



16 April 2024

**HON. MAJAH-LEAH V. RAVAGO, PhD**  
*President and CEO*  
**DEVELOPMENT ACADEMY OF THE PHILIPPINES (DAP)**  
DAP Building, San Miguel Avenue,  
Pasig City

RE: TRANSMITTAL OF 2024 PERFORMANCE SCORECARD

Dear President and CEO Ravago,

This is to formally transmit the 2024 Charter Statement and Strategy Map (*Annex A*) and 2024 Performance Scorecard (*Annex B*) of the **Development Academy of the Philippines (DAP)**. The same is to be posted in **DAP's** website, in accordance with Section 43 of GCG Memorandum Circular (M.C.) No. 2012-07.<sup>1</sup>

The DAP-proposed Strategy Map and Performance Scorecard submitted through its letters dated 28 November 2023<sup>2</sup> were **MODIFIED** based on the discussions made during the Technical Panel Meeting (TPM) held on 22 December 2023, evaluation of revised documents submitted through letters dated 04 January 2024<sup>3</sup>, and 16 February 2024<sup>4</sup>, and finalized during the Performance Target Conference (PTC) held on 16 April 2024.

We remind DAP that Item 6 of GCG M.C. No. 2023-01<sup>5</sup> requires GOCCs to submit its Quarterly Targets within 15 calendar days from receipt of the GCG-approved Performance Scorecard. Moreover, Item 7 of the same Circular directs GOCCs to accomplish the requisite Quarterly Monitoring Reports detailing its progress in accomplishing its performance targets. The Quarterly Monitoring Reports should disclose substantial changes in circumstances that were unforeseen during the TPM that may affect the timely achievement of targets.

**FOR DAP'S INFORMATION AND COMPLIANCE.**

Very truly yours,

**ATTY. MARIUS P. CORPUS**  
*Chairperson*

**ATTY. BRIAN KEITH F. HOSAKA**  
*Commissioner*

**ATTY. GERALDINE MARIE B. BERBERABE-MARTINEZ**  
*Commissioner*

<sup>1</sup> CODE OF CORPORATE GOVERNANCE FOR GOCCs, dated 28 November 2012.

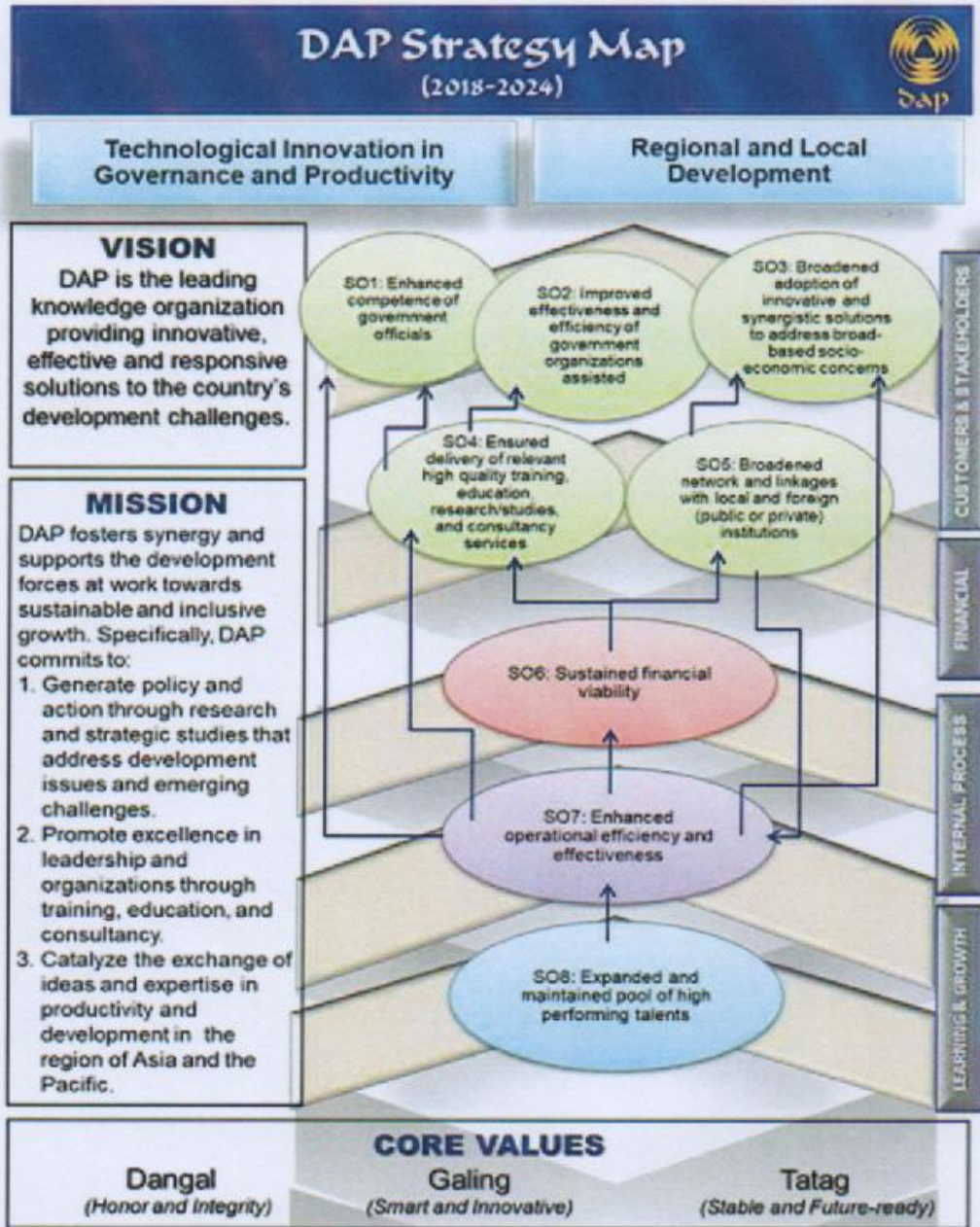
<sup>2</sup> Officially received by the Governance Commission on 01 December 2023.

<sup>3</sup> Officially received by the Governance Commission on 08 January 2024

<sup>4</sup> Officially received by the Governance Commission on 16 February 2024

<sup>5</sup> PERFORMANCE EVALUATION SYSTEM (PES) FOR THE GOCC SECTOR, dated 19 January 2023.

2024 CHARTER STATEMENT AND STRATEGY MAP



*Handwritten signature*

*Handwritten signature*

## DEVELOPMENT ACADEMY OF THE PHILIPPINES (DAP)

### 2024 PERFORMANCE SCORECARD

Objective/Measure		Formula	Weight	Rating System	Baseline			Targets	
					2020	2021	2022*	2023	2024
<b>SOCIAL IMPACT</b>									
SO 1	Enhanced Competence of Government Officials								
SM 1	Percentage of Scholars who completed the Education and Training Program	Number of graduates over total number of enrolled students per class	10%	Actual over Target	GSPDM 98.02% PMMDP 94.94%	GSPDM 98.64% PMMDP 97.69%	N/A	90%	90%
SM 2	Capstone Acceptance Rate	Number of CPP and APP accepted by the panel over total number of CPP and APP presented	10%	Actual over Target	GSPDM 100% PMMDP 92.00%	GSPDM 100% PMMDP 96.26%	N/A	85%	85%
SM 3	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	10%	Actual over Target	N/A	N/A	N/A	345	720
SO 2	Improved effectiveness and efficiency of government organizations assisted								
SM 4	Program beneficiaries reached	Actual number of agencies participated in the program	10%	Actual over Target	N/A	N/A	N/A	10	90




Component		Baseline				Targets			
Objective/Measure	Formula	Weight	Rating System	2020	2021	2022*	2023	2024	
SM 5	Number of beneficiary agencies assisted	Total count of agencies provided with services	5%	Actual over Target	N/A	N/A	N/A	131	135
SO 3	Broadened adoption of innovative and synergistic solutions to address broad-based socio-economic concerns								
SM 6	Number of Technical Assistance interventions adopted	Total number of TA interventions utilized/adopted	5%	Actual over Target	N/A	N/A	N/A	36	37
SM 7	a. Number of research results/studies undertaken completed	Total count of research studies undertaken/completed	5%	Actual over Target	9	12	N/A	20	20
	b. Number of research adopted	Total number of research and studies utilized/adopted	3%	Actual over Target	1	0	N/A	21	21
SM 8	Proportion of knowledge product and information considered relevant and useful by target readers	Number of materials considered relevant and used by target readers over number of materials and information produced (e.g. art card, videos,	2%	Actual over Target	N/A	N/A	N/A	100%	100%

\*DAP was considered as an SUC and excluded from the list of GOCCs under R.A. 10149 [CCG Memorandum Order No. 2022-04]

Component		Baseline			Targets				
Objective/Measure	Formula	Weight	Rating System	2020	2021	2022*	2023	2024	
	articles, catalog, social media posts, etc.)								
<b>SO 4</b>	<b>Ensured delivery of relevant high-quality training, education, research/studies, and consultancy services</b>								
SM 9	Percentage of Satisfied Customers	Total number of satisfied respondents over total number of respondents	5%	Actual over target (if < 80% = 0)	99.10%	99.40%	N/A	90%	90%
<b>SO 5</b>	<b>Broadened network and linkages with local and foreign (public or private) institutions</b>								
SM 10	Number of international projects/hostings implemented	Total number of partnerships with existing activities over total number of partnerships forged	10%	Actual over Target	14	15	N/A	15	15
		<b>Sub-total</b>	<b>75%</b>						
<b>SO 6</b>	<b>Sustained Financial Viability</b>								
SM 11	Budget Utilization Rate for Major Government Programs from NG								
	a. Subsidy Utilization Rate – Obligation	Total obligated subsidy over total COB from subsidy (Net of PS Cost)	3%	Actual over Target	N/A	N/A	N/A	90%	90%


\*DAP was considered as an SUC and excluded from the list of GOCCs under R.A. 10149 [GCG Memorandum Order No. 2022-04]

Component		Baseline				Targets		
Objective/Measure	Formula	Weight	Rating System	2020	2021	2022*	2023	2024
b. Subsidy Utilization Rate - Disbursement	Total disbursed over total amount of obligations (Net of PS Cost)	1%	Actual over Target	N/A	N/A	N/A	90%	90%
c. Corporate Fund Utilization Rate - Disbursement	Total disbursement from Internally-generated fund (IGF) over total COB from IGF (Net of PS Cost)	1%	Actual over Target	N/A	N/A	N/A	90%	90%
<b>Sub-total</b>		<b>5%</b>						
<b>SO 7 Enhanced operational efficiency and effectiveness</b>								
SM 12	On-time delivery rate	3%	Actual over Target	95.35%	87.74%	N/A	N/A	85%
SM 13	Compliance to Quality Standards	5%	All or Nothing	Re-certification on ISO 9001:2015	Passed 1 <sup>st</sup> Surveillance Audit (ISO 9001:2015)	N/A	ISO 9001:2015 Certification	Continued Certification ISO 9001: 2015
SM 14	Number of systems enhanced or implemented through the government initiative	2%	Actual over Target	N/A	1 (e-RMS)	N/A	N/A	1


\*DAP was considered as an SUC and excluded from the list of GOCCs under R.A. 10149 [GCG Memorandum Order No. 2022-04]

Component			Baseline				Targets		
Objective/Measure	Formula	Weight	Rating System	2020	2021	2022*	2023	2024	
<b>Sub-total</b>			<b>20%</b>						
<b>SO 8</b>	<b>Expanded and maintained pool of high performing talents</b>								
SM 15	Percentage of employees meeting the required competencies	Number of plantilla employees meeting the required competency over total number of plantilla employees with competency gaps	10%	All or Nothing	92.80%	97.70%	N/A	Increase from 2022 Competency Level	Establish Baseline
<b>Sub-total</b>			<b>10%</b>						
<b>TOTAL</b>			<b>100%</b>						

For GCG:

  
**ATTY. MARIUS P. CORPUS**  
*Chairperson*

For DAP:

  
**MAJAH LEAH V. RAVAGO, PHD**  
*President and CEO*

\*DAP was considered as an SUC and excluded from the list of GOCCs under R.A. 10149 [GCG Memorandum Order No. 2022-04]