

DEVELOPMENT ACADEMY OF THE PHILIPPINES
SUMMARY OF AGREEMENTS
2016 PERFORMANCE SCORECARD

	Strategic Objectives & Measures	Formula	Weights	Baseline		Targets		Agreed 2016 Target	Remarks	
				2013	2014	2015	2016			
CUSTOMERS AND STAKEHOLDERS	SO 1	Enhanced Competence of Government Officials								
	SM 1	Key Government Officials (Senior executives & middle managers) Capacitated	Actual number of key government officials (Senior executives & middle managers) graduated or completed the programs	10%	Graduate Degree Programs: GSPDM: 912 PMDP: 109	Graduate Degree Programs: GSPM: 657 PMDP: 137	Graduate Degree Programs: GSPDM: 792 PMDP: 140	Graduate Degree Programs: GSPDM: 829 PMDP: 140	Graduate Degree Programs: GSPDM: 829 PMDP: 140	Graduate Programs are being reviewed by the Academic Council. DAP to update GCG on results of the review.
	SM 2	Re-Entry Plans (REPs) or Action Plans & Projects (APPs) Success Rate	Proportion of participants or students with accepted or implemented REPs & APPs	10%	GSPDM: 88% PMDP: 80%	GSPDM: 90% PMDP: 85%	GSPDM: 90% PMDP: 92%	GSPDM: 95% PMDP: 85%	GSPDM: 95% PMDP: 85%	Effect of election is factored in the success of the implementation of REPs.
	Sub-total			20%						
	SO 2	Improved Effectiveness and Efficiency of Government Organizations Assisted								
	SM 3	Percentage of Client Government Offices with ISO 9001 Certifiable QMS	No. of agencies with ISO9001 Certifiable QMS/ No. of client agencies	10%	7	12	17	20	To follow	To provide data on (a) Training only and (b) Complete bundle
	SM 4	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%	96%	98%	100%	100%	100%	
	Sub-total			20%						
	SO 3	Ensured Delivery of Relevant High Quality Training, Education, Technical Assistance and Research Services								
	SM 5	Customer Satisfaction	Proportion of DAP clients that are satisfied with technical assistance services	7%	92%	93%	94%	95%	95%	Third party contract assessor for customer satisfaction survey to be signed within the year.
SM 6	Complete Architectural and Engineering Study of the Proposed Expansion of the Tagaytay Facility	<i>Actual Accomplishment</i>	5%	N/A	N/A	N/A	100%	100%		
Sub-total			12%							
SO 4	Forged Partnerships/ Involvement of Key Stakeholders									
SM 7	Programs Implemented in Collaboration with Key Agencies & Stakeholders	Total number of programs implemented in collaboration with key agencies / stakeholders	8%	10	11	12	14	14	Targets are annual, not cumulative.	
Sub-total			8%							
FINANCIAL	SO 5	Sustained Financial Viability								
	SM 8	Revenue Growth Rate	Percentage Growth year to year	5%	5%	5%	6% (467.21 M)	7% (499.91 M)	7% (499.91 M)	
	SM 9	Earnings Before Interest, Taxes, Depreciation & Amortization (EBITDA)	% increase from year to year	5%	5%	5%	7% (28.30 M)	8% (30.56 M)	8% (30.56 M)	
	Sub-total			10%						

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INTERNAL PROCESS		SO 6 Achieved Operational Efficiency								
INTERNAL PROCESS	SM 10	On-Time Delivery Rate	Amount Accrued over Total Accruable Amount	10%	81%	84%	87%	88%	88%	
	SM 11	Quality Management System (QMS) Conformance Rate	Sustained ISO Certification	5%	Continued Certification	Continued Certification	Continued Certification	Continued Certification with zero non-conformities	Continued Certification with zero non-conformities	All-or-nothing rating scale to be used.
		Project Management System			Inclusion of DAP sa Mindanao	Inclusion of Conference Facilities Management	(All Processes)			
		Support systems								
	Conference facilities management									
Sub-total				15%						
LEARNING AND GROWTH		SO 7 Developed and Sustained High Performing Talents								
LEARNING AND GROWTH		Rationalization/ Reorganization Plan (RP)	Actual Accomplishment		N/A	N/A				Pending the decision from DAP BODs
	SM 12	Organizational Climate/ Employee Morale Index	100% Developed	7.5%	N/A	N/A	Developed tools & System	Generate baseline data	Generate baseline data	
	SM 13	Adoption and Implementation of Competency-Based Human Resource Management Framework	Implementation of the competency-based framework	7.5%	Existing	Enhanced competency-based human resource management framework	Fully implemented enhanced competency-based framework	Undertake position and person profiling	75% of Incumbents in PA to Fellow I positions	(114 Number of incumbents)
					Competency-based human resource mgt framework					
Sub-total				15%						
TOTAL				100%						

For Governance Commission for GOCCs:



RAINIER B. BUTALID
Commissioner

For Development Academy of the Philippines:



CAYETANO W. PADERANGA, JR.
Chairman



ANTONIO D. KALAW, JR.
President