



Charter Statements, Strategy Map, and Performance Commitments for 2023-2024

I. The DAP Mandates, Mission and Vision

The Development Academy of the Philippines is a Government-Owned and Controlled Corporation established in 1973 with original charter created by Presidential Decree 205, amended by Presidential Decree 1061 and further amended by Executive Order 288.

Mandates

Pursuant to its charter, the DAP is mandated to:

1. To foster and support the development forces at work in the nation's economy through selective human resources development programs, research, data collection, and information services, to the end that optimization of wealth may be achieved in a manner congruent with the maximization of public security and welfare;
2. To promote, carry on and conduct scientific, inter-disciplinary and policy-oriented research, education, training, consultancy, and publication in the broad fields of economics, public administration, and the political and social sciences, generally, involving the study, determination, interpretation, and publication of economic, political, and social facts and principles bearing upon development problems of local, national, or international significance; and,
3. To discharge a regional role in initiating and catalyzing exchange of ideas and expertise on development activities in the region of Asia and the Pacific.

The DAP's Mission, Vision and Core Values are anchored on these mandates.

Mission

DAP fosters synergy and supports the development forces at work towards sustainable and inclusive growth. Specifically, the DAP commits to:

1. Generate policy and action through research and strategic studies that address development issues and emerging challenges.
2. Promote excellence in leadership and organizations through training, education, and consultancy.
4. Catalyze the exchange of ideas and expertise in productivity and development in the region of Asia and the Pacific.

Vision

DAP is the leading knowledge organization providing innovative, effective and responsive solutions to the country's development challenges.

Core Values

The officers and personnel live up to the following core values:

- Dangkal (*Honor and Integrity*)
- Galing (*Smart and Innovative*)
- Tatag (*Stable and Future-ready*)

Quality Policy

In transforming people and organizations, we are committed to:

- Deliver the highest quality of service to our stakeholders;
- Adhere to legal requirements and established professional and ethical standards;
- Provide responsive interventions to advance national development through good governance and productivity;

To achieve this, we commit to continually improve the effectiveness of our quality management system:

Serbisyo namin at malasakit ay para sa inyo

Kalidad namin at pagbabago ay dahil sa inyo.

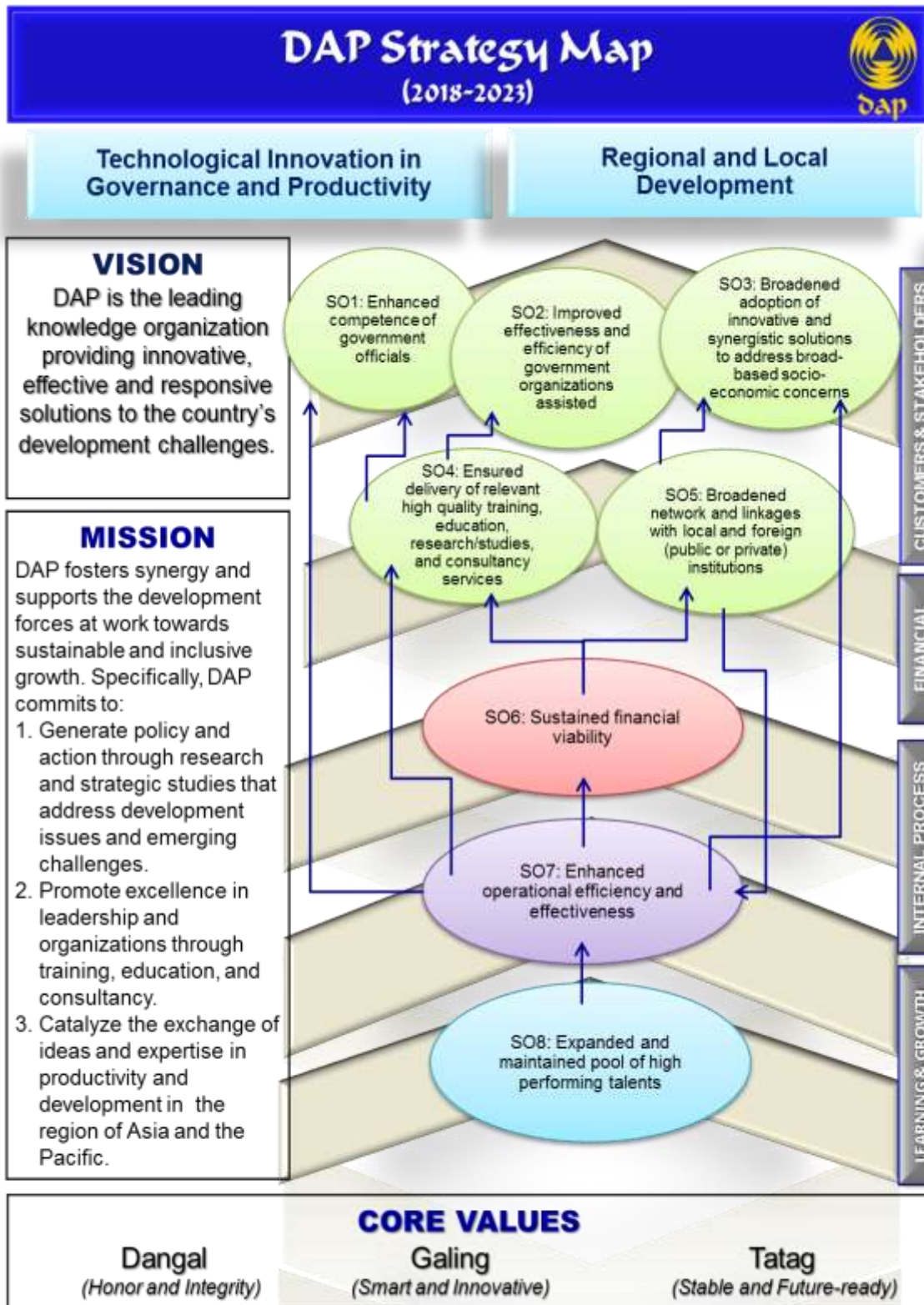
Sa patuloy naming pag-unlad ay kaisa kayo.

II. DAP Strategy Map

Under a new set of Board of Trustees, the DAP Management presented to the board the organizational targets, major programs and budget which are the main components of the DAP's 2023 COB for submission to oversight agencies. The DAP Management has conducted a review of its performance in the last six years in order to redefine its new direction under the new administration.

For 2023, the Management has harmonized most of the organizational and program indicators to align with the requirements of the DBM's Program Expenditure Classification (PREXC) and effectively contributes to the revised national development plans.

Eight (8) strategic objectives or goals along the four perspectives such as customers/stakeholders, financial, internal process, learning & growth are set to support the priorities of the Administration towards Technological Innovation in Governance and Productivity and Regional and Local Development. *(see illustration of strategy map in next page)*



III. DAP 2015-2024 Performance Scorecard

The metrics of the DAP performance are reflected in Table below showing the Academy's FY 2023-2024 targets.

	Component				Baseline Data								Targets 2023	1st-3 rd Q Accom. 2023	Target 2024	
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	W	RS	2015	2016	2017	2018	2019	2020	2021	2022				
CUSTOMERS/STAKEHOLDERS	SO1: Enhanced Competence of Government Officials															
	PM1	Completion rate	Number of graduates in GSPDM and PMDP over enrolled students per class	10%		No. of graduates GSPDM: 1,187 PMDP: 136	No. of graduates GSPDM: 845 PMDP: 143	No. of graduates GSPDM: 802 PMDP: 120	GSPDM : 96% PMDP: 99%	GSPDM: 95% (270/285) PMDP:98% (123/125)	GSPDM: 100% (346/346) PMDP: 99% (75/76)	GSPDM: 98.64 (145/147) PMDP: 97.69% (127/130))	GSPDM: 87.43 (320/366) PMDP: 94.88% (204/215)	90% (GSPDM & PMDP)	GSPDM: 48% (105/218) PMDP: 100% (65/65)	90% (GSPDM & PMDP)
	PM2	Percentage of Capstone Project Plans (CPP) and Action Plan & Project (APP) accepted	Number of CPP and APP accepted by the panel over total number of CPP and APP presented	10%		GSPDM: 100% PMDP: 98%	GSPDM: 100% PMDP: 84.3%	GSPDM: 100% PMDP: 100%	GSPDM : 100% PMDP: 90%	GSPDM: 100% (232/232) PMDP: 89.6% (95/106)	GSPDM: 100% (346/346) PMDP: 90.79% (69/76)	GSPDM: 100% (145/145) PMDP: 96.26% (103/107)	GSPDM: 87.43% (320/366) PMDP: 96.21% (127/132)	85% (GSPDM & PMDP)	GSPDM: 48% (105/218) PMDP: 94% (30/32)	85% (GSPDM & PMDP)
	PM3	Number of local and international public sector productivity specialist trained	Total count of local and international public sector productivity specialist trained	5%		NA	NA	NA	89	99	124	160	249	NA	NA	NA
	PM4	Number of government managers/executives and legislative officers/staff trained or capacitated	Actual number of government managers/executives and legislative officers/staff trained or capacitated	5%		NA	NA	NA	NA	NA	NA	NA	NA	3,275	3,494	3,220
			Sub-total	25%												

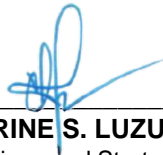
		Component			Baseline Data										Targets 2023	1st-3 rd Q Accum. 2023	Target 2024
Strategic Objective (SO)/ Strategic Measure(SM)		Formula	W	RS	2015	2016	2017	2018	2019	2020	2021	2022					
SO2: Improved effectiveness and efficiency of government organizations assisted																	
PM5	Percentage of client government agencies assisted on QMS with ISO 9001 certifiable QMS	No. of government agencies assisted on QMS with ISO9001 Certifiable QMS over total number of client agencies	5%		Actual no. of agencies with ISO 9001 certifiable: 29	70%	100%	95.65%	100% (24/24)	100% (13/13)	100% (32/32)	100% (16/16)	NA	NA	NA		
PM6	Number of agencies assisted in innovation projects	Total count of agencies which have been assisted in Innovation projects	5%		NA	NA	NA	28	13	23	24	36	NA	NA	NA		
PM7	Program beneficiaries reached	Actual number of agencies participated in the program	5%		NA	NA	NA	NA	NA	NA	NA	NA	108	151	93		
PM8	Number of beneficiary agencies assisted	Total count of agencies provided with service	5%		NA	NA	NA	NA	NA	NA	NA	NA	143	106	156		
		Subtotal	10%														
SO3: Broadened adoption of innovative and synergistic solutions to address broad-based policy and socio-economic concerns																	
PM9	Number of new programs institutionalized	Total number of programs that have been institutionalized	5%		NA	NA	NA	1 (ALS-EST)	1 (SQS)	1	0	1	NA	NA	NA		
PM 10	Number of researches and studies completed	Total number of research and studies completed	5%		NA	NA	NA	6	7	7 (CFG-3; PDC-4)	12	9	NA	NA	NA		
PM 11	Number of strategic research utilized by clients	Total count of strategic research utilized by client/s	5%		NA	NA	NA	NA	NA	1 (GSPDM-1)	0	1	NA	NA	NA		

	Component				Baseline Data								Targets 2023	1st-3 rd Q Accom. 2023	Target 2024	
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	W	RS	2015	2016	2017	2018	2019	2020	2021	2022				
	PM 12	Number of TA interventions adopted	Total number of TA interventions utilized/adopted	5%		NA	NA	NA	NA	NA	NA	NA	38	62	45	
	PM 13	Number of research results adopted	Total number of research and studies utilized/adopted	5%		NA	NA	NA	NA	NA	NA	NA	21	On-going	15	
	PM 14	Number of research/studies undertaken/completed	Total count of research/studies undertaken/completed	3%		NA	NA	NA	NA	NA	NA	NA	25	21	22	
	PM 15	Proportion of knowledge product & information considered relevant & useful by target readers	Number of Materials considered as relevant and used by target readers over number of Materials and Information produced (e.g. art card, videos, articles, catalog, social media posts, etc.)	2%		NA	NA	NA	NA	NA	NA	NA	100%	100%	100%	
			Subtotal		15%											
CUSTOMERS /STAKEHOLDERS	SO4: Ensured delivery of relevant high quality training, education, research/studies, consultancy services															
	PM 16	Customer satisfaction rating	Proportion of DAP clients that are satisfied with all DAP services	5%	5%	85%	87%	90.79%	93.95%	97%	99%	99.4%	96%	85%	On-going validation of completed projects	85%
			Subtotal	5%	5%											

	Component				Baseline Data								Targets 2023	1st-3 rd Q Accom. 2023	Target 2024	
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	W	RS	2015	2016	2017	2018	2019	2020	2021	2022				
	SO5: Broadened network and linkages with local and foreign (public or private) institutions															
	PM17	Percentage of active partnership with institutions	Total number of partnerships with existing activities over total number of partnerships forged	5%		No. of program w/agencies: 11	No. of program w/agencies: 14	No. of program w/agencies: 17	14 active Partners (82%)	100%	100%	100% (23/23)	100% (82/82)	100%	85% (41/48)	100%
	PM18	Number of international projects/ hostings implemented	Total count of APO projects hosted or implemented by DAP	5%		NA	NA	NA	17	16	14	15	15	15	8	15
			Subtotal	10%												
	SO6: Sustained financial viability															
	PM19	Revenue growth year to year (Gross Revenue)	Percentage growth year to year	5%		18.5% (P521.98M)	24%	(-7%)	P599 M	P 673.65 M (EO Dec)	P593.6 Million	P 633.55 M	P 762.60 M	P597 M	P 517.8 M	For validation
	PM20	Earnings Before Interest, Taxes, Depreciation & Amortization (EBITDA)	EBITDA (% increase from year to year) absolute value average 3 year	5%		18.8% (P31M)	22%	41%	P42 M	P 64.24 M (EO Dec)	P100.8 Million	P 141.79 M	P 128.73 M	P100 M	P 19.3 M	For validation
FINANCIAL	PM21	Budget Utilization Rate for Major Government Programs from NG	Total amount disbursed by DAP over total amount released by DBM	5%		NA	NA	NA	100%	133% (Released: 223.8 M) (Disbursed: 296.7 M)	100%	100%	96%	90%	77%	90%
			Subtotal	15%												

	Component				Baseline Data								Targets 2023	1st-3 rd Q Accom. 2023	Target 2024	
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	W	RS	2015	2016	2017	2018	2019	2020	2021	2022				
INTERNAL PROCESS	SO7: Enhanced operational efficiency and effectiveness															
	PM22	On-time delivery rate	Number of projects completed on or before the agreed project duration over total number of projects completed	3%		Amount accrued over total accruable amount: 94%	Amount accrued over total accruable amount: 95%	Amount accrued over total accruable amount: 98%	81%	94% (146/156)	95.35%	87.74% (186/212)	84% (168/200)	85%	87% (154/178)	85%
	PM23	Quality Management System (QMS) Conformance Rate	Sustained ISO certification	5%		DAP is ISO 9001:2008 Certified	DAP is ISO 9001:2008 Certified	DAP is ISO 9001:2015 Certified	DAP is ISO 9001:2015 Certified	DAP is ISO 9001:2015 Certified	DAP is ISO 9001:2015 Certified	DAP is ISO 9001:2015 Certified	DAP is ISO 9001:2015 Certified	Continued Certification ISO 9001:2015	DAP is ISO 9001:2015 Certified	Continued Certification ISO 9001:2015
	PM24	Number of e-government initiative developed or implemented	Actual count of e-government initiative developed or implemented	2%		NA	NA	NA	NA	NA	1 (DTS)	1 (e-RMS)	1 (Linang)	1	On-going	1
			Subtotal	10%												
	SO8: Expanded and maintained pool of high performing talents															
LEARNING AND GROWTH	PM25	Organizational climate employee morale index	Score on employee morale of surveyed employees	10%		3.8 (Positive Perception)	3.84 (Positive Perception)	3.89 (Positive Perception)	3.8 (Positive Perception)	3.9 (Positive Perception)	3.86 (positive perception)	4.01 (positive perception)	4.0 (positive perception)	3.5 (positive perception)	On-going	3.5 (positive perception)
	PM26	Percentage of employees meeting the required competencies	No. of plantilla employees meeting the required competency over total no. of plantilla employees with competency gaps	5%		83% of incumbents in PA to Fellow I position underwent position and person profiling	83% of incumbents in PA to Fellow I position underwent position and person profiling	100% of incumbents in Support Offices underwent position and person profiling	239 out of 272 plantilla personnel or 88% met the required competency	85% of employees meeting the required competencies	93% of employees meeting the required competencies	97.7% (384/393)	98% (379/385)	NA	NA	NA
		(Total number of indicators committed:19)	Subtotal	10%												
		GRAND TOTAL	100%													

Certified True and Correct:



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