding directionality (an increase or decrease)

- should change to reflect improvement over time (levels should be changed as we continue to strive for improvement)

- can include an anticipated date for completion, if no other targets seem appropriate

Be sure that targets:

- Describe specific, quantifiable criteria for success
- Are both challenging and attainable in the given timeframe
- Are relevant and appropriate
- Are set for each measure (each measure must have a target)

Administrative Units	Academic Programs
Eighty-five percent (85%) of new employees will have completed the required Institutional Compliance Orientation training within 60 days of hire.	At least 80% of students will pass the National State Board of Nursing Exam (NCLEX)
Development of required state THECB reports will be completed prior to the submission deadline and submitted on or before the deadline on an annual basis.	The average first time pass rate on the USMLE Step One will be at or above the national average.
On August 31 of each year, 100% of required Conflict Management Plans for TTUHSC El Paso researchers will be up-to-date and on file with the Compliance Office.	Students will achieve at or above the 6th percentile on each of the 6 NBME Shelf Exams.
Average wait-time will not exceed 5 minutes.	The average rating will be above average or outstanding (4 or above) on employer/supervisor evaluations.