



Office of the President of the Philippines  
**GOVERNANCE COMMISSION**  
FOR GOVERNMENT OWNED OR CONTROLLED CORPORATIONS  
3/F, Citibank Center, 8741 Paseo De Roxas, Makati City, Philippines 1226



Management System  
ISO 9001:2008  
www.tuv.com  
ID 9105080109

21 December 2017

RECEIVING COPY

**ATTY. MENARDO I. GUEVARRA**  
*Chairman and Senior Deputy Executive Secretary*  
**MS. MAGDALENA L. MENDOZA**  
*Senior Vice President and Officer-in-Charge*  
**DEVELOPMENT ACADEMY OF THE PHILIPPINES (DAP)**  
DAP Bldg., San Miguel Avenue  
Ortigas Center, Pasig City

**RE : VALIDATION RESULT OF THE CY 2016  
PERFORMANCE SCORECARD OF DAP**

Dear SDES Guevarra and OIC Mendoza,

This is to formally transmit the validation result of the DAP's CY 2016 Performance Scorecard. Based on the Governance Commission's validation of documentary submissions and conduct of on-site validation on 08 August 2017, the DAP gained an over-all score of **97.29%** (See **Annex A**).

In relation to its application for the grant of CY 2016 PBB to eligible officers and employees, the DAP can grant such incentive only upon receipt of confirmation letter from the Governance Commission. In this regard, the Board is reminded that any unilateral action to release the PBB before the confirmation will be considered as a violation of the Board's fiduciary duty to protect the assets of the GOCC as provided under Section 19 of Republic Act No. 10149.<sup>1</sup>

**FOR YOUR INFORMATION AND GUIDANCE.**

Very truly yours,

**SAMUEL G. DAGPIN JR.**  
*Chairman*

*[Signature]*  
**MICHAEL P. CLORIBEL**  
*Commissioner*

*[Signature]*  
**MARITES CRUZ-DORAL**  
*Commissioner*

cc: COA Resident Auditor - DAP

<sup>1</sup> GOCC Governance Act of 2011.

RECEIVED BY:

*[Signature]*  
2 - Borca

1/17/18



*[Handwritten mark]*

**DEVELOPMENT ACADEMY OF THE PHILIPPINES  
2016 Performance Scorecard**

Component	DAP Submission			CGO-B Evaluation		Supporting Documents	Remarks																																
	Objective/Measure	Formula	Weight	Target	Actual			Rating	Score	Rating																													
<b>SO 1 Enhanced Competence of Government Officials</b>																																							
CUSTOMER AND STAKEHOLDERS	SM 1	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 School of Public and Development Management (GSPDM): 829 Public Management Development Program (PMDP): 140	GSPDM: 845 PMDP: 143	10%	GSPDM: 713 PMDP: 143	4.30%  5%	- GSPDM List of Graduates/ Students for 2016 - PMDP List of Graduates (Senior Executives & Middle Managers) for CY2016	<table border="1"> <thead> <tr> <th colspan="2">GSPDM</th> </tr> <tr> <th>Month</th> <th>No. of Graduates</th> </tr> </thead> <tbody> <tr> <td>Jan-Mar</td> <td>458</td> </tr> <tr> <td>Jul</td> <td>40</td> </tr> <tr> <td>Oct</td> <td>62</td> </tr> <tr> <td>Dec</td> <td>153</td> </tr> <tr> <td>Total</td> <td>713</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="2">PMDP</th> </tr> <tr> <th>Class</th> <th>No. of Graduates</th> </tr> </thead> <tbody> <tr> <td>SEC4</td> <td>28</td> </tr> <tr> <td>MMC8</td> <td>40</td> </tr> <tr> <td>MMC9</td> <td>38</td> </tr> <tr> <td>MMC10</td> <td>37</td> </tr> <tr> <td>Total</td> <td>143</td> </tr> </tbody> </table>	GSPDM		Month	No. of Graduates	Jan-Mar	458	Jul	40	Oct	62	Dec	153	Total	713	PMDP		Class	No. of Graduates	SEC4	28	MMC8	40	MMC9	38	MMC10	37	Total	143
	GSPDM																																						
Month	No. of Graduates																																						
Jan-Mar	458																																						
Jul	40																																						
Oct	62																																						
Dec	153																																						
Total	713																																						
PMDP																																							
Class	No. of Graduates																																						
SEC4	28																																						
MMC8	40																																						
MMC9	38																																						
MMC10	37																																						
Total	143																																						
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: 95% PMDP: 85%	GSPDM: 100% PMDP: 84.3%	10%	GSPDM: 100% PMDP: 84.3%	5%  4.96%	- GSPDM List of APPs for 2016 - PMDP List of REPs for 2016	<table border="1"> <thead> <tr> <th colspan="2">GSPDM</th> </tr> <tr> <th>Graduates of Master's Degree</th> <th>395</th> </tr> <tr> <th>Acceptance Rate</th> <th>100%</th> </tr> </thead> </table> <table border="1"> <thead> <tr> <th colspan="2">MMC</th> </tr> <tr> <th>Intake</th> <th>115</th> </tr> <tr> <th>Implemented REPs</th> <th>97</th> </tr> <tr> <th>Success Rate</th> <th>84.3%</th> </tr> </thead> </table>	GSPDM		Graduates of Master's Degree	395	Acceptance Rate	100%	MMC		Intake	115	Implemented REPs	97	Success Rate	84.3%															
GSPDM																																							
Graduates of Master's Degree	395																																						
Acceptance Rate	100%																																						
MMC																																							
Intake	115																																						
Implemented REPs	97																																						
Success Rate	84.3%																																						

Component		DAP Submission				CGO-B Evaluation		Supporting Documents	Remarks									
Objective/Measure	Formula	Weight	Target	Actual	Rating	Score	Rating											
SO2	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%	20	22	10%	22	10%	- List of Government Client Agencies with ISO 9001 Certifiable QMS	<table border="1"> <tr> <td colspan="2">QMS Projects: ISO 9001</td> </tr> <tr> <td>Certified</td> <td>15</td> </tr> <tr> <td>Certifiable</td> <td>6</td> </tr> <tr> <td>Relatively Passable</td> <td>2</td> </tr> </table>	QMS Projects: ISO 9001		Certified	15	Certifiable	6	Relatively Passable	2
QMS Projects: ISO 9001																		
Certified	15																	
Certifiable	6																	
Relatively Passable	2																	
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%	100%	99%	9%	99%	9.93%	- List of National Government Agencies (NGAs) participating in RBPMS PBIS	305 out of 307 participated in RBPMS/PBIS Implementation.								
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%	95%	87%	7%	83%	6.12%	- DAP CSS Model and Instrument - 2016 DAP CSS Report (Highlights and Key Findings)	83% of the respondents on DAP's Technical Assistance services indicated that they either <i>Agree</i> or <i>Strongly Agree</i> with the statement: "Overall, I am satisfied with the service DAP provided."								

	Component			DAP Submission			CGO-B Evaluation		Supporting Documents	Remarks							
	Objective/Measure	Formula	Weight	Target	Actual	Rating	Score	Rating									
FINANCIAL	SM 6	Complete Architectural and Engineering Study of the Proposed Expansion of the Tagaytay Facility	Actual Accomplishment	5%	100%	80%	5%	79.5%	3.98%	- Certification on the Accomplishment Rate for Architectural and Engineering Study  Ongoing activities: - Preparation of Final Design Development Outputs - Preparation of Final and Detailed Bill-of-Quantities - Refinement of Architectural and Engineering Plan Details and Major Engineering Utilities  Accomplishment (in %) = (Equivalent Value of Submitted Output) / (Contract Amount) x 100							
	SO 4	Forged Partnerships/ Involvement of Key Stakeholders															
	SM 7	Programs Implemented in Collaboration with Key Agencies and Stakeholders	Total number of programs implemented in collaboration with key agencies and stakeholders	8%	14	14	8%	14	8%	- Certification on the List of DAP Programs implemented in Collaboration with Key Agencies/ Stakeholders in 2016  Target achieved.							
		<b>Sub-total</b>		<b>60%</b>			<b>59%</b>		<b>57.29%</b>								
	SO 5	Sustained Financial Viability															
	SM 8	Revenue Growth Rate	Percentage Growth year to year	5%	7%	24%	5%	24%	5%	- COA Audited Financial Statement for FY 2016	<table border="1"> <tr> <td>2015</td> <td>521.78 M</td> </tr> <tr> <td>2016</td> <td>646.67 M</td> </tr> <tr> <td>% Growth</td> <td>24%</td> </tr> </table>	2015	521.78 M	2016	646.67 M	% Growth	24%
	2015	521.78 M															
	2016	646.67 M															
	% Growth	24%															

	Component		DAP Submission			CGO-B Evaluation		Supporting Documents	Remarks		
	Objective/Measure	Formula	Weight	Target	Actual	Rating	Score			Rating	
SM 9	Earnings Before Interest, Taxes, Depreciation & Amortization (EBITDA)	% Increase from year to year	5%	8%	22%	5%	22%	5%	- COA Audited Financial Statement for FY 2016	2015	31.00 M
										2016	37.85 M
										% Growth	22%
	<b>Sub-total</b>		<b>10%</b>			<b>10%</b>		<b>10%</b>			
SO 6	Achieved Operational Efficiency										
SM 10	On-Time Delivery Rate	Amount Accrued over Total Accruable Amount	10%	88%	95%	10%	95%	10%	- Certification on On-Time Delivery Rate - List of Projects	254 projects implemented in 2016 with accrued revenue of ₱545.43 Million over accruable amount of ₱576.90 Million.	
SM 11	Quality Management System (QMS) Conformance Rate - Project Management System - Support Systems - Conference Facilities Management	Sustained ISO certification	5%	Continued Certification with zero non-conformities	Continued Certification ISO 9001:2015 (with closed NCs)	5%	Continued Certification ISO 9001:2015 (with closed NCs)	5%	- Copy of 2016 Certification on ISO 9001:2015	Certificate of Registration was issued on 14 October 2016.	
	<b>Sub-total</b>		<b>15%</b>			<b>15%</b>		<b>15%</b>			

INTERNAL PROCESS

	Component			DAP Submission			CGO-B Evaluation		Supporting Documents	Remarks	
	Objective/Measure	Formula	Weight	Target	Actual	Rating	Score	Rating			
LEARNING & GROWTH	SO 7	Developed and Sustained High Performing Talents									
	SM 12	Organizational Climate/ Employee Morale Index	100% Developed	7.50%	Generate baseline data	3.84 (Baseline: Above Average)	7.50%	3.84	7.50%	- Copy of Organizational Climate Employee Morale Survey Report - Copy of the tool/instrument	With the overall organizational climate at 3.84, employees see the institution positively particularly in the dimensions of its Organizational Goals, Interpersonal Relationships, and Opportunities for Personal Development.
	SM 13	Adoption and Implementation of Competency-Based Human Resource Management Framework	Implementation of the competency-based framework	7.50%	75% of Incumbents in PA to Fellow I positions	Undertake position & person profiling 83% of incumbents in PA to Fellow I positions	7.50%	83% of Incumbents in PA to Fellow I positions	7.50%	- List of Employees/Staff who undertook Position and Person Profiling - Memorandum on the Result of Competency Profiling	130 of 156 personnel underwent self-assessment and validation of immediate superior. Results of these served as basis for determination of development interventions for 2017.
		<b>Sub-total</b>		<b>15%</b>			<b>15%</b>		<b>15%</b>		
	<b>TOTAL</b>		<b>100%</b>			<b>99%</b>		<b>97.29%</b>			