

Development Academy of the Philippines
2015 Performance Scorecard
(Submission of performance rating_ 31 May 2016)

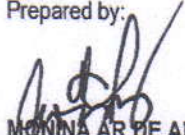
Perspective	Strategic Objectives (SO) & Performance Measures (PM)	Formula	Weights	Rating/ Score (Actual vs Target)	Baseline 2014	Target 2015	Accomplishments 2015	
CUSTOMER/ STAKEHOLDERS	SO1	Enhanced Competence of Government Officials						
	PM1	Number of key government officials (Senior Executives and Middle Managers) capacitated	Actual number of key government officials (Senior executives & middle managers) graduated or completed the programs	10%	10%	Graduate Degree Program GSPDM: 1,569 PMDP: 249	Graduate Degree Program GSPDM: 792 PMDP: 140	Graduate Degree Program GSPDM: 1,187 PMDP: 136
	PM2	Re-Entry Plans (REPs) or Action Plans & Projects (APPs) Success Rate	Proportion of participants or students with accepted or implemented REPs & APPs	10%	10%	GSPDM: 90% PMDP: 85%	GSPDM: 92% PMDP: 90%	GSPDM: 100% PMDP: 98%
		Subtotal		20%	20%			
	SO2	Improved effectiveness and efficiency of government organizations assisted						
	PM3	Number of client government offices with ISO 9001 certifiable QMS	Actual number of agencies with ISO9001 certifiable QMS	10%	10%	12	17	29
	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%	10%	98%	100%	100%
		Subtotal		20%	20%			
	SO3	Ensured delivery of relevant high quality training, education, consultancy & research services						
	PM5	Customer satisfaction rating	Proportion of DAP clients that are satisfied with technical assistance services	10%	10%	93%	94%	94% (overall satisfaction on DAP services)
	Subtotal		10%	10%				

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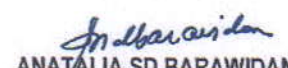
Perspective	Strategic Objectives (SO) & Performance Measures (PM)	Formula	Weights	Rating/ Score (Actual vs Target)	Baseline 2014	Target 2015	Accomplishments 2015	
	SO4	Forged partnership/involvement of key stakeholders						
	PM6	Number of programs implemented in collaboration with key agencies and stakeholders	Total number of programs implemented in collaboration with key agencies and stakeholders	10%	9%	11	12	11
			Subtotal	10%	9%			
FINANCIAL	SO5	Sustain financial viability						
	PM7	Revenue growth year to year (Gross Revenue)	Percentage growth year to year	5%	5%	5%	6%	18.5% (522.3M)
	PM8	Earnings Before Interest, Taxes, Depreciation & Amortization (EBITDA)	Earnings before interest, taxes, depreciation & amortization (EBITDA), % increase from year to year	5%	5%	5%	7%	18.8% (31M)
			Subtotal	10%	10%			
PROCESS EXCELLENCE	SO6	Achieved operational efficiency						
	PM9	On-time delivery rate	Amount accrued over total accruable amount	10%	10%	84%	88%	94%
	PM 10	Quality Management System (QMS) Conformance Rate - Project Management System - Support Systems - Conference Facilities Management	Sustained ISO certification	5%	5%	Re-certification, Inclusion of Conference Facilities Management	Continued Certification (all processes)	Continued Certification (all processes)
			Subtotal	15%	15%			

Perspective	Strategic Objectives (SO) & Performance Measures (PM)	Formula	Weights	Rating/ Score (Actual vs Target)	Baseline 2014	Target 2015	Accomplishments 2015	
LEARNING & GROWTH	S07	Developed and sustained high performing talents						
	PM 11	Organizational climate employee morale index	100% developed	7.5%	7.5%	NA	Develop the tool and system	Developed system and tools
	PM 12	Adoption and implementation of Competency-Based Human Resource Management Framework (CBHRMF)	Implementation of the competency-based framework	7.5%	6.75%	Enhanced CBHRMF	Implementation of the enhanced CBHRMF	Implemented the enhanced CBHRMF
			<i>Subtotal</i>	15%	14.25%			
		GRAND TOTAL (Performance Rating)	100%	98.25%				

Prepared by:




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VP, Administrative
Date: May 20, 2016




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Date: May 20, 2016

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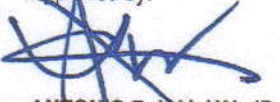


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