

TEF and KPIs

KPIs

KPI = Key Performance Indicator

KPI - purpose

Key performance indicators should be used to measure an organisation's success with reference to its stated purpose.

KPI like all objective measurements need to be both valid and reliable. They should also measure with validity what is important to that organisation. Crucially KPIs should measure those things that are vital to an organisation's success or failure.

The validity of particular KPIs is often determined by how close the indicator is as a concept to the phenomena of concern.

Properties

A good KPI, not only links to the heart of what the organisation wishes to achieve but is also strongly reflective of what the organisation does, that is, as far as possible it should reflect variables and actions inside the organisation rather than what happens outside the organisation.

A KPI that is influenced more by external factors , whilst it may suggest an organisations ability to survive does not often yield information that is useful for management decisions.

Furthermore, a really good KPI is influenced by relatively few variables, and those that it is influenced by should be easily measured and understood.

TEF (and Learning Gain)

Student Satisfaction First 12 questions on NSS

Non –continuation rate

Employment Destination

Highly Skilled destinations

Additional Learning Gain measure to follow.

Also comparative measures of these metrics for various disadvantaged groups

Learning Gain

“Learning gains are defined as distance travelled by students during their studies, demonstrated by an improvement in knowledge, skills, work-readiness and personal development between two points in time”

(McGrath et al., 2015)

Question 1

Obviously University KPIs will be derived from TEF, how do we make sure this does not distort our mission (s), our IR endeavour and create homogenous institution?

Question 2: How would you measure learning gain?