



# Development Academy of the Philippines

## DAP 2021 Performance Scorecard

### Monitoring of Accomplishments (01 April – 30 June 2021)

Perspective	Strategic Objectives (SO) & Performance Measures (PM)	Formula	Weights	Baseline 2020	Target 2021	1 <sup>st</sup> Q Accomplishments 2021	2 <sup>nd</sup> Q Accomplishments 2021	
Customer/ Stakeholder	<b>SO1</b>	<b>Enhanced Competence of Government Officials</b>						
	PM1	Completion rate	Number of graduates in GSPDM and PMDP over enrolled students per class	10%	GSPDM: 64.74% (224/346) PMDP: 99% (75/76)	At least 90%	GSPDM: 47.26% (112/237)  PMDP: 0% (Due to the pandemic, class openings were delayed; first graduation for the year will be in 2 <sup>nd</sup> Quarter)	GSPDM: 109.70% (260/237)  PMDP: 100% 68/68
	PM2	Percentage of REPs/ APPs and Capstone accepted by the panel for implementation	Proportion of participants or students with accepted capstones (REPs and APPs)	10%	GSPDM: 100% (346/346) PMDP: 90.79 (69/76)	GSPDM: 90% PMDP: 85%	GSPDM: 0% PMDP: 100% 20/20	GSPDM: 118.40% 148/125 PMDP: 100% 43/43
	PM3	Local and international public sector productivity specialist trained	Total number of participants from productivity specialist courses	5%	124	100	29	0 (COE-PSP Trainings to be implemented in 2nd Sem)
			<b>Subtotal</b>	<b>25%</b>				
	<b>SO2</b>	<b>Improved Effectiveness and Efficiency of Government Organizations Assisted</b>						
	PM4	Percentage of client government offices with ISO 9001 certifiable QMS	No. of agencies with ISO9001 Certifiable QMS over total number of agencies assisted on QMS	5%	100% (13/13)	80%	100% 5/5	100% 19/19
	PM5	Agencies assisted in innovation projects	Total count of agencies assisted in Innovation projects	5%	23	8	0	3
			<b>Subtotal</b>	<b>10%</b>				



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	<b>SO3 Broadened Adoption of Innovative and Synergistic Solutions to Address Broad-based policy and socio-economic concerns</b>							
	PM6	New programs institutionalized	Total number of programs that have been institutionalized	5%	3	1	On-going	On-going
	PM7	Number of researches and studies completed	Total number of research and studies completed	5%	7	7	On-going	On-going
	PM8	Research utilized by clients	Total count of research utilized by clients	5%	1	1	On-going	On-going
			<b>Subtotal</b>	<b>15%</b>				
	<b>SO4 Ensured Delivery of Relevant High-Quality Training, Education, Consultancy and Research Services</b>							
	PM9	Percentage of satisfied customers	Percentage of customers who gave at least a satisfactory rating	5%	99% (330/333)	85%	On-going Project Validation	On-going Project Validation
			<b>Subtotal</b>	<b>5%</b>				
	<b>SO5 Broadened Network and Linkages with Local and Foreign (Public and Private) Institution</b>							
	PM10	Percentage of active partnership with institutions	Total number of partnerships with existing activities over total number of partnerships Forged	5%	100% (1/1)	80%	2 new Partners (Udacity Inc. and Harrisburg University of Science and Technology)	On-going
	PM11	International projects/ hostings implemented	Total count of APO projects hosted or implemented by DAP	5%	15	15	2	3
		<b>Subtotal</b>	<b>10%</b>					



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Financial	<b>SO6</b>	<b>Sustained Financial Viability</b>						
	PM12	Gross Revenue (in million pesos)	Percentage growth year to year	5%	P 593.6M	P 597 M	P101.7M	P291.9M
	PM13	Earnings Before Interest, Taxes, Depreciation & Amortization (EBITDA)	Actual EBITDA amount	5%	P 100.8M	P 54 M	P2.3M	P75.2M
			<b>Subtotal</b>	<b>10%</b>				
Internal Process	<b>SO7</b>	<b>Achieved Operational Efficiency</b>						
	PM14	Budget Utilization Rate for Major Govt Programs from NG	Total amount disbursed by DAP over total amount released by DBM	5%	100%	100%	63%	79%
	PM15	On-time delivery rate	No. of projects completed on or before agreed project duration over total number of projects completed	3%	95.35% (82/86)	80%	73% (32/44)	79% (56/71)
	PM16	Quality Mgt System (QMS) Conformance Rate ( <i>Project Management System, Support Systems, and Conference Facilities Management</i> )	Actual Accomplishment	5%	DAP Passed the Recertification For ISO 9001:2015	Continued Certification on ISO 9001:2015	Surveillance Audit is scheduled in 3 <sup>rd</sup> Quarter	Surveillance Audit is scheduled in 3 <sup>rd</sup> Quarter
	PM 17	Number of e-government initiative developed/implemented	Actual count of e-government initiative developed/implemented	2%	N/A	1	Document Tracking System (continuous enhancement)	Document Tracking System (continuous enhancement)
			<b>Subtotal</b>	<b>15%</b>				



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Learning and Growth	<b>SO8</b>	<b>Expand and Maintained Pool of High Performing Talents</b>						
	PM18	Organizational climate/ employee morale index	Score on Employee Morale of Surveyed Employees	5%	3.86	3.5	NDY Survey to be conducted in 4 <sup>th</sup> Quarter	NDY Survey to be conducted in 4 <sup>th</sup> Quarter
	PM19	Percentage of employees meeting required competencies	Milestone Accomplishment	5%	93% (361/389) personnel with gaps met their required competency	95% of employees meeting the required competencies	89% (353/398)	92% 357/390
			<b>Subtotal</b>	<b>10%</b>				
<b>GRANDTOTAL (Performance Rating)</b>			<b>100%</b>					

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