

2019 PERFORMANCE SCORECARD (ANNEX B)

DEVELOPMENT ACADEMY OF THE PHILIPPINES

Component					Baseline Data		Targets		
Objective/Measure	Formula	Weight	Rating System ^{a/}	2016	2017	2018	2019		
CUSTOMERS/STAKEHOLDERS	SO 1	Enhanced Competence of Government Officials							
	SM 1	Completion Rate (GSPDM & PMDP)	Number of graduates over enrolled students per class	10%	Actual / Target x Weight	Graduate Degree Programs: GSPDM: 713 PMDP: 143	Graduate Degree Programs: GSPDM: 850 PMDP: 140	Graduate Degree Programs: GSPDM: 90% PMDP: 90%	Graduate Degree Programs: GSPDM: 90% PMDP: 90%
	SM 2	Percentage of Re-Entry Plans (REPs) or Action Plans & Projects (APPs) Success Rate	Proportion of participants or students with accepted or implemented REPs/ APPs or Capstones	10%	Actual / Target x Weight	GSPDM: 100% PMDP: 84.3%	GSPDM: 95% PMDP: 85%	GSPDM: 95% PMDP: 85%	GSPDM: 100% PMDP: 100%
	SM 3	Implemented International Projects/ Hosting	Total count of APO projects hosted or implemented by DAP as the NPO	5%	Actual / Target x Weight	N/A	N/A	17	13
	SM 4	Percentage of Local and International Public Sector Productivity Specialist Trained	Total number of graduates from productivity specialist courses over Total Number of Students	5%	Actual / Target x Weight	N/A	N/A	50	100% of Participants Trained
	SO 2	Improved Effectiveness and Efficiency of Government Organizations Assisted							
	SM 5	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 x Weight	22 (91.67%)	90%	75%	80%

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SM 6	Agencies Assisted in Innovation and Productivity Improvement Project (IPIP) Plan Development and Innovation Laboratory Projects	Total Number	5%	Actual / Target x Weight	N/A	N/A	4	10
SO 3	Broadened Adoption of Innovative and Synergistic Solutions to Address Broad-based Policy and Socio-Economic Concerns							
SM 7	New Government Programs Institutionalized	Total number of programs that have been institutionalized	5%	Actual / Target x Weight	N/A	N/A	Adoption of the Alternative Learning System – Education and Skills Training (ALS-EST) by the Dep. of Education	Institutionalization of Regulatory Management System (RMS)
SM 8	Researches and Studies Completed	Total number of research and studies completed	5%	Actual / Target x Weight	N/A	N/A	6	+2 (Total of 8)
SO 4	Ensured Delivery of Relevant High-Quality Training, Education, Consultancy and Research Services							
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 x Weight <i>0% = If less than 80%</i>	83%	87%	85%	85% ⁱ

ⁱ Using the Standard Methodology and Questionnaire developed by GCG.

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SO 5 Broadened Network and Linkages with Local and Foreign (Public and Private) Institutions								
SM 10	Active Partnership with Institutions	Total number of partnerships with existing activities over total number of partnerships	5%	Actual / Target x Weight	N/A	N/A	14 out of 17 partners	6 out of 7 new partners
Sub-total			60%					
SO 6 Sustained Financial Viability								
SM 11	Gross Revenues (in million pesos)	Actual Figure	5%	Actual / Target x Weight	₱676.04 (Based on restated figures)	₱599.97	₱653.71	₱599.26
SM 12	Earnings Before Income Tax, Depreciation and Amortization (EBITDA)	Actual Figure	5%	Actual / Target x Weight	₱100.3 (Based on restated figures)	₱68.27	₱40 Million	₱42 Million
Sub-total			10%					
SO 7 Enhanced Operational Efficiency and Effectiveness								
SM 13	Budget Utilization Rate for Major Govt Programs from NG	Amount Utilized / Total Budget	10%	Actual / Target x Weight	N/A	90%	90%	100%
SM 14	On-Time Delivery Rate	Percentage of Projects Completed on Time over Total Accruable Amount	5%	Actual / Target x Weight	95%	88%	70%	75%

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SM 15	Quality Management System (QMS) Conformance Rate	Sustained ISO Certification <i>(Project Management System; Support Systems; and Conference Facilities Management)</i>	5%	All or Nothing	Continued Certification ISO 9001:2015 <i>(with closed NCs)</i>	Continued Certification ISO 9001:2015	Continued Certification ISO 9001:2015	Passed 2 nd Surveillance Audit	
		Sub-total	20%						
LEARNING & GROWTH	SO 6 Expanded and Maintained Pool of High-performing Talents								
	SM16	Organizational Climate/ Employee Morale Index	Score on Employee Morale of Employees Surveyed	5%	Actual / Target x Weight	3.84 <i>(Baseline: Above Average)</i>	Satisfactory Rating	3.8	4.0
	SM 17	Percentage of Employees Meeting Required Competencies	Actual Implementation of the competency-based framework	5%	Actual / Target x Weight	Undertake position and person profiling 83% incumbents in PA to Fellow I Positions	100% of Identified Competency Gaps Addressed with Competency Interventions <i>(for Fellow I positions)</i>	Improvement from the 2017 Baseline	10% of Profiled GSPDM Personnel with Identified Competency Gaps are Addressed
			Sub-total	10%					
		TOTAL	100%						

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