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

BAGONG PILIPINAS

30 April 2026

RECEIVED
MAY 1 1 2026
JOHN REY MAMPLATA

HON. ARSENIO M. BALISACAN
DAP Chairperson and DEPDev Secretary
HON. LEOCADIO S. SEBASTIAN
Acting President and CEO (PCEO)
DEVELOPMENT ACADEMY OF THE PHILIPPINES (DAP)
DAP Building, San Miguel Avenue,
Ortigas, Pasig City

RE: VALIDATION RESULT OF THE 2024 PERFORMANCE SCORECARD OF THE DAP

Dear Secretary Balisacan and PCEO Sebastian,

This is to formally transmit the validation result of the DAP's 2024 Performance Scorecard. Based on the Governance Commission's validation of the GOCC's documentary submissions, the DAP obtained an overall score of **93.24%** ***(Annex A)***. The same is to be posted on the DAP's website, in accordance with Section 43 of GCG Memorandum Circular No. 2012-07.[1]

FOR THE DAP'S INFORMATION AND GUIDANCE.

Very truly yours,

ATTY. MARIUS P. CORPUS
Chairperson

ATTY. GERALDINE MARIE B. BERBERABE-MARTINEZ
Commissioner

cc: COA Resident Auditor – DAP

[1] Code of Corporate Governance for GOCCs, dated 28 November 2012.

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ANNEX A

DEVELOPMENT ACADEMY OF THE PHILIPPINES (DAP)
Validated 2024 Performance Scorecard

	COMPONENT				DAP Submission			GCG-Validated		Supporting Documents	Remarks
	Objective/Measure	Formula	Wt.	Rating System	Target	Actual	Rating	Score	Rating		
SO 1	**Enhanced Competence of Government Officials**										
SOCIAL IMPACT	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	90%	93.07%	10%	94.55%	10%	• List of accepted students of Graduate School of Public and Development Management (GSPDM) and Public Management Development Program (PMDP) •Actual Diplomas/ Certificates •Actual Abstracts	The validated accomplishment is based on the following figures: Center: GSPDM — No. of Graduates: 277 / 306 PMDP — 296 / 300 **Total** — 573 / 606 **%** — **94.55%**
	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	85%	92%	10%	86.30%	10%	• Summary list of Accepted Capstone Papers and Co-Creation Projects •Actual Capstone Papers and Co-Creation Projects	The validated accomplishment is based on the following figures: Center: GSPDM — No. of Capstones Accepted: 246/306 PMDP — 176/183 **Total** — 422/489 **%** — **86.30%**

<table>
<tr><th colspan="2" rowspan="2">COMPONENT
Objective/Measure</th><th rowspan="2">Formula</th><th rowspan="2">Wt.</th><th rowspan="2">Rating System</th><th rowspan="2">Target</th><th colspan="2">DAP Submission</th><th colspan="2">GCG-Validated</th><th rowspan="2">Supporting Documents</th><th rowspan="2">Remarks</th></tr>
<tr><th>Actual</th><th>Rating</th><th>Score</th><th>Rating</th></tr>
<tr><td>SM 3</td><td>Number of Government Managers/ Executives and Legislative Officers/Staff Trained or Capacitated</td><td>Actual number of government managers/ executives and legislative officers/staff trained or capacitated</td><td>10%</td><td>Actual over Target</td><td>720</td><td>1,121</td><td>10%</td><td>705</td><td>9.79%</td><td>• List of Government Managers/ Executives and Legislative Officers/ Staff Trained or Capacitated
• Diplomas and Certificates</td><td>The validated accomplishment was based on the number of participants with complete supporting documents. The breakdown is presented below:
<table><tr><th>Center[2]</th><th>Participants Trained</th></tr><tr><td>PMDP</td><td>182</td></tr><tr><td>LGEMC</td><td>21</td></tr><tr><td>CBILLS-ETCBS</td><td>79</td></tr><tr><td>AGILE</td><td>372</td></tr><tr><td>CBILLS - Amendments</td><td>51</td></tr><tr><td>Total</td><td>705</td></tr></table></td></tr>
<tr><td>SO 2</td><td colspan="11">Improved Effectiveness and Efficiency of Government Organizations Assisted</td></tr>
<tr><td>SM 4</td><td>Program Beneficiaries Reached</td><td>Actual number of agencies that participated in the program</td><td>10%</td><td>Actual over Target</td><td>90</td><td>382</td><td>10%</td><td>351</td><td>10%</td><td>• List of Program Beneficiaries
•Activity Reports
• Certificate of Program Closure</td><td>The breakdown of DAP's accomplishment is presented below:
<table><tr><th>Center</th><th>Agencies Participated</th></tr><tr><td>LGEMC</td><td>78</td></tr><tr><td>AGILE</td><td>206</td></tr><tr><td>AGILE - ETCBS</td><td>67</td></tr><tr><td>Total</td><td>351</td></tr></table></td></tr>
</table>

[2] PMDP – Public Management Development Program; LGEMC - Local Government Executives and Managers Class; CBILLS-ETCBS - Capability Building on Innovative Leadership for Legislative Staff - Education, Training and Capability Building Seminars; AGILE - Adaptive Governance and Innovation for Local Executives; CBILLS - Amendments

COMPONENT					DAP Submission		GCG-Validated		Supporting Documents	Remarks
Objective/Measure	Formula	Wt.	Rating System	Target	Actual	Rating	Score	Rating		
SM 5	Number of Beneficiary Agencies Assisted	Total count of agencies provided with services	5%	Actual over Target	135	191	5%	129	4.78%	• List of Program Beneficiaries • Attendance Sheets • Certificate of Project Closure • Minutes of the Meeting	The validated accomplishment accounts for the number of unique beneficiaries. The breakdown is presented below: **Program[3] / Beneficiary Agencies** COE-PSP: 76 RBPMS: 6 MGRP: 12 GQMP: 35 **Total: 129**
SO 3	**Broadened Adoption of Innovative and Synergistic Solutions to Address Broad-based Policy and Socio-Economic Concerns**										
SM 6	Number of Technical Assistance Interventions Adopted	Total number of technical assistance interventions utilized/ adopted	5%	Actual over Target	37	65	5%	57	5%	• Summary of Productivity Improvement & Service Innovation Project beneficiaries • List of beneficiary agencies • Fastbreak Process Improvement Information Sheets (FPIIS)	The breakdown of the accomplishment is presented below: **Center / Technical Interventions Adopted** COE-PSP: 25 GQMP: 32 **Total: 57**

[3] COE-PSP - Center of Excellence on Public Sector Productivity; RBPMS - Research Programs of the Graduate School of Public and Development Management and Research on Sustainable Development Goals and Futures Thinking; MGRP - Modernizing Government Regulations Program; GQMP - Government Quality Management Program

COMPONENT						DAP Submission		GCG-Validated		Supporting Documents	Remarks
Objective/Measure		Formula	Wt.	Rating System	Target	Actual	Rating	Score	Rating		
										• Signed Project Closure Reports	
SM 7	a. Number of Research Results/ Studies Undertaken /Completed	Total count of research /studies undertaken/ completed	5%	Actual over Target	20	20	5%	20	5%	• Summary of Research/Studies Presented • Soft copies of the Final Research Papers •Proof of Approval/ Acceptance	<table><tr><th>Center</th><th>Research /Studies Undertaken</th></tr><tr><td>GSPDM</td><td>15</td></tr><tr><td>MGRP</td><td>5</td></tr><tr><td>Total</td><td>20</td></tr></table>
	b. Number of Research Results Adopted	Total number of research and studies utilized/ adopted	3%	Actual over Target	21	25	3%	13	1.86%	• List of research results adopted by programs • Email transmittals of productivity measurement report • Published studies or its corresponding website links • Letter request for assistance in implementation • Memorandum Circulars	<table><tr><th>Center</th><th>Research Results Adopted</th></tr><tr><td>MGRP</td><td>3</td></tr><tr><td>COE-PSP</td><td>2</td></tr><tr><td>GSPDM</td><td>8</td></tr><tr><td>Total</td><td>13</td></tr></table> Only research/studies presented in 2024 were considered.

COMPONENT					DAP Submission		GCG-Validated		Supporting Documents	Remarks
Objective/Measure		Formula	Wt.	Rating System	Target	Actual	Rating	Score	Rating		
SM 8	Proportion of Knowledge Product & 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, articles, catalog, social media posts, etc.)	2%	Actual over Target	100%	100%	2%	100%	2%	• COE-PSP website survey results	DAP conducted a pop-up survey in its website. The validated accomplishment is based on the survey results covering 95 knowledge products and information materials with an average rating of 4.44 based on user-friendliness and shareability.
SO 4	**Ensured Delivery of Relevant High-Quality Training, Education, Research/Studies, Consultancy Services**										
SM 9	Percentage of Satisfied Customers	Total number of satisfied respondents over Total number of respondents	5%	Actual over Target 0% = if less than 80%	90%	97%	5%	Non-compliant	0%	• ARTA CSM Report	Based on the letter of ARTA dated 03 July 2025, DAP was tagged as Non-Compliant for submitting its CSM Report beyond the deadline. Moreover, DAP's SQD 0 results were tagged as "Not available in the report." As provided in Item 4.7 of JMC No. 1, series of 2023,[4] *"[t]he percentage of respondents that rated 'Agree' (4) and 'Strongly Agree' (5) for Service Quality*

[4] Supplemental Guidelines to the ARTA Memorandum Circular No. 2022-05 or the Guidelines on the Implementation of the Harmonized Client Satisfaction Measurement Specific for GOCCs Covered by Republic Act No. 10149 dated 12 April 2023

	COMPONENT					DAP Submission		GCG-Validated		Supporting Documents	Remarks
	Objective/Measure	Formula	Wt.	Rating System	Target	Actual	Rating	Score	Rating		
											Dimension 0: "I am satisfied with the service that I availed" shall be used for the CSS measure in the GOCCs Performance Scorecard."
	SO 5	**Broadened Network and Linkages with Local and Foreign (Public or Private) Institutions**									
	SM 10	Number of International Projects/Hostings Implemented	Total number of partnership with existing activities over total number of partnership forged	10%	Actual over Target	15	17	10%	14	9.33%	• List of international projects/hostings implemented •Accomplishment/ Terminal Reports	***Target not met.***
			Sub-total	***75%***				***75%***		***67.76%***		
	SO 6	**Sustained Financial Viability**									
FINANCIAL	SM 11	Budget Utilization Rate for Major Government Programs from NG									
		a. Subsidy Utilization Rate - Obligation	Total Obligated Subsidy / Total COB from Subsidy (Net of PS Cost)	3%	Actual over Target	90%	62.90%	2.07%	100%	3%	• Budget Utilization Report • SAOUB in the GCG ICRS • DBM-received SAAODB	The validated accomplishment is based on the obligated amount and COB from the subsidy, both amounting to ₱556.103 Million (net of PS Cost).
		b. Subsidy Utilization Rate - Disbursement	Total Disbursed / Total Amount of Obligations (Net of PS Cost)	1%	Actual over Target	90%	73%	0.81%	86.60%	0.96%		The validated accomplishment is based on actual disbursements amounting to ₱481.571 Million and total obligations of ₱556.103 Million, both net of PS cost.

	COMPONENT					DAP Submission		GCG-Validated		Supporting Documents	Remarks
	Objective/Measure	Formula	Wt.	Rating System	Target	Actual	Rating	Score	Rating		
	c. Corporate Fund Utilization Rate - Disbursement	Total Disbursed from Internally Generated Fund (IGF) / Total COB from IGF (Net of PS Cost)	1%	Actual over Target	90%	38.79%	0.42%	46.53%	0.52%		The validated accomplishment is based on the actual disbursements amounting to ₱152.172 Million and DBM-approved COB from IGF of ₱327.035 Million, both net of PS cost.
		Sub-total	***5%***				***3.30%***		***4.48%***		
INTERNAL PROCESS	**SO 7**	**Enhanced Operational Efficiency and Effectiveness**									
	SM 12	On-time delivery rate	Number of projects completed on or before duration over total number of projects completed	3%	Actual over Target	85%	94%	3%	90.68%	3%	• Project delivery report • Project accomplishment report • Certificate of project closures	DAP completed 107 out of 118 projects within the prescribed duration.
	SM 13	Compliance to Quality Standards	Sustained ISO Certification	5%	All or Nothing	Continued ISO 9001:2015 Certification	Passed the 1st Surveillance Audit	5%	Passed the 1st Surveillance Audit	5%	• Attestation letter • Audit Report • ISO Certificate	Passed the surveillance audit on 09 October 2024. The scope of DAP's ISO 9001:2015 Certificate is "Project Management system (including design and development) for the provision of research, training, education, technical assistance services, and conference facilities management."

	COMPONENT					DAP Submission		GCG-Validated		Supporting Documents	Remarks
	Objective/Measure	Formula	Wt.	Rating System	Target	Actual	Rating	Score	Rating		
LEARNING AND GROWTH	SM 14 Number of Systems Enhanced or Implemented through the Government Initiative	Actual count of e-government initiative developed or implemented	2%	Actual over Target	1	1 (WeAccess)	2%	1 (WeAccess)	2%	• Board Resolution • Pilot tests results • Implementing guidelines	The DAP's WeAccess went operational on October 2024.
		Sub-total	***10%***				***10%***		***10%***		
	SO 8	**Expanded and Maintained Pool or High Performing Talents**									
	SM 15 Percentage of Employees Meeting Required Competencies	Number of Plantilla Employees Meeting the Required Competency over Total Number of Plantilla Employees	10%	All or Nothing	Establish Baseline	Establish baseline	10%	Establish baseline	10%	• Competency Framework • Competency Tool • Competency Assessment Results	318 of 387 employees met the required competencies which translates to 82.17% of employees meeting the required competencies.
		Sub-total	***10%***				***10%***		***10%***		
		TOTAL	***100%***				***98.30%***		***92.24%***		

COMPONENT					DAP Submission		GCG-Validated		Supporting Documents	Remarks
Objective/Measure	Formula	Wt.	Rating System	Target	Actual	Rating	Score	Rating		
BONUS STRATEGIC MEASURE										
	GAD Budget Utilization	1%	All or Nothing	5% of Target Budget	-	-	9.10%	1%	• COA AAR 2024 • PCW Utilization Report	**Particular (In ₱ '000)** / **Amount** Budget: 1,371,639 PCW-Approved GAD Budget: 295,322 GAD Budget Utilized: 124,829 **GAD BUR: 9.10%** DAP was able to utilize 9.10% of the total budget for GAD-related expenditures.
	GRAND TOTAL					***98.30%***		***93.24%***		

Annex A Reviewed and Certified Correct by:

Digitally signed by:

JAENA M. ROSAL
Director IV
Corporate Governance Office C