DEVELOPMENT ACADEMY OF THE PHILIPPINES

		Component				Baseline Data		Targets	
	Objective/Measure	Formula	Weight	Rating System [a/]	2015	2016	2017	2018	
SO 1	**Enhanced Competence of Government Officials**								
SM 1	Completion Rate	Number of graduates over enrolled students per class	10%	Actual / Target x Weight	Graduate Degree Programs: GSPDM: 1,187 PMDP: 136	Graduate Degree Programs: GSPDM: 713 PMDP: 143	Graduate Degree Programs: GSPDM: 850 PMDP: 140	Graduate Degree Programs: GSPDM: 90% PMDP: 90%	
SM 2	Percentage of Re-Entry Plans (REPs) or Action Plans & Projects (APPs) and Capstones Accepted by Panel for Implementation	Proportion of participants or students with accepted or implemented REPs/ APPs or Capstones	10%	Actual / Target x Weight	GSPDM: 100% PMDP: 100%	GSPDM: 100% PMDP: 84.3%	GSPDM: 95% PMDP: 85%	GSPDM: 95% PMDP: 85%	
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	N/A	17	
SM 4	Local and International Public Sector Productivity Specialist Trained	Total number of graduates from productivity specialist courses	5%	Actual / Target x Weight	N/A	N/A	N/A	50	
SO 2	**Improved Effectiveness and Efficiency of Government Organizations Assisted**								
SM 5	Government Offices with ISO 9001-Certifiable QMS	No. of agencies with ISO 9001 Certifiable QMS over total	5%	Actual / Target x Weight	29	22 (91.67%)	90%	75%	

CUSTOMERS/ STAKEHOLDERS

| | Objective/Measure | Component | | | Baseline Data | | | Targets |
		Formula	Weight	Rating System [a/]	2015	2016	2017	2018
		number of agencies assisted on QMS						
SM 6	Agencies Assisted in Innovation and Productivity Improvement Project (IPIP) Plan Development and Innovation Laboratory Projects	Total count of agencies assisted in IPIP plan development and innovation laboratory projects	5%	Actual / Target x Weight	N/A	N/A	N/A	4
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	N/A	Adoption of the Alternative Learning System – Education and Skills Training (ALS-EST) by the Dep. of Education
SM 8	Researches and Studies Completed	Total number of research and studies completed	5%	Actual / Target x Weight	N/A	N/A	N/A	6
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 *at least* a Satisfactory rating / Total number of respondents	5%	Actual / Target x Weight *0% = If less than 80%*	85%	83%	87%	85% *(Using the Standard Methodology and Questionnaire developed by GCG)*

		Component			Rating System [a/]	Baseline Data		Targets	
		Objective/Measure	Formula	Weight		2015	2016	2017	2018
	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	N/A	14 out of 17 partners
			Sub-total	**60%**					
	SO 6	**Sustained Financial Viability**							
FINANCIAL	SM 11	Revenue Growth	Actual Figure	5%	Actual / Target x Weight	18.4%	24%	10%	₱653,709,934
	SM 12	Earnings Before Income Tax, Depreciation and Amortization (EBITDA)	Actual Figure	5%	Actual / Target x Weight	22.39% *(Based on Restated 2015 Audited Figures)*	18.08% *(Based on Restated 2016 Audited Figures)*	9%	₱40 Million
			Sub-total	**10%**					
	SO 7	**Enhanced Operational Efficiency and Effectiveness**							
INTERNAL PROCESS	SM 13	Budget Utilization Rate for Major Govt Programs from NG	Amount Utilized / Total Budget	10%	Actual / Target x Weight	NA	NA	90%	90%
	SM 14	On-Time Delivery Rate	Projects Completed or Accomplished on Time over Total Projects	5%	Actual / Target x Weight	94.15%	95%	88%	70%

		Component				Baseline Data		Targets	
		Objective/Measure	Formula	Weight	Rating System [a/]	2015	2016	2017	2018
	SM 15	Quality Management System (QMS) Conformance Rate	Sustained ISO Certification *(Project Management System; Support Systems; and Conference Facilities Management)*	5%	All or Nothing	Continued Certification *(All Processes)*	Continued Certification ISO 9001:2015 *(with closed NCs)*	Continued Certification ISO 9001:2015	Continued Certification ISO 9001:2015
			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	Developed tools & System	3.84 *(Baseline: Above Average)*	Satisfactory Rating	3.8
	SM 17	Percentage of Employees Meeting Required Competencies	Actual Implementation of the competency-based framework	5%	All or Nothing	Fully implemented enhanced competency-based framework	Undertake position and person profiling 83% incumbents in PA to Fellow I Positions	100% of Identified Competency Gaps Addressed with Competency Interventions *(for Fellow I positions)*	Improvement from the 2017 Baseline
			Sub-total	**10%**					
			TOTAL	**100%**					

a/ But not to exceed the weight assigned per indicator