LANDBANK COUNTRYSIDE DEVELOPMENT FOUNDATION, INC. (LCDFI)
Recalibrated 2020 Performance Scorecard

		Component				Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating Scale	2017	2018	2019	2020
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	Measure shall not be given weight and shall be subtracted from the total weight of the performance scorecard	Board-Approved Program Guidelines on Shared Services for Cooperatives Conduct of pilot program for 8 coops - 2 coops for each LCDFI training areas: 1. Northern and Central Luzon, 2. NCR and Southern Luzon 3. Visayas, and 4. Mindanao	Four (4) Cooperatives (Maturity Level C & D)
	SM 2	Collaboration for a Research Activity for Cooperatives	-	-	-	N/A	N/A	N/A	Excluded
	SO 2	To Increase Household Income of Farmers							
	SM 3	Number of Unbanked Municipalities Reached by Financial Literacy Program (FLP)	Actual Number of Unbanked Municipalities Reached[2]	7.5%	(Actual/Target) x Weight	N/A	N/A	N/A	62

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[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.

		Component			Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating Scale	2017	2018	2019	2020
			Actual Number of FLP Training Participants	7.5%	(Actual/Target) x Weight				100,000[3]
	SO 3	**Ensure Customer Satisfaction**							
	SM 4	Percentage of Satisfied Customers	Number of Respondents who rated at least satisfactory / Total number of survey respondents	5%	(Actual/Target) x Weight *0% = If less than 80%*	Insufficient supporting documents	Insufficient supporting documents	90%	90%
		Sub-total		**30%**					
FINANCIAL	**SO 4**	**Improved Utilization of Resources**							
	SM 5	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%	92%	≥ 90%	≥ 60%
	SO 5	**Expanded Donor Base**							
	SM 6	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%**					

[3] Validation will be based on the revised Work and Financial Plan to be submitted by LCDFI.

		Component				Baseline Data		Target	
		Objective/Measure	**Formula**	**Weight**	**Rating Scale**	**2017**	**2018**	**2019**	**2020**
INTERNAL PROCESS	**SO 6**	**Compliance with Good Governance Conditions & Practices**							
	SM 7	Establishment of QMS	Actual accomplishment	10%	All or Nothing	Insufficient supporting documents	ISO 9001:2015 Certification	Surveillance Audit Passed	Surveillance Audit Passed
	SO 7	**Strategic Partnerships in Delivery of LCDFI Programs**							
	SM 8	Number of Partnerships Established	Actual accomplishment	10%	All or Nothing	Partnership with Philippine Coconut Authority (PCA)	2 New Partners: Allied Botanical Corporation (ABC) and Philippine Coconut Authority (PCA)	1 New Partner	1 New Partner
	SO 8	**Increase Pool of Quality Resource Speakers**							
	SM 9	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	Established Baseline	100% of Resource Speakers with Satisfactory Rating	100% of Resource Speakers with Satisfactory Rating
		Sub-total		**30%**					
L E	**SO 8**	**Establish a High Performance "One Bank" Culture**							

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SM 10	Improvement on the Competency Level of the Organization	Actual accomplishment[4]	10%	All or Nothing	Insufficient supporting documents	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	50% of employees met required competencies based on the 2018 assessment	Improvement in the Competency Baseline of the Organization
	Sub-total		**10%**					
	TOTAL		**90%**					

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

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

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