



development academy of the philippines

DAP 2019 Performance Scorecard

Monitoring of Accomplishments (01 January – 30 September 2019)

Pers pect ive	Strategic Objectives (SO) & Performance Measures (PM)		Formula	Weights	Baseline 2018	Target 2019	1 st Q Accomplishments 2019	2 nd Q Accomplishments 2019	3 rd Q Accomplishments 2019
Customer/Stakeholder	SO1	Enhanced Competence of Government Officials							
	PM1	Completion rate	Number of graduates in GSPDM and PMDP over enrolled students per class	10%	GSPDM: 96% PMDP: 99%	At least 90%	GSPDM: 65% (41/63) PMDP: 100% (53/53)	GSPDM: 100% (101/101) PMDP: 100%(53/53)	GSPDM: 97% (137/141) PMDP: 100%(72/72)
	PM2	Percentage of Capstone Project Plans accepted	Number of Capstones Project Plans accepted by the panel over total number of Capstones Project Plans presented	10%	GSPDM:100 % PMDP: 90%	GSPDM: 100% PMDP: 100%	GSPDM: 0% (CPPs to be presented to panel in May 2019) PMDP: 90%	GSPDM: 59%(60/101) PMDP: 92%(49/53)	GSPDM: 96% (96/100) PMDP: 88%(93/106)
	PM3	Number of local and international public sector productivity specialist trained	Total count of local and international public sector productivity specialist trained	5%	89	75	0 (scheduled training implementation in June 2019)	28	27
			Subtotal	30%					1



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	SO2	Improved effectiveness and efficiency of government organizations assisted							
	PM4	Percentage of client government agencies assisted on QMS with ISO 9001 certifiable QMS	No. of government agencies assisted on QMS with ISO9001 Certifiable QMS over total number of client agencies	5%	95.65%	80%	2 CertifiableAgencie s: Philfida-Feb NIA –March	Another 2 Certifiable Agencies: LBP Leasing & Finance Corp-May Intramuros Administration – June	Another Certifiable Agency: Agricultural Credit Policy Council –July
	PM5	Number of agencies assisted in innovation projects	Total count of agencies which have been assisted in Innovation projects	5%	28	6	0 (Scheduled Implementation is in August and September 2019)	0 (The impact of the project and commitment of the Agency Management to the project are being considered before the start of the implementation of any IPIP. Currently, the project team is conducting careful review in the identification of the agency to be assisted as this is	0 (on-going, will be reported at the end of the year)



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								critical for the success of the IPIP).	
			Subtotal	10%					
	SO3	Broadened adoption of innovative and synergistic solutions to address broad-based policy and socio-economic concerns							
	PM6	Number of new programs institutionalized	Total number of programs that have been institutionalized	5%	1 (ALS-EST)	1	On-going development	On-going development/ enhancement of the Regulatory Management System. The draft RMS standard was presented to the DAP Management for review and approval. The draftstandard will be submitted to the Bureau of Philippine Standards this2 nd semester.	On-going development
	PM7	Number of researches and studies completed	Total number of research and studies completed	5%	6	7	0 (on-going development)	On-going development (Drafted the TORs of the Research	On-going development (On-going coordination with DENR-LMB and UP- MOU being reviewed;



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								Fellows for the 5 industries: education, insurance, mining, non-bank financial intermediaries, and water utility)	On-going development- Industry reports to be submitted on year-end)
			Subtotal	10%					
	SO4	Ensured delivery of relevant high quality training, education, consultancy & research services							
	PM8	Customer satisfaction rating	Proportion of DAP clients that are satisfied with all DAP services	5%	93.95% (94%)	At least 85%	On-going contracting of 3 rd party consultant and project validation	On-going administration and gathering of data. To date, 153 clients surveyed	On-going administration and gathering of data. To date, 260 clients surveyed
			Subtotal	5%					
	SO5	Broadened network and linkages with local and foreign (public or private) institution							
	PM9	Percentage of active partnership with institutions	Total number of partnerships with existing activities over total number of partnerships forged	5%	14 active partners	At least 80%	28.57% (2 out of 7)	57% (4 out of 7)	57% (4 out of 7) 3 New partnerships forged (BTA-OPAPP, RBOI-ARMM and DICT)



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	PM10	Number of international projects/ hostings implemented	Total count of APO projects hosted or implemented by DAP	5%	17	13	0 (Governing Body Meeting (GBM) hosting in April 2019)	3 (GBM, Training of Trainers in Productivity Measurement for Public Sector, and I-OSM on Productivity Measurement in SMEs)	6 (TES: CSC Public Sector HR Symposium and Assistance to NPO, Workshop on Developing Regulatory Management System (RMS) Framework to Improve Public Sector Productivity, Certified Productivity Practitioners Course for NPOs, Development of the Public Sector Productivity Specialists Certification Scheme: 1 st TWG Review, Meeting, SNP: Training of Trainors on Strategic Foresight and Scenario Development and Research on Digitization on Public Service Delivery: Coordination Meeting of Experts)
			Subtotal	10%					
Financial	SO6	Sustained financial viability							
	PM11	Revenue growth year to year (Gross Revenue)	Percentage growth year to year	5%	9.8% (P653.815M)	P599 Million (projected based on 3 year average)	P110,807,908	P274,453,213 Million (as of June 30)	P462,431,479 (as of Sept 30)
	PM12	Earnings Before Interest, Taxes,	EBITDA (% increase from	5%	56.5% (P97.045M)	P42 Million	P 14,554,555	P24.856 Million (as	P58,330,623 (as of Sept 30)



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		Depreciation & Amortization (EBITDA)	year to year) absolute value average 3 year			(projected based on 3 year average)		of June 30)	
			Subtotal	10%					
Internal Process	SO7	Achieved operational efficiency							
	PM13	Budget Utilization Rate for Major Government Programs from NG	BUR = obligation / allotment *obligation = actual expenses; allotment = actual releases	5%	100%	100%	81%	84%	88%
	PM14	On-time delivery rate	Percentage of projects completed/accom plished as planned	5%	81%	At least 80%	On-going project validation	On-going project validation	On-going project validation
	PM15	Quality Management System (QMS) Conformance Rate	Sustained ISO certification	5%	DAP is ISO 9001:2015Cer tified	Continued Certification ISO 9001:2015	Schedule of 3 rd party audit is in September 2019	Schedule of 3 rd party audit is in September and October 2019	3 rd party audit conducted October 14, 2019; DAP is Certified ISO:9001:2015
			Subtotal	15%					



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Learning and Growth	SO8	Expanded and maintained pool of high performing talents							
	PM16	Organizational climate employee morale index	Score on employee morale of surveyed employees	5%	3.8 (Positive Perception)	At least 4.0	Maintain the initiatives that sustain the positive perception of the personnel/staff. Survey for 2019 will be conducted in last quarter of the year	Survey for 2019 employee morale is in scheduled in October 2019	No data yet. To be Administered by Q4 2019
	PM17	Implementation of Competency-Based Human Resource Management Framework (CBHRMF)	Milestone Accomplishment	5%	Personnel & staff from Program Operations Group who did not meet the competency were provided with interventions. Re-assessment will be conducted in 2019 since there were	80% of competency gaps of Programs personnel are addressed	On-going provision of interventions to those who have not met the competencies. Will conduct another round of assessment for there are personnel/staff that were promoted and separated from the Academy.	On-going provision of interventions/training to meet the required competencies. Re-assessment and validation of competencies to be conducted from October to December 2019	76% (25 out of 33 with gaps have received training interventions)



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					staff who have been promoted and separated from DAP.				
			Subtotal	10%					
GRANDTOTAL (PerformanceRating)				100%					

Certified True and Correct:

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