

2021 PERFORMANCE SCORECARD (ANNEX B)

LANDBANK COUNTRYSIDE DEVELOPMENT FOUNDATION, INC. (LCDFI)

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2018	2019	2020	2021	
SOCIAL IMPACT/STAKEHOLDERS	SO 1	To Strengthen Cooperatives							
	SM 1	Cooperatives Weaknesses Addressed	Actual Number of Assessed LCDFI-Trained Borrowing Cooperatives (TBCs) ¹	10%	(Actual/Target) x Weight	Measure shall not be given weight and shall be subtracted from the total weight of the performance scorecard.	<i>Unverifiable Accomplishment</i>	<u>Four (4)</u> Cooperatives (Maturity Levels C and D)	Eight (8) Cooperatives (Maturity Level C & D)
	SO 2	To Increase Household Income of Farmers							
	SM 2	Number of Unbanked Municipalities Reached by Financial Literacy Program (FLP)	Actual Number of Unbanked Municipalities Reached ²	10%	(Actual/Target) x Weight	N/A	N/A	<u>62</u>	48
			Actual Number of FLP Training Participants	10%	(Actual/Target) x Weight	N/A	N/A	<u>100,000</u>	150,000
	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 <i>0% = If less than 80%</i>	<i>Insufficient supporting documents</i>	<i>Unverifiable Accomplishment</i>	90%	90%
		Sub-total		40%					

¹ Classified under Maturity Levels C and D and assessed through the Cooperative Operations Review and Evaluation (CORE) Instrument. The Cooperative Operations Review and Evaluation Report to be submitted shall state the corresponding Over-All Rating for each assessed cooperative. (Excellent, Very Good, Good, Fair, and Poor)

² Communication established with the unbanked municipality for the conduct of FLP and other interventions.

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FINANCIAL	SO 4	Improved Utilization of Resources							
	SM 4	Budget Utilization Efficiency	Total amount of disbursements / Total budget for the year (both net of Personnel Services Cost and Direct Manpower Expenses)	10%	91% to 100% = 10% 85% to 90% = 5% <85% = 0% More than 100% = 0%	99.61%	Unverifiable Accomplishment	≥ 60%	≥90%
	SO 5	Expanded Donor Base							
	SM 5	Number of New Donors	Actual number of donors	10%	All or Nothing	1 (The LBP Runners Club)	1 New Donor or Fund Source (Sara James Tailoring)	1 New Donor or Fund Source	1 New Donor or Fund Source
		Sub-total		20%					
INTERNAL PROCESS	SO 6	Compliance with Good Governance Conditions and Practices							
	SM 6	Establishment of QMS	Actual Accomplishment	10%	All or Nothing	Insufficient supporting documents	Unverifiable Accomplishment	Surveillance Audit Passed	ISO 900:2015 Re-certification
	SO 7	Strategic Partnerships in Delivery of LCDFI Programs							
	SM 7	Number of Partnerships Established	Actual Accomplishment	10%	All or Nothing	Partnership with Philippine Coconut Authority (PCA)	1 New Partner (Agritera)	1 New Partner	1 New Partner

	Component				Baseline Data		Target		
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	SO 8	Increase Pool of Quality Resource Speakers							
	SM 8	Number of Resource Speakers with Satisfactory Rating	Total number of resource speakers with average satisfactory rating for trainings conducted / Total number of speakers with trainings conducted within the year	10%	(Actual/Target) x Weight	30 maintained resource speakers	<i>Unverifiable Accomplishment</i>	100% of Resource Speakers with Satisfactory Rating	100% of Resource Speakers with Satisfactory Rating
		<i>Sub-total</i>		30%					
	SO 9	Enhance Human Resource Management							
LEARNING AND GROWTH	SM 10	Improve Competency of the Organization	Actual Accomplishment ³	10%	All or Nothing	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.	<i>Unverifiable Accomplishment</i>	Improvement in the Competency Baseline of the Organization	Improvement in the Competency Level of the Organization
		<i>Sub-total</i>		10%					
		TOTAL		100%					

³ The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

$$\frac{\sum_{b=1}^B \left[\frac{\sum_{a=1}^A (\text{Actual Competency Level})}{\sum_{a=1}^A (\text{Required Competency Level})} \right]}{B}$$

where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled