# Task 6: Develop accountability methods and metrics to measure achievement of objectives

## Method: Metric Development

**Task Summary:** Metrics allow you to monitor your performance. Baseline assessments of where you are, followed by targeted goals, are important components of metric development. Accountability will keep momentum moving forward.

In this section, you will define your metrics, identify your data source(s), and determine the frequency of data collection. You will also determine to whom the metrics will be reported (i.e., only the leadership, the college/school, the entire world on the Internet).

**Directions:** Review the Key Terms and Examples: Metrics, Measures, Target, and Benchmark document prior to answeringthe following questions.

1. **Is each objective framed so that results have an associated metric (e.g., can you set a success measure for excellence in faculty diversity)?**

***Please write your metrics on the Goal and Strategy template***

1. **How will metrics be gathered, analyzed, and reported and with what frequency? The Data Dictionary template provides a place to record a definition, data source, and frequency for data collection for each metric.**

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1. **What baseline metrics are you going to use to gauge your success for each objective? When assessing metrics, it is useful to assess the following: (1) your organization’s trend/baseline and (2) how your organization is doing compared with peers. Consider using data from the AAMC on specialties and ACGME data for national values. See Data Collection and Accountability resources for resource links.**

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1. **What is your target for performance going forward and to whom are you reporting your progress?**

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1. **How will you monitor accountability for each goal? Consider using multiple points of accountability throughout the institution (you do not want to put the total responsibility on senior leadership alone). Consider using dashboards for tracking and reporting progress on each goal.**

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1. How will you know if the accountability process is sufficiently transparent?

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