

## DEVELOPMENT ACADEMY OF THE PHILIPPINES (DAP)

Component					Baseline Data		Recalibrated Target	Target
Objective/Measure	Formula	Wt.	Rating System <sup>a/</sup>	2018	2019	2020	2021	
<b>SO 1</b>	<b>Enhanced Competence of Government Officials</b>							
SM 1	Completion Rate (GSPDM & PMDP)	Number of graduates over enrolled students per class	10%	Actual / Target	GSPDM: 96.40% PMDP: 99.18%	GSPDM: 94.74% PMDP: 98.40%	GSPDM: 90% PMDP: 90%	GSPDM: 90% PMDP: 90%
SM 2	Percentage of Capstone Project Plans (CPPs) or Action Plans & Projects (APPs) Success Rate	Proportion of participants or students with accepted or implemented CPPs/ APPs or Capstones	10%	Actual / Target	GSPDM: 100% PMDP: 83.47%	GSPDM: 100% PMDP: 89.42%	GSPDM: 90% PMDP: 85%	GSPDM: 90% PMDP: 85%
SM 3	Number of Local and International Public-Sector Productivity Specialist Trained	Total number of graduates from productivity specialist courses	5%	Actual / Target	89	100% of Participants (99) Trained	75	100
<b>SO 2</b>	<b>Improved Effectiveness and Efficiency of Government Organizations Assisted</b>							
SM 4	Percentage of Client Government Agencies Assisted on QMS with ISO 9001-Certifiable QMS	No. of agencies with ISO 9001 Certifiable QMS over total number of agencies assisted on QMS	5%	Actual / Target	95.12% (39 out of 41)	100.00%	50%	80%
SM 5	Agencies Assisted in Innovation and Productivity Improvement Project (IPIP) Plan Development and Innovation Laboratory Projects	Total count of agencies assisted in innovation projects	5%	Actual / Target	28	13	8	20

CUSTOMERS / STAKEHOLDERS

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<b>SO 3</b>	<b>Broadened Adoption of Innovative and Synergistic Solutions to Address Broad-based Policy and Socio-Economic Concerns</b>							
SM 6	New Government Programs Institutionalized	Total number of programs that have been institutionalized	5%	Actual / Target	Adoption of the Alternative Learning System – Education and Skills Training (ALS-EST) by the Dep. of Education	Draft Administrative Order for the Policy on Service Quality Standards (SQS) in Frontline Govt. Service Providers	Institutionalization of One (1) Program	Institutionalization of One (1) Program
SM 7	Researches and Studies Completed	Total number of research and studies completed	5%	Actual / Target	6	6	7	7
SM 8	Strategic Research Utilized by Clients	Total count of research utilized by client/s	5%	Actual / Target	N/A	N/A	1	1
<b>SO 4</b>	<b>Ensured Delivery of Relevant High-Quality Training, Education, Research/Studies and Consultancy Services</b>							
SM 9	Percentage of Satisfied Customers	Number of respondents which gave <i>at least</i> a Satisfactory rating / Total number of respondents	5%	Actual / Target <i>0% = If less than 80%</i>	93.29%	97.57% (402 of 412)	85%	85% <sup>i</sup>

<sup>i</sup> Using the Enhanced Standard Guideline on the Conduct of Customer Satisfaction Survey by the GCG.

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	<b>SO 5</b>	<b>Broadened Network and Linkages with Local and Foreign (Public and Private) Institutions</b>							
	SM 10	Active Partnership with Institutions	Total number of partnerships with existing activities over total number of partnerships	5%	Actual / Target	14 out of 17 partners	8/8 (100%)	80% of existing and new partners	80% of existing and new partners
	SM 11	Implemented International Projects/ Hostings	Total count of APO projects hosted or implemented by DAP	5%	Actual / Target	17	16	15	15
	<b>Sub-total</b>			<b>60%</b>					
<b>FINANCIAL</b>	<b>SO 6</b>	<b>Sustained Financial Viability</b>							
	SM 12	Gross Revenues (in million pesos)	Actual Figure	5%	Actual / Target	₱653.82	₱673.65	₱570 Million	₱597 Million
	SM 13	Earnings Before Income Tax, Depreciation and Amortization (EBITDA)	Actual Figure	5%	Actual / Target	₱97.16	₱64.25	₱49 Million	₱54 Million
	<b>Sub-total</b>			<b>10%</b>					
<b>INTERNAL PROCESS</b>	<b>SO 7</b>	<b>Enhanced Operational Efficiency and Effectiveness</b>							
	SM 14	Budget Utilization Rate for Major Government Programs from NG	Total amount disbursed by DAP over total amount released by DBM	10%	Actual / Target	99.74%	100%	100%	100%

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SM 15	On-Time Delivery Rate	No. of projects completed on or before agreed project duration / total no. of projects completed	3%	Actual / Target	81.29%	93.58%	80%	80%	
SM 16	Quality Management System (QMS) Conformance Rate	Actual Accomplishment	5%	All or Nothing	Continued Certification ISO 9001:2015	Passed 2 <sup>nd</sup> Surveillance Audit	Continued Certification ISO 9001:2015	Passed 1 <sup>st</sup> Surveillance Audit (ISO 9001:2015)	
SM 17	e-government Initiative Developed/ Implemented	Actual count of e-government initiative developed/ implemented	2%	All or Nothing	N/A	N/A	N/A	1	
		<b>Sub-total</b>	<b>20%</b>						
<b>LEARNING &amp; GROWTH</b>	<b>SO 6</b>	<b>Expanded and Maintained Pool of High-performing Talents</b>							
	SM 18	Organizational Climate/ Employee Morale Index	Score on Employee Morale of Employees Surveyed	5%	Actual / Target	3.8	4.0	3.5	3.5
	SM 19	Percentage of Employees Meeting Required Competencies	Incumbents meeting required competency / filled plantilla	5%	Actual / Target	95.96% (261 out of 272 plantilla personnel)	54.55% (6 of 11 from POG and GSPDM)	95% of Employees Meeting Required Competencies	95% of Employees Meeting Required Competencies
		<b>Sub-total</b>	<b>10%</b>						
		<b>TOTAL</b>	<b>100%</b>						

a/ But not to exceed the weight assigned per indicator.