



INSPIRE – WP2  
WORKSHOP

**Measuring  
performance:  
*learning by doing***



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## THE NEED FOR PERFORMANCE MEASUREMENT

- Every HEI defines its own mission statement
- Programming and planning translate the HEI mission into strategic and operational objectives
- Programming and planning makes no sense if no monitoring and measurement is carried out on the performance

## PERFORMANCE MEASUREMENT – THE ACTIVITIES

### STEP 1

- Prioritizing the measurement efforts

### STEP 2

- Selection of the indicators

### STEP 3

- Collection of data (existing or new)

### STEP 4

- Data analysis

### STEP 5

- Reporting



## TYPES OF PERFORMANCE MEASUREMENT INDICATORS

Single indicators	
I. on inputs	Which resources are used?
I. on output	Which products and services are delivered? What is the quality of these products and services?
I. on outcomes	What are the intermediate/ultimate outcomes achieved that are significantly attributable to the output?
Ratio indicators	
Efficiency	Cost/output
Productivity	Output/input
Effectiveness	Output/outcome
Cost-effectiveness	Input/outcome (intermediate or final)



## FROM LEARNING...TO DOING

- Examples from the UNISI Performance Plans
- Practicing on your HEIs objectives



Innovative Governance Practices  
in the Higher Education Institutions in Iraq

## CONTACTS

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