



Development Academy of the Philippines

DAP 2023 Performance Scorecard

Monitoring of Accomplishments (01 Jan – 31 Dec 2023)

Perspective	Strategic Objectives (SO) & Performance Measures (PM)	Formula	Weights	Baseline 2022	Target 2023	1 st Qtr Accomp 2023	2 nd Qtr Accomp 2023	3 rd Qtr Accomp 2023	4 th Qtr Accomp 2023	Actual 2023	
Customer/ Stakeholder	SO1 Enhanced Competence of Government Officials										
	PM1	Completion rate (Percentage of scholars who completed the E/T Program)	Number of graduates in GSPDM and PMDP over enrolled students per class	10%	GSPDM: 87.23% (320/366) PMDP: 94.88% (204/215)	90%	96% GSPDM: N/A PMDP: 96% (51/53)	100% GSPDM: 100% (105/105) PMDP: N/A	98% GSPDM: NA PMDP: 92% 11/12	100% GSPDM: 84% (216/256) PMDP: 100% (106/106)	92% GSPDM: 84% (216/256) PMDP: 100% (106/106)
	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: 87.23% (320/366) PMDP: 96.21% (127/132)	85%	GSPDM: N/A PMDP: 96% (52/54)	GSPDM: 55% (22/40) PMDP: 99% (78/79)	GSPDM: 55% (22/40) PMDP: 94% (30/32)	GSPDM: 55% (22/40) PMDP: 98% (137/140)	99% GSPDM: 100% (216/216) PMDP: 98% (137/140)
	PM3	Number of government managers/executives and legislative officers/staff trained or capacitated	Number of government managers/executives and legislative officers/staff trained or capacitated	5%	249	775	67	352	360	368	1,147
	Subtotal			25%							
	SO2 Improved Effectiveness and Efficiency of Government Organizations Assisted										
	PM4	Program beneficiaries reached	Actual number of agencies participated in the program	5%	100% (16/16)	108	4	145	109	60	318



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	PM5	Number of beneficiary agencies assisted	Total count of agencies provided with service	5%	23	143	0	114	19	58	191
			Subtotal	10%							
	SO3	Broadened Adoption of Innovative and Synergistic Solutions to Address Broad-based policy and socio-economic concerns									
	PM6	Number of TA interventions adopted	Total number of TA interventions utilized/adopted	5%	NA	36	0	28	25	58	111
	PM7	Number of research results adopted	Total number of research and studies utilized/adopted	5%	9	21	On-going	On-going	On-going	23	23
	PM8	Number of research/studies undertaken/completed	Total count of research/studies undertaken/completed	3%	1	25	0	On-going	On-going	23	23
	PM9	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,	2%	NA	100%	100%	100%	100%	100%	100%
			Subtotal	15%							



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	SO4	Ensured Delivery of Relevant High-Quality Training, Education, Consultancy and Research Services									
	PM10	Percentage of satisfied customers	Percentage of customers who gave at least a satisfactory rating	5%	96%	85%	On-going Project Validation and Completion of Project Details	On-going contracting of Third Party Consultant	On-going preparation of Survey Administration	95.6%	96%
			Subtotal	5%							
	SO5	Broadened Network and Linkages with Local and Foreign (Public and Private) Institution									
	PM11	Percentage of active partnership with institutions	Total number of partnerships with existing activities over total number of partnerships forged	5%	100% (82/82)	100%	16 new Partners	85% (41/48)	71% (37/52)	100% (64/64)	100%
	PM12	International projects/hostings implemented	Total count of APO projects hosted or implemented by DAP	5%	15	15	1	2	5	7	15
			Subtotal	10%							
Financial	SO6	Sustained Financial Viability									
	PM13	Gross Revenue (in million pesos)	Percentage growth year to year	5%	P 593.6M	P 770 M	P 145.7M	P 317.3M	P 517.9M	P 933M (as of Dec)	P 933 M
	PM14	Earnings Before Interest, Taxes, Depreciation & Amortization (EBITDA)	Actual EBITDA amount	5%	P 100.8M	P 86 M	P 10.4M	P 9.3M	P 19.4M	P 155.9M (as of Dec)	P 155.9 M



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	PM15	Budget Utilization Rate for Major Govt Programs from NG	Total amount disbursed by DAP over total amount released by DBM	5%	100%	80%	69%	70%	50%	90% (as of Dec)	90%
			Subtotal	15%							
Internal Process	SO7 Achieved Operational Efficiency										
	PM16	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)	85%	91% (107/118)	77% (107/139)	87% (154/178)	93% (183/197)	93%
	PM17	Quality Management 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 the 2 nd Quarter	Passed Surveillance Audit ISO 9001:2015 certified	Passed Surveillance Audit ISO 9001:2015 certified	Passed Surveillance Audit ISO 9001:2015 certified	DAP is still ISO Certified 9001:2015
	PM18	Number of e-government initiative developed/implemented	Actual count of e-government initiative developed/implemented	2%	N/A	1	NDY On-going	NDY On-going	NDY On-going	1	1 (e-bidding)
				Subtotal	10%						
Learning and Growth	SO8 Expand and Maintained Pool of High Performing Talents										
	PM19	Organizational climate/ employee morale index	Score on Employee Morale of Surveyed Employees	5%	3.86	3.5	NDY Survey to be conducted in Q3	NDY Survey to be conducted in Q3	3.69	3.69	3.7



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	PM20	Percentage of employees meeting the required competencies	Number of plantilla employees meeting the required competency over total number of employees with competency gaps	5%	98%	90%	99% (373/378)	97% (379/390)	96% (389/404)	97% (390/401)	97%
			Subtotal	10%							
	GRAND TOTAL (Performance Rating)			100%							

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