

LAND BANK COUNTRYSIDE DEVELOPMENT FOUNDATION, INC. (LCDFI)
Revalidated Result of 2018 Performance Scorecard

	Component			Rating Scale	Target 2018	Submission		GCG Validation		Supporting Documents	GCG Remarks
	Objective / Measure	Formula	Wt.			Actual	Rating ¹	Score	Rating		
SOCIAL IMPACT/STAKEHOLDERS	SO 1	To Strengthen Cooperatives									
	SM 1	Cooperatives Weaknesses Addressed	Actual accomplishment	7.5%	All or Nothing	Board-Approved Program Guidelines on Shared Services for Cooperatives	None	-	Measure shall not be given weight and shall be subtracted from the total weight of the performance scorecard.	-	<ul style="list-style-type: none"> LCDFI request letter for SM 1 Exclusion and timeline of events 2018 Revised Corporate Operating Budget Executive Committee Resolution Nos. 18-032 and 18-028
			7.5%	All or Nothing	Conduct pilot program for 8 coops - 2 coops for each LCDFI training area: 1. Northern Luzon & Central Luzon, 2. NCR & Southern Luzon, 3. Visayas, and 4. Mindanao	None	-	-			

¹ The self-rating was not indicated in the submitted 4th Quarter Monitoring Report.

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Revalidated Result of 2018 Performance Scorecard (Annex A)

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SO 2 To Increase Household Income of Farmers											
SM 2	Number of Farmers Assisted Under the Natural Farming	Actual number of farmers assisted under the natural farming technology	10%	<u>Actual / Target x Weight</u>	1,080	<u>633</u>	-	<u>633</u>	<u>5.86%</u>	<ul style="list-style-type: none"> • <u>Certifications from Local Government Units (LGUs)</u> • <u>Summary list</u> 	<p><u>Request for reconsideration is ACCEPTED. LDCFI submitted the certifications issued by various Local Government Units (LGUs) to the beneficiaries of the natural farming program.</u></p>
SO 3 Ensure Customer Satisfaction											
SM 3	Percentage of Satisfied Customers	Number of respondents who rated at least satisfactory/ Total number of survey respondents	10%	(Actual/Target) x Weight 0% = If below 80%	90% of Respondents Rated At least Satisfactory	90% of Respondents rated at least Satisfactory	-	<i>Insufficient supporting documents</i>	0%	<ul style="list-style-type: none"> • Statistical Interpretation of the survey results from the third-party provider • Samples of accomplished Survey Forms • <u>Internally generated analysis</u> 	<p><u>Request for reconsideration is DENIED. The submitted report was not prepared by a third-party. Based on GCG's letter dated 06 July 2018 allowing LCDFI to self-administer the survey, the interpretation and analysis of the data gathered should be done by a third-party.</u></p>
Sub-total			35%				-		5.86%		

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FINANCE	SO 4 Improved Utilization of Resources											
	SM 4	Budget Utilization Efficiency	Total amount of obligations / Total budget for the year	15%	91% to 100% = 15%; 85% to 90% = 10%; <85% = 0%; More than 100% = 0%	≥ 90%	85%	-	92%	15%	<ul style="list-style-type: none"> Executive Committee Resolution Nos. 18-032 and 18-028 Secretary's Certificate on the authority of LCDFI Executive Director to amend the budget BUR Computation Unaudited Income Statement for 2018 	The GCG-validated accomplishment reflects the budget utilization rate based on obligation. The revision was made due to the findings of the GCG during the onsite validation conducted last 22 February 2019, that the measure on disbursement rate is not applicable to LCDFI as it operates on an obligational basis.
	SO 5 Expanded Donor Base											
	SM 5	Number of New Donors	Actual number of donors	10%	All or Nothing	1 New Donor or Fund Source	1 New Donor of Fund Source Sara James Tailoring	-	1 New Donor or Fund Source (Sara James Tailoring)	10%	<ul style="list-style-type: none"> Deed of Donation and Acceptance dated 10 October 2018 Letter to Sara James Tailoring acknowledging the pledged donation Official Receipt No. 0000288 	Acceptable. Target met.
	Sub-total			25%				-		25%		

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INTERNAL PROCESS	SO 6 Compliance with Good Governance Conditions and Practices											
	SM 6	Establishment of QMS	Actual accomplishment	10%	All or Nothing	ISO 9001:2015 Certification	ISO 9001:2015 Certification	-	ISO 9001:2015 Certification	10%	<ul style="list-style-type: none"> • Certification issued by NQA • Audit Report 	Acceptable. Target met.
	SO 7 Strategic Partnerships in Delivery of LCDFI Programs											
	SM 7	No. of Partnerships Established	Actual no. of partnerships	10%	All or Nothing	1 New Partner	<u>2 New Partners: Allied Botanical Corporation (ABC) and Philippine Coconut Authority (PCA)</u>	-	<u>2 New Partners: Allied Botanical Corporation (ABC) and Philippine Coconut Authority (PCA)</u>	10%	<ul style="list-style-type: none"> • Memorandum of Agreement • <u>Certification from ABC</u> • <u>Copy of the Memorandum Agreement (MOA) with PCA</u> • <u>Secretary Certificate of the MOA with PCA</u> 	<u>Request for reconsideration is ACCEPTED. LCDFI was able to submit the proper documents supporting their accomplishments.</u>
	SO 8 Increase Pool of Quality Resource Speakers											
	SM 8	No. of Resource Speakers with Satisfactory Rating	Total number of resource speakers with average satisfactory rating for trainings conducted/ Total number of speakers	10%	All or Nothing	Establish Baseline	20 out of 20 Resource Speaker got a very satisfactory rating	-	Established Baseline	10%	<ul style="list-style-type: none"> • Consolidated Training Report (with summary of overall evaluation results) • Samples of evaluation sheets 	Acceptable. Target met. 20 out of 20 Resource Speakers got a very satisfactory rating.

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Objective / Measure	Formula	Wt.			Actual	Rating ¹	Score	Rating				
		with trainings conducted within the year										
Sub-total			30%			-		30%				
ORGANIZATION	SO 9 Enhance Human Resource Management											
	SM 9	Average Competency of the Organization	Actual accomplishment	10%	All or Nothing	Establish Competency Baseline of the Organization	Establish Competency Baseline of the Organization	-	Ten (10) or 53% of the employees "met [the required] competencies", while nine (9) employees were identified as "with competency gaps" which is equivalent to 47% of the total number of employees.	10%	<ul style="list-style-type: none"> Competency Framework Secretary Certificate on Board Resolution No. 17-029 on the approval of the framework Approved Competency Evaluation – Gap Analysis Matrix Minutes of Management Committee Meeting approving the baseline data 	Acceptable.
	Sub-total			10%				-		10%		
TOTAL							-		70.86% out of 85%			
VALIDATED RATING			100%						83.36% out of 100%			