

**DEVELOPMENT ACADEMY OF THE PHILIPPINES
2015 Performance Scorecard**

Performance Measures			DAP Submission			CGO-B Evaluation		Supporting Documents	Remarks
Description	Formula	Weight	Target	Actual	Rating	Actual	Rating		
1: Enhanced Competence of Government Officials									
1.1: Key government officials (Senior executives & middle managers) capacitated	Cumulative number of key government officials (Senior executives & middle managers) graduated or completed the programs	10%	PMDP: 140 GSP: 792	PMDP: 136 GSP: 1,187	10%	PMDP: 136 GSP: 1,187	9.85%	- PMDP List of graduates (Senior Executives & Middle Managers) - GSPDM list of graduates/students <i>*(both certified by VP Corporate Concerns Center)</i>	The total weight for the measure was divided into 2 for PMDP and GSP. Actual accomplishments were prorated in getting the validated rating since PMDP fell short of target while GSP exceeded it.
1.2: Re-Entry Plans (REPs) or Action Plans & Projects (APPs) Success Rate	Proportion of participants or students with accepted or implemented REPs & APPs	10%	PMDP: 90% Graduate Programs: 92%	PMDP: 98% Graduate Programs: 100%	10%	PMDP: 100% Graduate Programs: 100%	10.00%	- PMDP List of graduates (Senior Executives & Middle Managers) and GSPDM list of graduates/students with their corresponding REPs and APPs <i>*(both certified by VP Corporate Concerns Center)</i>	All participants or students had their REPs and APPs accepted which allowed 100% of the total population for both PMDP and GSP to graduate and complete their respective programs.
Sub-total		20%			20%		19.85%		

Performance Measures			DAP Submission			CGO-B Evaluation		Supporting Documents	Remarks
Description	Formula	Weight	Target	Actual	Rating	Actual	Rating		
2: Improved Effectiveness and Efficiency of Government Organizations Assisted									
13: Government agencies with ISO 9001 Certifiable QMS	Actual number of agencies with ISO9001 Certifiable QMS	10%	17	29	10%	29	10%	-Certification listing the agencies with ISO 9001 Certifiable QMS	Target exceeded. Moreover, 24 out of the 29 actual number of agencies have already been certified in 2015.
14: Participation Rate National Government agencies in PMS/PBIS implementation	No. of NGAs that participated in RBPMS-PBIS implementation over total no. of NGAs	10%	100%	100%	10%	100%	10%	-List of participating agencies for 2015 certified by AO25 Secretariat and DAP's Center for Governance.	Target met. All 306 NGAs, Constitutional Offices, other executive offices, SUCs, and GOCCs have participated in RBPMS-PBIS.
b-total		20%			20%		20%		
3: Ensure Delivery of Relevant High Quality Training, Education, Technical Assistance and Research Services									
15: Customer Satisfaction	Proportion of DAP clients that are satisfied with technical assistance services	10%	94%	94%	10%	85%	9.04%	-List of DAP clients in 2015 -2015 DAP CSS Report (Highlights and Key Findings)	Target not met. Statistical methods were employed on the survey that examined the timeliness, accessibility, responsiveness, personnel competence, reliability, communication, privacy and costs associated with the services provided by DAP.
b-total		10%			10%		9.04%		

Performance Measures			DAP Submission			CGO-B Evaluation		Supporting Documents	Remarks
Description	Formula	Weight	Target	Actual	Rating	Actual	Rating		
4: Forge Partnerships/ Involvement of Key Stakeholders									
16: Increased number of programs implemented in collaboration with Key Agencies & Stakeholders	Total number of programs implemented in collaboration with key agencies / stakeholders	10%	12	11	9%	11	9.17%	-Certification on the list of DAP Programs collaborated with key stakeholders in 2015	Target not met by one (1) program. Majority of the 11 programs implemented by DAP in collaboration with key stakeholders and agencies were on good governance and capacity building.
b-total		10%			9%		9.17%		
5: Sustain Financial Viability									
17: Revenue Growth Rate	Percentage Growth year to year	5%	6%	18.5%	5%	18.40%	5%	-Financial statements for 2015 as submitted to COA for audit purposes.	DAP's 2014 Revenues were at P440.64 Million. 2015 figures for revenues totaled P521.70 Million. This led to an 18.40% actual increase.
18: Increased Earnings Before Interest, Taxes, Depreciation & Amortization (EBITDA)	Earnings before interest, taxes, depreciation & amortization (EBITDA), year to year	5%	7%	18.8%	5%	18.76%	5%	-Financial statements for 2015 as submitted to COA for audit purposes.	DAP's 2014 EBITDA based on the audited FS were at P26.11 Million. EBITDA for 2015 rounded off at P31 Million. This led to an 18.76% increase, way above its 5% target for the year.
b-total		10%			10%		10%		

Performance Measures			DAP Submission			CGO-B Evaluation		Supporting Documents	Remarks
Description	Formula	Weight	Target	Actual	Rating	Actual	Rating		
6: Achieve Operational Excellence									
9: On-Time Delivery Rate	Amount Accrued over Total Accruable Amount	10%	87%	94%	10%	94.15%	10%	-Certification for the on time delivery rate -List of projects with their accruable prices and corresponding accrued amount for 2015	Target exceeded. Total accruable CY 2015 revenues totaled P472,183,010.60, while 2015 accrued revenues for these projects were at P444,606,238.11, thereby resulting in a delivery rate of 94%.
10: Quality Management System (QMS) Performance Project Management Transport systems Conference facilities Management	Sustained ISO Certification	5%	Continued Certification (all processes)	Continued Certification (all processes)	5%	Continued Certification (all processes)	5%	-Letter from Certification International, Philippines documenting that DAP's certification to ISO 9001:2008 is continued for all its processes.	The reconfirmation was a product of the first surveillance audit of DAP's QMS on 9-10 & 13 of July 2015 and the improvement actions on the two non-conformities that were raised at that audit.
Sub-total		15%			15%		15%		
Develop and Sustain High Performing Talents									
11: Organizational Climate/Employee Morale Index	100% Developed	7.50%	Developed tools and system	Developed tools and system	7.50%	Developed tools and system	7.50%	- Copy of organizational climate employee morale survey concept paper - Copy of the tool/instrument	DAP was able to accomplish developing the concept paper for the survey which was already cascaded to its employees.

Performance Measures			DAP Submission			CGO-B Evaluation		Supporting Documents	Remarks
Description	Formula	Weight	Target	Actual	Rating	Actual	Rating		
112: Adoption of Implementation Competency-based Human Resource Management Framework (CBHRMF)	Implementation of the competency-based framework	7.50%	Fully implemented enhanced competency-based framework	Implemented enhanced CBHRMF	6.75%	Fully implemented enhanced competency-based framework	7.50%	-Copy of concept paper and activities of Competency-Based Human Resource Management Framework activities conducted in 2015	There was already full implementation of the enhanced CBHRMF for DAP as of the end of 2015 but due to some refinements for the employees from the Support Groups of the Academy, their self-rating is lower than the actual weight for the measure. However, per our evaluation, there was already full implementation and the target was achieved.
b-total		15%			14.25%		15%		
TOTAL OF WEIGHTS		100%			98.25%		98.06%		