

**LANDBANK COUNTRYSIDE DEVELOPMENT FOUNDATION, INC.  
2016 Performance Scorecard Evaluation**

	Performance Measure					LCDFI Submission		GCG Evaluation		Supporting Documents	GCG Remarks
	Objectives/Measures	Formula	Weight	Rating Scale	Targets	Actual	Rating	Score	Rating		
<b>SOCIAL IMPACT/SHAREHOLDERS</b>	<b>SO 1</b>	<b>To strengthen LandBank borrowing cooperatives</b>									
	SM 1	Percentage of COOP Weakness Addressed	Number of COOP weaknesses with improved operations review rating after LCDFI intervention over total number of COOP weaknesses evaluated	15%	Actual / Target x Weight	To finalize baseline and evaluation system	2016 LBP-LPMG Impact Assessment Result served as baseline: • 18 Cooperatives advanced to a higher maturity level • 29 Cooperatives progressed in overall ECORI rating	15.00%	Evaluation system is not applicable	0.00%	• Year-End Report of LandBank – Lending Program Management Group (LPMG) on LCDFI Training as of end of 2015

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										<p>training from LCDFI were evaluated by the LandBank Lending Centers. The evaluation involves the assessment of the specific needs, weaknesses, policies, systems and processes of each cooperative using the ECORI and the Enhanced Cooperative Accreditation Criteria (ECAC).</p> <p>While the evaluation system used in 2016 is relevant to LandBank for overall assessment and credit evaluation, it cannot be considered as the appropriate evaluation system for LCDFI since it assesses various factors wherein the cooperative weaknesses is just one of the components. LCDFI needs an evaluation system that would focus on the improvement in weak areas rather than on overall improvement of a cooperative which could not solely be attributed to the capacity building and trainings provided by LCDFI. In this regard, this accomplishment shall not be given a merit.</p>

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SM 2	Percentage of Conducted Trainings Committed to Landbank	Actual number of trainings conducted over total number of trainings committed to Landbank during the calendar year	15%	Actual / Target x Weight	100%	Conducted 77 out of 75 confirmed requested trainings from LandBank calendar year for CY 2016	15.00%	100% (75/75)	15.00%	<ul style="list-style-type: none"> <li>• Summary of Trainings Conducted</li> <li>• Letter from LandBank – Lending Program Management Group (LPMG) requesting for the conduct of trainings</li> </ul>	<p>For 2016, LCDFI reported that it conducted 77 out of the 75 trainings requested by the Lending Program Management Group of LandBank. The total number of actual training participants from 257 LandBank borrowing cooperatives stood at 2,030.</p> <p>LCDFI explained that the number of trainings reached 77 because it had to split the conduct of some training modules due to the large number of participants. In view of this, the accomplishment that will be recognized under the scorecard shall only be 75 in fulfillment of the 75 committed trainings to LandBank.</p>
<b>SO 2</b>	<b>To Increase Household Income of Farmers</b>										
SM 3	Number of Farmers Assisted under the Natural Farming Technology	Actual number of farmers assisted under the natural farming technology	10%	Actual / Target x Weight	150	588 farmers	10.00%	588 farmers	10.00%	<ul style="list-style-type: none"> <li>• List of Beneficiaries for Bangon Mini-Farms Program and Likas Saka Program</li> </ul>	<p>LCDFI provides interventions to assist and develop small farmers. Its programs include the Bangon Mini-Farms Program which aims to introduce farmers to natural mini-farms technology and the Likas Saka Program which assists small farmer-beneficiaries in developing sustainable natural farming thru technical transfer of the</p>

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											<p>natural farming practices and systems with initial focus on vegetable farming.</p> <p>Overall, the said programs were able to assist a total of 588 farmer-beneficiaries in 2016. With this, LCDFI exceeded the target number of farmers by 292%.</p>
	<b>Sub-total</b>		<b>40%</b>				<b>40.00%</b>		<b>25.00%</b>		
<b>FINANCIAL</b>	<b>SO 3</b>	<b>Improved Utilization of Resources</b>									
	<b>SM 4</b>	<b>Budget Utilization Efficiency</b>	Total amount of used donated funds over total amount of donated funds	10%	Every percentage below 90% to be reduced by 1%	≥ 90% usage	≥ 90% usage	10.00%	90%	10.00%	<ul style="list-style-type: none"> <li>COA Annual Audit Report for CY 2016</li> </ul>

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SO 4	Expanded Donor Base											
SM 5	No. of New Fund Sources	Actual no. of donors	10%	Actual / Target x Weight	1 (DENR's "Conduct of Capacity Building of Community Based Forest Management People's Organization")	1 (LBRDC)	10.00%	Partnership with DENR did not materialize	0.00%	<ul style="list-style-type: none"> <li>LBRDC Memorandum on the Grant of Donation to LCDFI</li> <li>COA Annual Audit Report</li> </ul>	Given that LCDFI was not able to close the partnership with DENR, no rating shall be given for this accomplishment.	
	<b>Sub-total</b>		<b>20%</b>				<b>20.00%</b>		<b>10.00%</b>			
INTERNAL BUSINESS PROCESS	SM 6	The establishment of QMS	Absolute number	10%	5% per key process, 2 processes per year	Manualization of Administration Guidelines and Another Program Guidelines	9 approved manuals	10.00%	4 Manuals on Administration Guidelines and 5 Manuals on Program Guidelines	10.00%	<ul style="list-style-type: none"> <li>LCDFI Special Order Nos. 015; 020; 021; 014; 016; 017; 019; and 022 series of 2016</li> <li>Minutes of Executive Committee Meeting on the approval of the amendment of guidelines for communication allowance</li> </ul>	The target for 2016 is the manualization of one (1) administration guideline and one (1) program guideline. LCDFI exceeded the target given that 4 Manuals on Administration Guidelines and 5 Manuals on Program Guidelines were finalized in 2016.

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SM 7	Acceptable Audit Rating	Absolute adjectival rating	5%	5% for acceptable rating and 0% for unsatisfactory	Acceptable	Acceptable	5.00%	LCDFI was not audited since its risk rating is "Low"  Measure shall not be given weight and shall be subtracted from the total weight of the performance scorecard	0.00%	<ul style="list-style-type: none"> <li>Letters from Land Bank of the Philippines –Head Office System and Technology Audit Department (HOSTAD)</li> </ul>	<p>In the case of LCDFI, the audit is conducted by the Head Office System and Technology Audit Department (HOSTAD) of LandBank.</p> <p>For 2016, the target is to obtain an audit rating of "Acceptable". LCDFI reported a rating of "Acceptable" as accomplishment and explained that, since no audit was conducted in 2016, an "Acceptable" rating for any given year is carried over in the succeeding year as per internal audit rules of LandBank. However, based on the letter from LandBank-HOSTAD, it was informed that LandBank does not have such policy and explained that, for performance rating purposes, it is a practice among LandBank Units to use the previous audit rating in the succeeding years prior to the next audit of the Unit. LandBank adopts a risk-based audit methodology and three-year audit cycle wherein its annual audit plan considers the result of risk assessment of the audit universe. Given that the result of risk assessment for LCDFI was</p>	

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											<p>"Low", it was not subjected to audit in 2016.</p> <p>As such, in the absence of the conduct of audit for 2016, the weight for this measure will be subtracted from the total weight of the performance scorecard.</p>
<b>SO 6 Strategic Partnerships in Delivery of LCDFI Programs</b>											
SM 8	No. of Partnerships (ex. CDA, DAR, DA, training institutions)	Actual no. of partnerships	10%	Actual / Target x Weight	1 (CBPM PO with DENR)	1 (LCDFI-USLS Partnership)	10.00%	1 (LCDFI-USLS Partnership)	10.00%	<ul style="list-style-type: none"> <li>Memorandum of Agreement with University of St. La Salle (USLS)-Bahay Pag-asa Youth Center on Bahay Pag-asa Integrated Mini-Farm</li> </ul>	<p>LCDFI enters into program partnerships for the purpose of implementing a social development program in support of the priority sectors of LCDFI and LandBank. For 2016, the target is to forge one (1) partnership, specifically with the Community-Based Protection and Monitoring People's Organization and DENR.</p> <p>In 2016, LCDFI was able to link up with University of St. La Salle University-Bacolod (USLS) through the Program to provide funding support for the Bahay Pag-Asa Youth Center (BYPC) Organic Mini-Farm Project in Bacolod City. The LandBank-BPYC partnership will pioneer the integration of sustainable agriculture in the rehabilitation of children-in-conflict with the law.</p>

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												While the actual accomplishment is different from the specified target, we find that the partnership with USLS remains to fulfill the purpose of the measure which is for LCDFI to have a network of partners which it can work with towards achieving project objectives. In this regard, the full rating of 10% shall be given for this accomplishment.
<b>SO 7</b>		<b>Increased Pool of Quality Resource Speakers</b>										
SM 9	No. of Resource Speakers	Total number of LCDFI - accredited resource speakers in the pool	5%	Actual / Target x Weight	30	30	5.00%	30	5.00%	<ul style="list-style-type: none"> <li>List of Accredited Resource Speakers as of 31 December 2016</li> </ul>	Maintaining a pool of quality resource speakers is a vital component in the delivery of effective trainings and other capacity building programs of LCDFI. An accreditation process is conducted to ensure that the pool of resource speakers is composed of highly qualified and competent experts in their respective fields. LCDFI evaluates the candidates based on the minimum criteria under its guidelines. Once the resource speaker is recommended for inclusion in the pool, the performance of the resource speaker for three (3) consecutive batches of trainings conducted will be evaluated which shall then	



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											become the basis for accreditation. As of 2016, LCDFI's pool consists of 30 accredited resource speakers, or an increase of one (1) resource speaker compared with 2015. It was noted that there are five (5) new speakers in the list, while (4) speakers from 2015 are no longer included in 2016 pool.	
		<b>Sub-total</b>		<b>30%</b>			<b>30.00%</b>		<b>25.00%</b>			
	<b>SO 8</b>	<b>To Attract, Train, Develop and Adequately Compensate Talent</b>										
<b>LEARNING &amp; GROWTH</b>	SM 10	Average Competency of the Organization	Number of staff trained / total number of staff	10%	-	Implementa-tion and Improvement of the Baseline	-	0.00%	-	0.00%	None	Per LCDFI, it was not able to hire the services of the consultant that will conduct the actual job levelling assessment and validation due to budgetary constraints.
		<b>Sub-total</b>		<b>10%</b>			<b>0.00%</b>		<b>0.00%</b>			
		<b>TOTAL</b>		<b>100%</b>			<b>90.00%</b>		<b>60.00%</b> out of 95.00%			
		<b>VALIDATED RATING</b>							<b>63.16%</b>			

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