Rational Target Setting Methodology
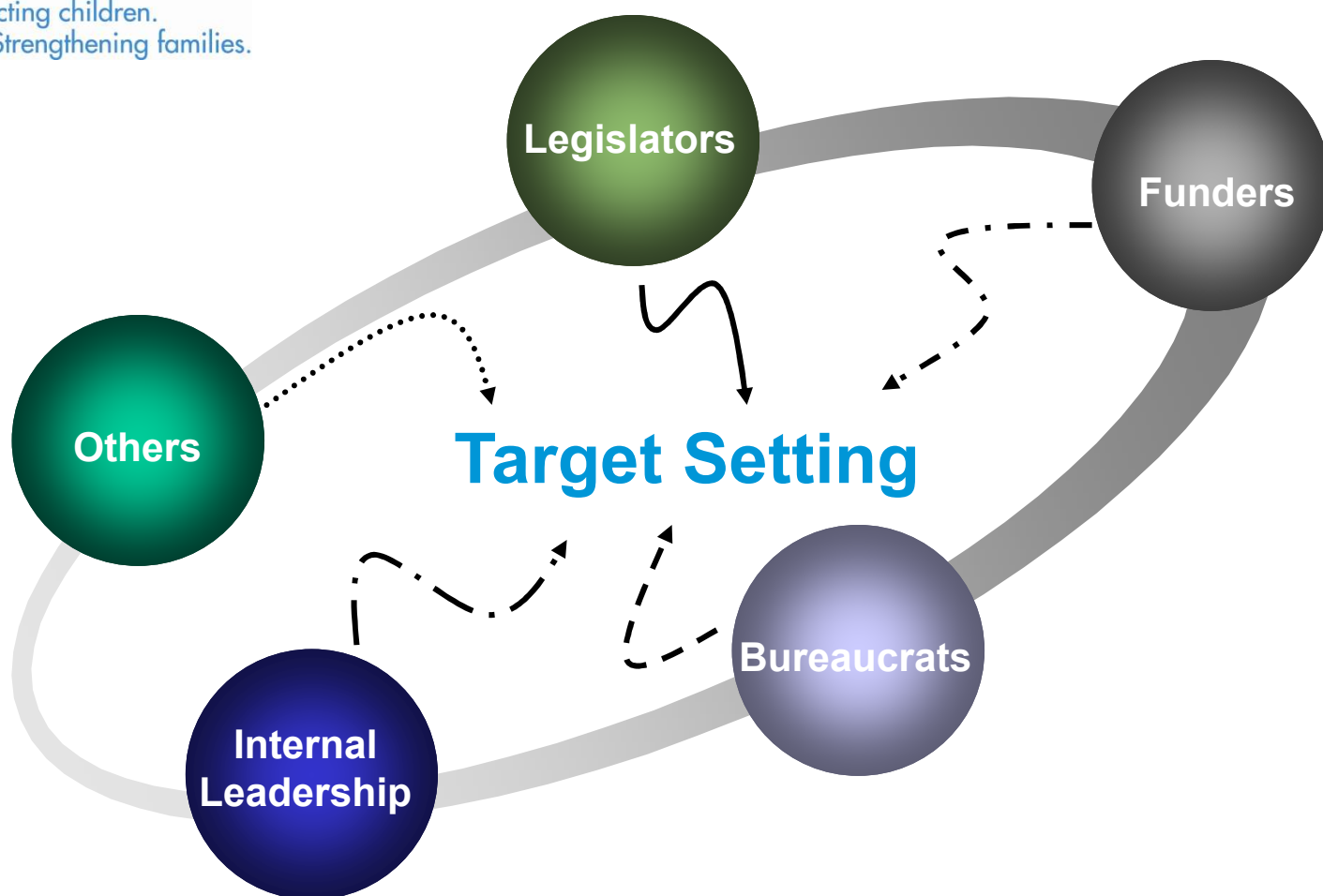
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Agenda

- Why do you need RTSM?
- How do you use it?
- Role playing
- Discussion & Feedback.

Has this ever happened to you?

Legislators

Funders

Others

Target Setting

Bureaucrats

Internal Leadership

4 Key Areas

Policy	**Priorities**
Resources	**Training**

Case Study

- Rate of Placement with Siblings:
  - 2009 = 48%
  - 2010 = 47%

Case Study: Policy

- Who sets policy?
- Is the outcome a priority?

0 = not discussed at all

1 = low priority to policy makers

2 = moderate priority to policy makers

3 = high priority to policy makers

Case Study: Priorities

- Strategic Importance?
- Mission Critical?

0 = Not on the radar screen

1 = Low priority

2 = Moderate priority

3 = High priority

Case Study: Training

- Will we be increasing the amount of training for staff?

0 = No additional training

1 = Small amount of training

2 = Moderate amount of training

3 = Significant increase in training

Case Study Resources
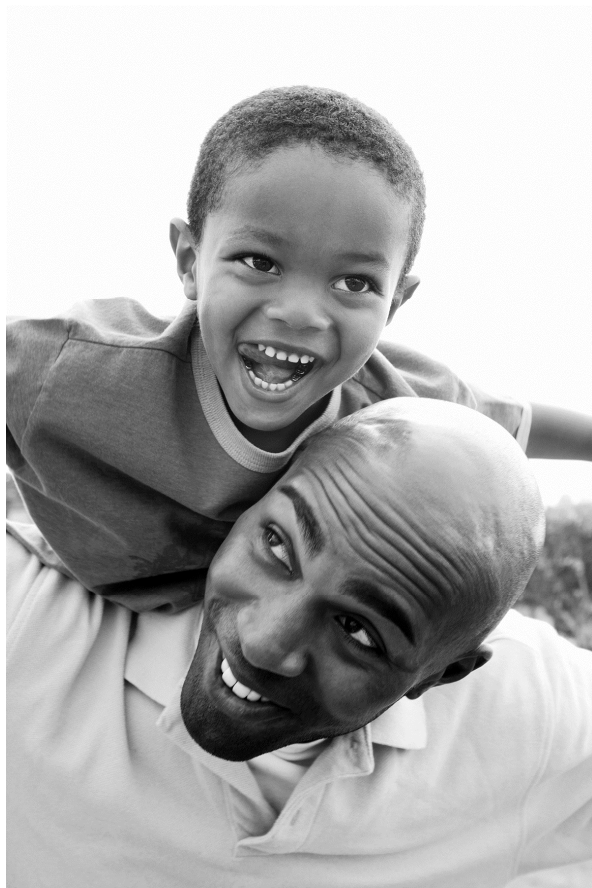
- Will additional resources be available?

0 = No change in resources

1 = Small amount of resources added

2 = Moderate increase in resources

3 = Many resources added

Case Study: Review

- Past Performance: *48%, 47%*
- Change Over Time: *-1%*
- Targets Mandated: *90%*
- Desired Targets: *90%*
- Gap: *43%*

Protecting children. Strengthening families.

Case Study: Ratings

Low priority for policy makers. **Policy:** 1	Moderately important strategically. 2 :**Priorities**
Resources: 1 Small increase in resources.	1 :**Training** Small increase in training.

Case Study: Score

Added Weights	Suggested Change Range
0-3	0 to 10% improvement
4-6	11-20% improvement
7-9	21-30% improvement
10-12	31-50% improvement

Protecting children. Strengthening families.

Let's Try It!

- What were your quadrant ratings?
- What change do you expect?
- What was your rationale?

Discussion, Questions, & Feedback

Thank You!

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