



Development Academy of the Philippines

DAP 2023 Performance Scorecard

Monitoring of Accomplishments for the 3rd Quarter (01 Jan – 30 Sep 2023)

Perspective	Strategic Objectives (SO) & Performance Measures (PM)	Formula	Weights	Baseline 2022	Target 2023	1 st Q Accomplishments 2023	2 nd Q Accomplishments 2023	3 rd Q Accomplishments 2023	
Customer/ Stakeholder	SO1	Enhanced Competence of Government Officials							
	PM1	Completion rate (<i>Percentage of scholars who completed the E/T Program</i>)	Number of graduates in GSPDM and PMDP over enrolled students per class	10%	GSPDM: 87.23% (320/366) PMDP: 94.88% (204/215)	At least 90%	GSPDM: Ongoing PMDP: 98% (52/53)	GSPDM: 48% (105/218) PMDP: 98% (52/53)	GSPDM: 48% (105/218) PMDP: 100% (65/65)
	PM2	Percentage of REPs/ APPs and Capstone accepted by the panel for implementation	Proportion of participants or students with accepted capstones (REPs and APPs)	10%	GSPDM: 87.23% (320/366) PMDP: 96.21% (127/132)	At least 90%	GSPDM: Ongoing PMDP: 96% (52/54)	GSPDM: 48% (105/218) PMDP: 99% (78/79)	GSPDM: 48% (105/218) PMDP: 94% (30/32)
	PM3	Number of government managers/executives and legislative officers/staff trained or capacitated	Number of government managers/executives and legislative officers/staff trained or capacitated	5%	249	3,275	0	3,494	For validation
			Subtotal	25%					
	SO2	Improved Effectiveness and Efficiency of Government Organizations Assisted							
	PM4	Program beneficiaries reached	Actual number of agencies participated in the program	5%	100% (16/16)	108	0	151	For validation
	PM5	Number of beneficiary agencies assisted	Total count of agencies provided with service	5%	23	143	86	106	For validation
			Subtotal	10%					



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SO3 Broadened Adoption of Innovative and Synergistic Solutions to Address Broad-based policy and socio-economic concerns								
PM6	Number of TA interventions adopted	Total number of TA interventions utilized/adopted	5%	NA	38	0	62	On-going
PM7	Number of research results adopted	Total number of research and studies utilized/adopted	5%	1	21	On-going	On-going	On-going
PM8	Number of research/studies undertaken/completed	Total count of research/studies undertaken/completed	3%	9	25	0	21	On-going
PM9	Proportion of knowledge product & information considered relevant & useful by target readers	Number of Materials considered as relevant and used by target readers over number of Materials and Information produced (e.g. art card, videos, articles, catalog, social media posts, etc.)	2%	NA	100%	100%	100%	100%
		Subtotal	15%					
SO4 Ensured Delivery of Relevant High-Quality Training, Education, Consultancy and Research Services								
PM10	Percentage of satisfied customers	Percentage of customers who gave at least a satisfactory rating	5%	96%	85%	On-going Project Validation and Completion of Project Details	On-going contracting of Third Party Consultant	On-going preparation of Survey Administration
		Subtotal	5%					
SO5 Broadened Network and Linkages with Local and Foreign (Public and Private) Institution								
PM11	Percentage of active partnership with institutions	Total number of partnerships with existing activities over total number of partnerships Forged	5%	100% (82/82)	80%	16 new Partners	85% (41/48) 4 new Partners	For validation



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Financial	PM12	International projects/ hostings implemented	Total count of APO projects hosted or implemented by DAP	5%	15	15	1	2	5
			Subtotal	10%					
	SO6	Sustained Financial Viability							
	PM13	Gross Revenue (in million pesos)	Percentage growth year to year	5%	P 593.6M	P M	P 145.7M	P 317.3M	P 517.9 M
	PM14	Earnings Before Interest, Taxes, Depreciation & Amortization (EBITDA)	Actual EBITDA amount	5%	P 100.8M	P M	P 10.4M	P 9.3M	P 19.4M
	PM15	Budget Utilization Rate for Major Govt Programs from NG	Total amount disbursed by DAP over total amount released by DBM	5%	100%	100%	69%	70%	50%
			Subtotal	15%					
Internal Process	SO7	Achieved Operational Efficiency							
	PM16	On-time delivery rate	No. of projects completed on or before agreed project duration over total number of projects completed	3%	95.35% (82/86)	80%	91% (107/118)	77% (107/139)	87% (154/178)
	PM17	Quality Management System (QMS) Conformance Rate (<i>Project Management System, Support Systems, and Conference Facilities Management</i>)	Actual Accomplishment	5%	DAP Passed the Recertification For ISO 9001:2015	Continued Certification ISO 9001:2015	Surveillance Audit is scheduled in the 2 nd Quarter	Passed Surveillance Audit ISO 9001:2015 certified	Passed Surveillance Audit ISO 9001:2015 certified
	PM 18	Number of e-government initiative developed/implemented	Actual count of e-government initiative developed/implemented	2%	N/A	1	On-going	On-going	On-going
			Subtotal	10%					



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Learning and Growth	SO8	Expand and Maintained Pool of High Performing Talents							
	PM19	Organizational climate/ employee morale index	Score on Employee Morale of Surveyed Employees	10%	3.86	3.5	Survey to be conducted in Q3	Survey to be conducted in Q3	For validation
			Subtotal	10%					
GRANDTOTAL (Performance Rating)				100%					

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