|              |  | Component   |             |  |                  |  | seline Data<br>applicable)                    |                      | Target               |  |  |  |
|--------------|--|---|-------------|--|------------------|--|---|----------------------|----------------------|--|--|--|
| Obj          | ective/Measure   | Formula   | Weight      | Rating System  | Data<br>Provider | 2012   | 2013  | 2014                 | 2015                 |  |  |  |
| SO 1         | 1 Enhanced Competence of Government Officials  |   |             |  |                  |  |   |                      |                      |  |  |  |
| S <b>M</b> 1 | Key Government<br>Officials (Senior<br>executives &<br>middle<br>managers)<br>Capacitated      | Actual number of key<br>government officials<br>(Senior executives &<br>middle managers)<br>graduated or<br>completed the<br>programs |             |  |                  | Public Management<br>Development Program<br>(PMDP): 80 | PMDP: 109<br>Graduate<br>Program (GP):<br>912 | PMDP: 137<br>GP: 657 | PMDP: 140<br>GP: 792 |  |  |  |
| SM 2         | Re-Entry Plans<br>(REPs) or Action<br>Plans & Projects<br>(APPs) Success<br>Rate               | Proportion of<br>participants or<br>students with<br>accepted or<br>implemented REPs &<br>APPs  | 10%         |  |                  | 85.5   | PMDP: 80%<br>GP: 88%                          | PMDP: 85%<br>GP: 90% | PMDP: 90%<br>GP: 92% |  |  |  |
|              | Sub-total  |   | 20%         |  |                  |  |   |                      |                      |  |  |  |
| SO 2         | Improved Effectiveness and Efficiency of Government Organizations Assisted                     |   |             |  |                  |  |   |                      |                      |  |  |  |
| SM 3         | Government<br>Offices with ISO<br>9001 Certifiable<br>QMS                                      | Actual number of<br>agencies with<br>ISO9001 Certifiable<br>QMS   | 10%         |  |                  | 29   | 7   | 12                   | 17                   |  |  |  |
| SM 4         | Participation<br>Rate of National<br>Government<br>Agencies in<br>RBPMS/PBIS<br>Implementation | No. of NGAs that<br>participated in<br>RBPMS-PBIS<br>implementation over<br>total no. of NGAs   | 10%         | All or nothing,<br>excluding the<br>two (2)<br>Constitutional<br>Commissions |                  | 96%  | 96%   | 98%                  | 100%                 |  |  |  |
|              | Sub-total  |   | 20%         |  |                  |  |   |                      |                      |  |  |  |
| SO 3         | Ensure Delivery of   | f Relevant High Quali   | ty Training | Education, Tech  | nical Assis      | tance and Research Serv                                | vices   |                      |                      |  |  |  |

## DEVELOPMENT ACADEMY OF THE PHILIPPINES

|                     |      |   | Component   |             |               |                  |   | aseline Data<br>f applicable) |      | Target |
|---------------------|------|---|---|-------------|---------------|------------------|---|-------------------------------|------|--------|
|                     | Ођ   | ective/Measure  | Formula   | Weight      | Rating System | Data<br>Provider | 2012  | 2013                          | 2014 | 2015   |
|                     | SM 5 | Customer<br>Satisfaction  | Proportion of DAP<br>clients that are<br>satisfied with<br>technical<br>assistance<br>services        | 10%         |               |                  | 84%   | 92%                           | 93%  | 94%    |
|                     |      | Sub-total   |   | 10%         |               |                  |   |                               |      |        |
|                     | SO 4 | Forge Partnerships/   | Involvement of Ke   | y Stakehold | ders          |                  |   |                               |      |        |
|                     | SM 6 | Increased Number<br>of Programs<br>Implemented in<br>Collaboration with<br>Key Agencies &<br>Stakeholders | Total number of<br>programs<br>implemented in<br>collaboration with<br>key agencies /<br>stakeholders | 10%         |               |                  | N/A   | 10                            | 11   | 12     |
|                     |      | Sub-total   |   | 10%         |               |                  |   |                               |      |        |
|                     | SO 5 | Sustain Financial Via   |   |             |               |                  |   |                               |      |        |
| _                   | SM 7 | Revenue Growth<br>Rate  | Percentage<br>Growth year to<br>year  | 5%          |               |                  | N/A   | 5%                            | 5%   | 6%     |
| FINANCIAL           | SM 8 | Increased Earnings<br>Before Interest,<br>Taxes, Depreciation<br>& Amortization<br>(EBITDA)               | Earnings before<br>interest, taxes,<br>depreciation &<br>amortization<br>(EBITDA), year to<br>year    | 5%          |               |                  | N/A   | 5%                            | 5%   | 7%     |
|                     |      | Sub-total   |   | 10%         |               |                  |   |                               |      |        |
| IAL<br>SS           | SO 6 | Achieve Operational   | Excellence  |             |               |                  | CALL STREET, ST | State State                   |      |        |
| INTERNAL<br>PROCESS | SM 9 | On-Time Delivery<br>Rate  | Amount Accrued<br>over Total<br>Accruable Amount  | 10%         |               |                  | N/A   | 81%                           | 84%  | 87%    |

## D A P | 3 of 3 Performance Scorecard 2015 (Annex A)

|               |       |   | Component  |         |               |                  | Bas<br>(if s            | Target  |   |  |
|---------------|-------|---|--|---------|---------------|------------------|-------------------------|---|---|--|
|               | Obje  | ective/Measure  | ive/Measure Formula Weight <sup>Ra</sup>               |         | Rating System | Data<br>Provider | 2012                    | 2013  | 2014  | 2015   |
|               | SM 10 | Quality Management<br>System (QMS)<br>Conformance Rate<br>-Project<br>Management<br>System<br>-Support systems<br>-Conference<br>facilities<br>management | Sustained ISO<br>Certification                         | 5%      |               |                  | Continued Certification | Continued<br>Certification;<br>Inclusion of<br>DAP sa<br>Mindanao             | Re-<br>certification;<br>Inclusion of<br>Conference<br>Facilities<br>Management | Continued<br>Certification (all<br>Processes)                      |
|               |       | Sub-total   |  | 15%     |               |                  |                         |   |   |  |
|               | SO 7  | Develop and Sustain   | High Performing  | Talents |               |                  |                         |   |   | The second second  |
| IG AND GROWTH | SM 11 | Organizational<br>Climate/ Employee<br>Morale Index   | 100% Developed   | 7.5%    |               |                  | N/A                     | N/A   | N/A   | Develop the Tool<br>and System                                     |
| LEARNING AND  | SM 12 | Adoption and<br>Implementation of<br>Competency-Based<br>Human Resource<br>Management<br>Framework  | Implementation o<br>the competency-<br>based framework | 7.5%    |               |                  | N/A                     | Existing<br>competency-<br>based human<br>resource<br>management<br>framework | Enhanced<br>competency-<br>based human<br>resource<br>management<br>framework   | Fully<br>implemented<br>enhanced<br>competency-<br>based framework |
|               |       | Sub-total   |  | 15%     |               |                  |                         |   |   |  |
|               |       | TOTAL   |  | 100%    |               |                  |                         |   |   |  |

## DEVELOPMENT ACADEMY OF THE PHILIPPINES

## MONITORING REPORT OF PERFORMANCE TARGETS

|       | Com  | Baseline   | 1 <sup>st</sup> Quarter |                      | 2 <sup>nd</sup> Quarter |        | 2015<br>Revised        | 3 <sup>rd</sup> Quarter |                         | 4 <sup>th</sup> Quarter |        |                           |        |
|-------|--|--|-------------------------|----------------------|-------------------------|--------|------------------------|-------------------------|-------------------------|-------------------------|--------|---------------------------|--------|
| OI    | bjective/Measure   | Formula  | Weight                  | 2014                 | Target                  | Actual | Target                 | Actual                  | Full Year<br>Target     | Target                  | Actual | Target                    | Actual |
| SO 1  | O 1 Enhanced Competence of Government Officials  |  |                         |                      |                         |        |                        |                         |                         |                         |        |                           |        |
| SM 1  | Key Government<br>Officials (Senior<br>executives & middle<br>managers)                                    | Actual number of key<br>government officials<br>(Senior executives &<br>middle managers)<br>graduated or completed | 10%                     | PMDP: 137<br>GP: 657 | PMDP: 35<br>GP: 198     |        | PMDP:<br>35<br>GP: 198 |                         | PMDP:<br>140<br>GP: 792 | PMDP: 35<br>GP: 198     |        | PMDP:<br>35<br>GP:<br>198 |        |
|       | Capacitated  | the programs   |                         |                      |                         |        |                        |                         |                         |                         |        |                           |        |
| SM 2  | Re-Entry Plans<br>(REPs) or Action   | Proportion of<br>participants or students<br>with accepted or  | 10%                     | PMDP: 85%            | PMDP:<br>90%            |        | PMDP:<br>90%           |                         | PMDP:<br>90%            | PMDP: 90%               |        | PMDP:<br>90%              |        |
| 511/2 | Plans & Projects<br>(APPs) Success Rate  | implemented REPs &<br>APPs   | 1070                    | GP: 90%              | GP: 92%                 |        | GP: 92%                |                         | GP: 92%                 | GP: 92%                 |        | GP:<br>92%                |        |
|       | Sub-total  |  | 20%                     |                      |                         | _      |                        |                         |                         |                         |        |                           |        |
| SO 2  | Improved Effectiveness and Efficiency of Government Organizations Assisted                                 |  |                         |                      |                         |        |                        |                         |                         |                         |        |                           |        |
| SM 3  | Government Offices<br>with ISO 9001<br>Certifiable QMS   | Actual number of<br>agencies with ISO9001<br>Certifiable QMS   | 10%                     | 12                   | N/A                     |        | 10                     |                         | 17                      | N/A                     |        | 7                         |        |
| SM 4  | Participation Rate of<br>National Government<br>Agencies in<br>RBPMS/PBIS<br>Implementation                | No. of NGAs that<br>participated in RBPMS-<br>PBIS implementation<br>over total no. of NGAs                        | 10%                     | 98%                  | N/A                     |        | N/A                    |                         | 100%                    | N/A                     |        | 100%                      |        |
|       | Sub-total  |  | 20%                     |                      |                         |        |                        |                         |                         |                         |        |                           |        |
| SO 3  | 3 Ensure Delivery of Relevant High Quality Training, Education, Technical Assistance and Research Services |  |                         |                      |                         |        |                        |                         |                         |                         |        |                           |        |
| SM 5  | Customer<br>Satisfaction   | Proportion of DAP<br>clients that are satisfied<br>with technical<br>assistance services                           | 10%                     | 93%                  | N/A                     |        | N/A                    |                         | 94%                     | N/A                     |        | 93%                       |        |
|       | Sub-total  |  | 10%                     |                      |                         |        | 1                      |                         |                         |                         | T      |                           |        |

| Component |   |   |        | Baseline  | 1 <sup>st</sup> Quarter                                    |        | 2 <sup>nd</sup> Quarter                            |        | 2015<br>Revised                                   | 3 <sup>rd</sup> Quarter  |        | 4 <sup>th</sup> Quarter                        |       |
|-----------|---|---|--------|---|--|--------|--|--------|---|--|--------|--|-------|
| Ot        | bjective/Measure  | Formula   | Weight | 2014  | Target   | Actual | Target   | Actual | Full Year<br>Target                               | Target   | Actual | Target   | Actua |
| SO 4      | Forge Partnerships/   | nvolvement of Key Stakeh  | olders |   |  |        |  |        |   |  |        |  |       |
| SM 6      | Increased Number of<br>Programs<br>Implemented in<br>Collaboration with<br>Key Agencies &<br>Stakeholders   | Total number of<br>programs implemented<br>in collaboration with key<br>agencies / stakeholders | 10%    | 11  | 3  |        | 3  |        | 12  | 3  |        | 3  |       |
| -         | Sub-total   |   | 10%    |   |  |        |  |        |   |  |        |  |       |
| SO 5      | Sustain Financial Via   | bility  |        |   | ×  |        |  |        |   |  |        |  |       |
| SM 7      | Revenue Growth<br>Rate  | Percentage Growth year to year  | 5%     | 5%  | N/A  |        | N/A  |        | 5%  | N/A  |        | 5%   |       |
| SM 8      | Increased Earnings<br>Before Interest,<br>Taxes, Depreciation<br>& Amortization<br>(EBITDA)   | Earnings before interest,<br>taxes, depreciation &<br>amortization (EBITDA),<br>year to year    | 5%     | 5%  | N/A  |        | N/A  |        | 5%  | N/A  |        | 5%   |       |
|           | Sub-total   |   | 10%    |   |  |        |  |        |   | 1  |        |  |       |
| SO 6      | Achieve Operational   | Excellence  |        |   |  |        |  |        |   |  |        | (Internet)                                     |       |
| SM 9      | On-Time Delivery<br>Rate  | Amount Accrued over<br>Total Accruable Amount   | 10%    | 84%   |  |        |  |        | 87%   |  |        | 87%  |       |
| SM<br>10  | Quality Management<br>System (QMS)<br>Conformance Rate<br>-Project Management<br>System<br>-Support systems<br>-Conference facilities<br>management | Sustained ISO<br>Certification  | 5%     | Re-<br>certification;<br>Inclusion of<br>Conference<br>Facilities<br>Management | IQA<br>conducted   |        | 3 <sup>rd</sup> Party<br>Surveilla<br>nce<br>Audit |        | Continued<br>Certificatio<br>n (All<br>Processes) | IQA<br>conducted   |        | IQA<br>condu<br>cted                           |       |
|           | Sub-total   |   | 15%    |   |  |        |  |        | · · · · · · · · · · · · · · · · · · ·             | _  | -      |  |       |
| SO 7      | Develop and Sustain   | High Performing Talents   |        | STORES.   |  | T I T  |  |        |   |  |        | Sec. 2"  |       |
| SM<br>11  | Organizational<br>Climate/ Employee<br>Morale Index   | 100% Developed  | 7.5%   | N/A   | Design of<br>Organizatio<br>nal Climate<br>Survey<br>(OCS) |        | Approval<br>&<br>Impleme<br>ntation of<br>OCS      |        | Develop<br>Tool and<br>System                     | Presentation<br>of OCS<br>Results&For<br>mulation of<br>Action Plans |        | Monit<br>oring<br>of<br>OCS<br>Action<br>Plans |       |

| Component |  |  | Baseline 1 <sup>st</sup> Quarter |   | 2 <sup>nd</sup> Quarter |        | 2015<br>Revised | 3 <sup>rd</sup> Quarter |  | 4 <sup>th</sup> Quarter |        |   |        |
|-----------|--|--|----------------------------------|---|-------------------------|--------|-----------------|-------------------------|--|-------------------------|--------|---|--------|
| 0         | bjective/Measure   | Formula  | Weight                           | 2014  | Target                  | Actual | Target          | Actual                  | Full Year<br>Target  | Target                  | Actual | Target  | Actual |
| SM<br>12  | Adoption and<br>Implementation of<br>Competency-Based<br>Human Resource<br>Management<br>Framework | Implementation of the<br>competency-based<br>framework | 7.5%                             | Enhanced<br>competency-<br>based human<br>resource<br>management<br>framework | N/A                     |        | N/A             |                         | Fully<br>implemente<br>d enhanced<br>competenc<br>y-based<br>framework | N/A                     |        | Fully<br>imple<br>mente<br>d<br>enhan<br>ced<br>comp<br>etenc<br>y-<br>based<br>frame<br>work |        |
|           | Sub-total<br>TOTAL   |  | 15%                              |   |                         |        |                 |                         |  |                         |        |   |        |