

Development Academy of the Philippines  
2016 Performance Scorecard

Monitoring Report of Performance Targets  
2<sup>nd</sup> Quarter (April-June 2016)

Perspective	Strategic Objectives (SO) & Performance Measures (PM)	Formula	Weights	Target 2016	Actual 2016	
CUSTOMER/STAKEHOLDERS	<b>SO1</b>	<b>Enhanced Competence of Government Officials</b>				
	PM1	Number of key government officials (Senior Executives and Middle Managers) capacitated	Actual number of key government officials (Senior executives & middle managers) graduated or completed the programs	10%	Graduate Degree Program GSPDM: 829 PMDP: 140	Graduate Degree Program <b>GSPDM: 506</b> <b>PMDP: 100</b>
	PM2	Re-Entry Plans (REPs) or Action Plans & Projects (APPs) Success Rate	Proportion of participants or students with accepted or implemented REPs & APPs	10%	GSPDM: 95% PMDP: 85%	<b>GSPDM: on-going APPs development</b> <b>PMDP: on-going REPs development</b>
			<b>Subtotal</b>	<b>20%</b>		
	<b>SO2</b>	<b>Improved effectiveness and efficiency of government organizations assisted</b>				
	PM3	Number of client government offices with ISO 9001 certifiable QMS	Actual number of agencies with ISO9001 certifiable QMS	10%	60%	40%
	PM4	Participation Rate of National Government Agencies in RBPMS/PBIS Implementation	No. of NGAs that participated in RBPMS-PBIS implementation over total no. of NGAs	10%	100%	<b>Project on-going; figures determined in the 4<sup>th</sup> quarter</b>
			<b>Subtotal</b>	<b>20%</b>		
	<b>SO3</b>	<b>Ensured delivery of relevant high quality training, education, consultancy &amp; research services</b>				
	PM5	Customer satisfaction rating	Proportion of DAP clients that are satisfied with technical assistance services	7%	95% <i>(for renegotiation with GCG)</i>	<b>3<sup>rd</sup> party CSS to be conducted at the end of the year</b>
	PM6	Complete architectural and engineering study of the proposed extension of the Tagaytay facility	<i>Actual accomplishment</i>	5%	100%	<b>Finalization of the ff:</b> <b>1. Geotechnical study</b> <b>2. Site survey</b> <b>3. Feasibility study</b> <b>4. Environmental impact study</b>
			<b>Subtotal</b>	<b>12%</b>		
	<b>SO4</b>	<b>Forged partnership/involvement of key stakeholders</b>				
	PM7	Number of programs implemented in collaboration with key	Total number of programs implemented in collaboration with key	8%	14	<b>6 ongoing</b>

Perspec tive	Strategic Objectives (SO) & Performance Measures (PM)	Formula	Weights	Target 2016	Actual 2016	
	agencies and stakeholders	agencies and stakeholders				
		<b>Subtotal</b>	<b>8%</b>			
<b>FINANCIAL</b>	<b>SO5</b>	<b>Sustained financial viability</b>				
	PM8	Revenue growth year to year (Gross Revenue)	Percentage growth year to year	5%	7%	<b>Determined annually</b>
	PM9	Earnings Before Interest, Taxes, Depreciation & Amortization (EBITDA)	Earnings before interest, taxes, depreciation & amortization (EBITDA), % increase from year to year	5%	8%	<b>Determined annually</b>
			<b>Subtotal</b>	<b>10%</b>		
<b>PROCESS EXCELLENCE</b>	<b>SO6</b>	<b>Achieved operational efficiency</b>				
	PM10	On-time delivery rate	Amount accrued over total accruable amount	10%	88%	<b>Data gathering and validation ongoing</b>
	PM 11	Quality Management System (QMS) Conformance Rate - Project Management System - Support Systems - Conference Facilities Management	Sustained ISO certification	5%	Continued Certification (all processes)	<b>3<sup>rd</sup> party ISO Audit scheduled in August 2016</b>
			<b>Subtotal</b>	<b>15%</b>		
<b>LEARNING &amp; GROWTH</b>	<b>SO7</b>	<b>Developed and sustained high performing talents</b>				
		<i>Rationalization/ Reorganization Plan</i>	Actual accomplishment	NA	NA	
	PM 12	Organizational climate employee morale index	100% developed	7.5%	Generate baseline data	<b>Morale Survey administered Academy-wide</b>
	PM 13	Adoption and implementation of Competency-Based Human Resource Management Framework (CBHRMF)	Implementation of the competency-based framework	7.5%	75% of incumbents in PA to Fellow I positions	<b>83% of covered employees have completed self- assessment (Phase 1)</b>
		<b>Subtotal</b>	<b>15%</b>			
		<b>GRAND TOTAL (Performance Rating)</b>	<b>100%</b>			

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