



**Laguna State  
Polytechnic University**

Integrity. Professionalism. Innovation.

# 2025-2029 **STRATEGIC PLAN**



A Five-Year Plan towards  
a Transformative University  
for the Sustainable Development  
of Laguna, CALABARZON, and ASEAN region



## **2025-2029 Strategic Plan of the Laguna State Polytechnic University**

Laguna State Polytechnic University  
Santa Cruz Campus (Main Campus)  
Brgy. Bubukal, Santa Cruz, Laguna  
(049) 304-7000

<http://lspu.edu.ph>  
information.office@lspu.edu.ph

### **Contents and Packaging**

The LSPU 2025-2029 Strategic Plan is a product of the concerted efforts, inputs, and dialogue of officials, consultants, employees, students, and stakeholders.

The Planning and Development Office (PDO) spearheaded the meetings, consultations, workshops, and finalization. Meanwhile, the LSPU Information Office (LIO) prepared the packaging of the plan.

### **Consultants**

Philippines Futures Thinking Society  
Senior Officials  
Administrative Council Members  
Faculty Association  
Supreme Student Council



2025-2029  
**STRATEGIC**  
**PLAN**

 A Five-Year Plan towards  
a Transformative University  
for the Sustainable Development  
of Laguna and Calabarzon

**A *transformative university*  
for the sustainable development  
of Laguna, CALABARZON,  
and ASEAN Region**

—Laguna State Polytechnic University Vision 2029

# Contents

- 1** Message
- 2** Strategic Planning Process
- 3** Strategic Planning Intervention
- 4** Vision and Mission
- 5** Thematic Goals
- 6** Guiding Principles
- 8** Strategic Framework
- 9** Strategy Map
- 10** Milestones

## **Key Result Areas (KRA)**

- 12** KRA 1: Development of New Curricula Incorporating Emerging Technologies
- 13** KRA 2: Market-Driven Program Design and Implementation
- 14** KRA 3: Quality and Relevance of Instruction
- 20** KRA 4: College and Office International Activities and Projects
- 21** KRA 5: Research, Extension, and Innovation Productivity
- 25** KRA 6: Research, Extension, and Innovation Linkages
- 26** KRA 7: Research, Extension, and Innovation Resources
- 27** KRA 8: Service to the Community
- 30** KRA 9: Implementation of Sustainable Governance
  - KRA 10: Transforming into Green University
  - KRA 11: Judicious Management of Human Resources
- 31** KRA 12: Internationalized/Global University Stakeholders
  - KRA 13: Competitive Human Resources
- 32** KRA 14: Improved Satisfaction Rating of the Students, Faculty, and Personnel of the University
  - KRA 15: Certification and Compliance to Regulatory Requirements
  - KRA 16: Updating of Learning Materials and Facilities
- 34** KRA 17: Digital Transformation and Smart Campus Enablement
- 36** KRA 18: Risk Management and Compliance
  - KRA 19: Revenue Growth and Operational Efficiency
  - KRA 20: Related IGP Industry Engagement
- 37** KRA 21: Responsive Management of Resources
- 38** KRA 22: Management of Financial Resources
- 40** Documentation: LSPU Strategic Planning Journey

# Message

It is with great pride and anticipation that I present to you the Laguna State Polytechnic University (LSPU) Strategic Plan 2025-2029, crafted with collective effort, deep foresight, and an unwavering commitment to sustainable progress. With the guidance of the Futures Thinking Society of the Philippines, this plan is anchored in a vision that aims to position LSPU as a transformative university for the sustainable development of Laguna, CALABARZON, and ASEAN region.

As we aspire to redefine the role of LSPU in the region and beyond, we acknowledge the need to adapt our academic and research practices, infrastructure, and community engagement efforts to meet the ever-evolving demands of the global landscape. Embracing futures-thinking and strategic foresight, we commit to anticipating future needs and opportunities, ensuring our university is always a step ahead.

A cornerstone of our vision is the integration of the United Nations' Sustainable Development Goals (SDGs) into our educational framework. These goals will guide our initiatives, from fostering innovation and equity to addressing climate change and promoting sustainable economies. We believe that through education, research, and community engagement, LSPU will play an active role in achieving these global goals while uplifting the local communities we serve.

At the heart of our strategy is a commitment to academic excellence and international recognition. As part of our goal to enhance our global standing, we set our sights on securing a place in prestigious university rankings such as Times Higher Education (THE), the World

University Rankings (WURI), and others. Achieving recognition in these global platforms will not only solidify LSPU's academic reputation but will also provide our students and faculty with greater opportunities for collaboration, research, and innovation on the world stage.

The development of this plan involved the contributions of administrators, faculty, students, and key stakeholders—each bringing unique perspectives and expertise. This collaborative effort will help us not only weather the challenges ahead but also thrive and evolve as a leading institution.

As we move forward, I am confident that the path we have laid out will lead to transformative outcomes for our university and the communities we serve. Together, we will create a sustainable and prosperous future for LSPU, Laguna, Calabarzon, and ASEAN region, one that is recognized for its excellence, innovation, and dedication to sustainable development.

**MARIO R. BRIONES, EdD**  
University President



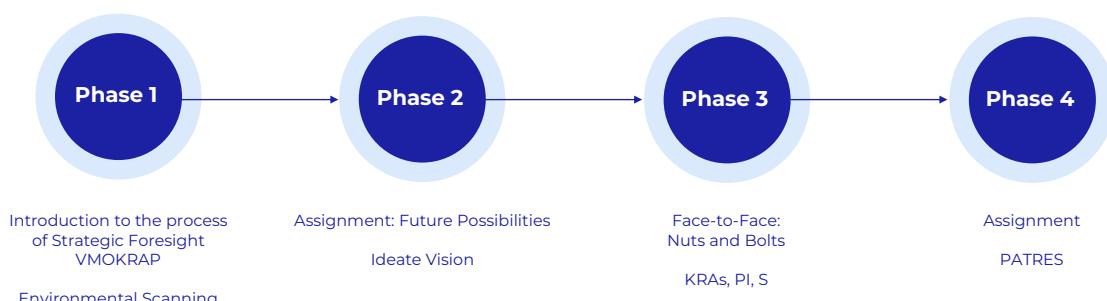
# Strategic Planning Process

## Phase 1: Introduction to the Process of Strategic Foresight and VMOKRAPI and Environmental Scanning

June 18, 2024: The participants underwent a learning session exploring the concept of "Framing the Futures of LSPU," focusing on strategic foresight, blending it with the strategic planning process. Participants used foresight tools such as ideation, creativity, and narratives to generate VMOKRAPISPATRES. The goal was to identify short-range strategies from a long-range plan. The session included a workshop and presentations by groups, addressing key questions such as: What should matter for LSPU's future? What next steps should be taken? What challenges exist? What should be carried forward from the past, and what could be done differently?

## Phase 2: Future Possibilities and Ideating the Vision

On August 1, 2024, an online LSPU Strategic Planning Session focused on internal analysis was carried out. The session featured a presentation on the McKinsey 7S Framework, which examines key elements within an organization. This analysis aimed to help identify areas for improvement and alignment in LSPU's internal structure and processes.



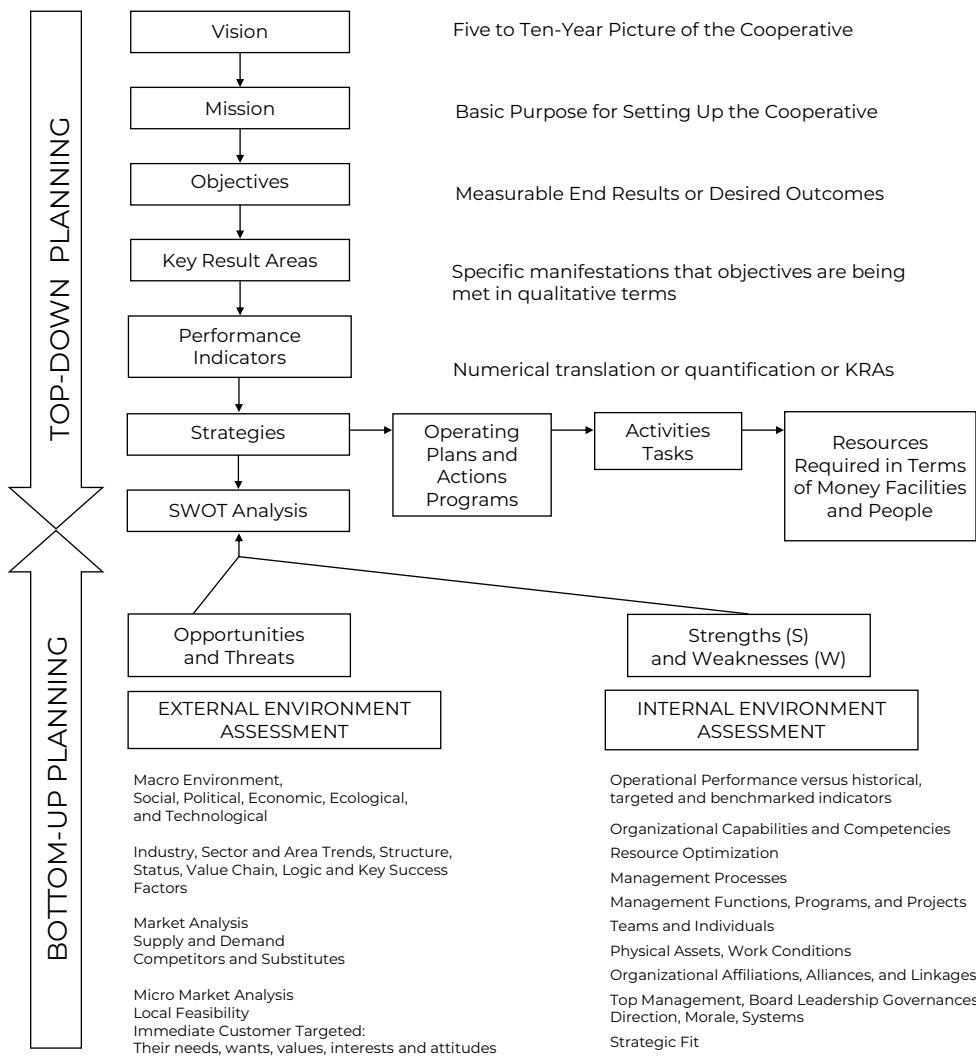
## Phase 3: Face-to-Face Nuts and Bolts, KRAs, PI, S

August 6-7, 2024: LSPU conducted a two-day face-to-face workshop focusing on five functional domains. The session included workshops and presentations on scenario building and backcasting, aiming to explore future possibilities and strategic planning. These activities helped align the university's goals with potential challenges and opportunities.

## Phase 4: PATRES

September 5, 2024: An online session was done to provide an update on the progress of the PATRES (Program, Activities, and Target Results) output. This was followed by another online session on October 2, 2024, where the output was presented to the consultants for review and feedback. The presentation allowed for detailed discussions and ensured alignment with the strategic goals. By October 21, 2024, the final version of the VMOKRAPISPATRES (Vision, Mission, Objectives, Key Results, Activities, Programs, Services, and Target Results) was submitted to the consultants for further evaluation. These steps helped refine the strategic plans and ensure that LSPU's objectives are well-defined and actionable.

# Strategic Planning Intervention



The strategic planning intervention was integrated into LSPU's planning process to ensure a clear and effective approach to achieving its long-term goals. It involved a series of workshops, data analysis, and consultations with stakeholders to identify key issues, set realistic objectives, and define actionable plans. This comprehensive approach allowed LSPU to address current challenges, explore new opportunities, and align its strategies with the university's vision, mission, and values. The intervention also encouraged collaboration among various departments and stakeholders, ensuring that different perspectives were considered in the planning process. By integrating these strategic methods, LSPU was able to develop a more adaptive, innovative, and results-driven plan for its future growth. This process will allow the University to remain competitive and effectively address evolving educational demands and external challenges.

# **Vision**

LEADING a sustainable future  
for Laguna, Calabarzon, and the ASEAN region  
as a globally integrated, engaged,  
and transformative university.

# **Mission**

A premier ASEAN polytechnic university that LEADS  
in multidisciplinary education and applied research,  
equipping future-ready servant LEADers to drive innovation  
for sustainable regional development.



Thematic Goals	Strategic Objectives
<b>Sustainable Learning and Growth</b>	<b>Strategic Objective 1</b>
<b>Research, Extension, and Innovation</b>	Strengthen and modernize agriculture, fisheries, and technology programs, developing new curricula that leverage emerging technologies and market insights to prepare faculty and students to meet the needs of their communities and the broader region and nation
<b>Future Ready Servant Leadership</b>	<b>Strategic Objective 2</b>
<b>Financial Viability</b>	Establish and implement research and extension projects to leverage innovations for wealth creation, service to the community and policy recommendation
	<b>Strategic Objective 3</b>
	Implement sustainable policies, establish a diverse expert pool, become a SMART University, and develop green buildings
	<b>Strategic Objective 4</b>
	Foster transparency and accountability while diversifying revenue streams through strategically utilizing university resources, and enhancing partnerships and collaborations to drive sustainable development.



# Guiding Principles



## Excellence and Relevance in Education



### Key Result Area (KRA)

development of new curricula incorporating emerging technologies

1

market-driven program design and implementation

2

quality and relevance of instruction

3

colleges and offices international activities and projects

4

## Advancing Research Excellence and Community Engagement



### Key Result Area (KRA)

research, extension, and innovation productivity

5

research, extension, and innovation linkages

6

research, extension, and innovation resources

7

service to the community

8



## Shaping a Sustainable Future

### Key Result Area (KRA)

- 9 Implementation of sustainable governance
- 10 transformation into a green university
- 11 judicious management of human resources
- 12 international/global university stakeholders
- 13 globally competitive human resources
- 14 improved satisfaction rating of university students, faculty, and personnel
- 15 certification and compliance with regulatory requirements
- 16 upgrading of learning materials and facilities
- 17 digital transformation and smart campus enablement



## Resource Optimization and Management

### Key Result Area (KRA)

- 18 risk management and compliance
- 19 revenue growth and operational efficiency
- 20 related IGP industry engagement
- 21 responsive management of resources
- 22 management of financial resources

# Strategic Framework



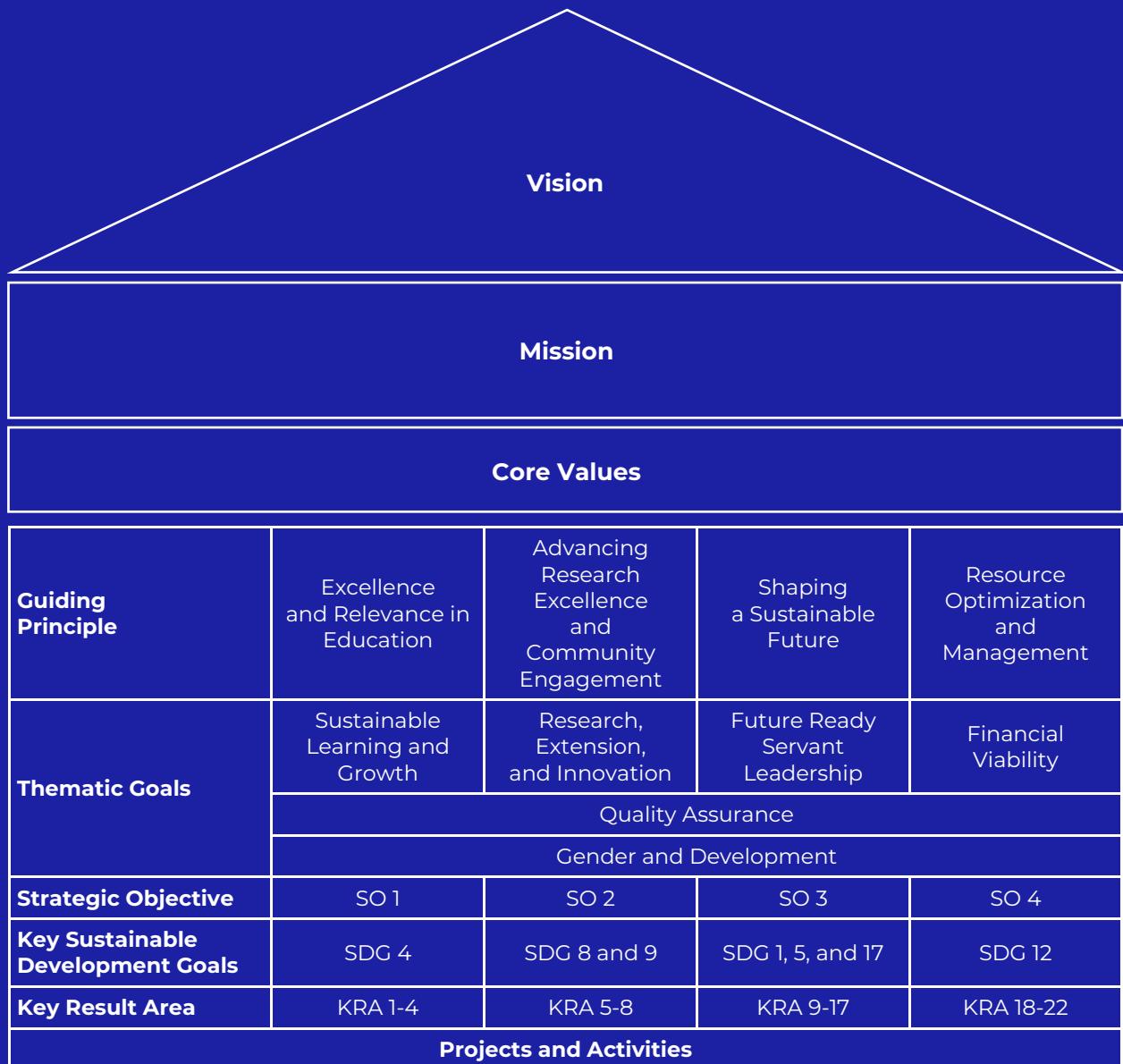
To realize the vision of becoming a transformative university for the sustainable development of Laguna and Calabarzon and its mission as a top-notch and inclusive ASEAN Polytechnic University, the Laguna State Polytechnic University (LSPU) is guided by its core values of integrity, professionalism, and innovation.

The core values underpin the university's commitment to excellence and relevance in education, ensuring that students are equipped with the knowledge, skills, and ethical foundation to thrive as globally competitive servant leaders. LSPU also focuses on shaping a sustainable future by embedding environmental stewardship, social responsibility, and economic viability into its programs and initiatives.

atives, making significant contributions to regional and global development.

Furthermore, the university is dedicated to advancing research excellence and community engagement, driving innovative solutions to societal challenges while fostering partnerships that uplift communities and industries. Guided by professionalism and accountability, LSPU emphasizes resource optimization and management, ensuring the effective use of its infrastructure, human resources, and financial assets to support its mission. By integrating its core values into these guiding principles, LSPU continues to transform lives, empower communities, and lead the way toward sustainable progress.

# Strategy Map



LSPU strengthens its linkages, facilities, infrastructure, human resources, and human capital to effectively achieve its mission and vision, in alignment with national and global trends.

Guided with the core values of Integrity, Professionalism and Innovation the LSPU academic community is dedicated to:

**L** Lead the way in providing exceptional education to the community

**S** Serve the nation and humanity at all times

**P** Perform with integrity, fairness, and accountability in all actions

**U** Uphold collaboration in the pursuit of common goals and collective welfare

# University Milestones

In line with its vision and mission for 2025-2029, the Laguna State Polytechnic University poised its position as a leading polytechnic university in the ASEAN region. To realize this mission, the university has set its roadmap for this five-year plan, with each year having its respective milestones.

Along with its internationalization effort comes the embeddedness of the United Nations' Sustainable Development Goals (SDGs), focusing on sustainable practices in all aspects of its systems, practices, and processes. These are translated into verifiable outcomes such as national and inter-

ISO Recertified	Passing rate across board programs higher than national passing rate
Institutionally Accredited	Established Policy and Innovation Center
	Internationally Ranked in at least One International HEI Ranking Body
	75% Employability of Graduates Two Years Prior
	Harmonized Manual

**2025**

**2026**

national standards, licensure passing rate, instruction and research-related centers, and green building target, among others.

The university's initiatives are viewed to contribute to the socioeconomic progress of the Laguna Province and the wider Calabarzon region, creating skilled professionals equipped to tackle modern challenges.

Looking ahead, the university aims to further strengthen its role in shaping a sustainable and resilient future for its local communities and beyond.

SUC Level IV  
ISO 21001:2018  
Center of Development (COD)/  
Center of Excellence (COE)

Center for Gender  
and Development Advocacy  
Partner with five (5) prestigious/  
leading international  
polytechnic universities

Institutionally Accredited Level III

Nationally Utilized Innovation

Level IV Accredited Programs

Internationally Ranked in at least  
one (1) International HEI  
Ranking Body (e.g., WURI, THE,  
QS, UI, TWU)

Center of Excellence  
in Research

Internationally Utilized  
Research

Internationally Ranked in at least  
one (1) International HEI  
Ranking Body (e.g., WURI, THE,  
QS, UI, TWU)

Partners with Prestigious/  
Leading Universities in the World

All Campus IA Accredited

**2029**

**2028**

**2027**



## Guiding Principle: Excellence and Relevance in Education

**Objective:** strengthen and modernize programs in agriculture, fisheries, forestry, engineering, medicine, law, arts, IT, and related fields by integrating advanced education, professional training, and emerging technologies to meet community and national needs

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
KRA 1 Development of New Curricula Incorporating Emerging Technologies [12]	enhanced curricula integrated with emerging technologies (e.g., AI, IoT, drone technology, and biotechnology) into the agriculture, fisheries, forestry, engineering, medicine, law, arts, IT and education program	students equipped with cutting-edge skills and knowledge, increasing their employability and ability to contribute to modern agricultural and fisheries practices.	a. conduct a needs assessment to identify gaps in the current curricula and opportunities for incorporating emerging technologies b. collaborate with industry experts, tech companies, and research institutions to design relevant course content c. pilot new courses and gather feedback from students and faculty to refine content and delivery methods.	a. organize workshops with faculty members to assess the current curriculum b. initiate partnerships with relevant tech companies and research institutions to identify trends in emerging technologies c. form content development teams comprising faculty and industry partners to create course materials integrating emerging technologies	<ul style="list-style-type: none"><li>Office of the Vice President for Academic Affairs</li><li>Curriculum and Instruction Development Unit</li><li>Deans and Associate Deans</li></ul> <p><b>2025 - 2029</b> <i>before the start of every academic year</i></p>	<ul style="list-style-type: none"><li>Faculty and Industry Partners</li><li>University funding</li></ul>
	training sessions for faculty on the latest technological advancements and their applications in these fields.	enhanced faculty expertise in emerging technologies, leading to improved teaching quality and program relevance	a. collaborate with industry experts, tech companies, and research institutions to design relevant course content b. pilot new courses and gather feedback from students and faculty to refine content and delivery methods	organize specialized training workshops on emerging technologies relevant to your curricula.	<ul style="list-style-type: none"><li>Office of the Vice President for Academic Affairs</li><li>Human Resource Management</li><li>Curriculum and Instruction Development Unit</li><li>Deans and Associate Dean</li><li>Faculty Members</li></ul>	<ul style="list-style-type: none"><li>Faculty and Industry Partners</li><li>University funding</li></ul>



## Guiding Principle: Excellence and Relevance in Education

**Objective:** strengthen and modernize programs in agriculture, fisheries, forestry, engineering, medicine, law, arts, IT, and related fields by integrating advanced education, professional training, and emerging technologies to meet community and national needs

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
	establishment of advisory boards comprising industry leaders, alumni, and community stakeholders to provide insights and feedback on program development	programs that align closely with market demands, ensuring graduates possess the skills and knowledge required by employers	form advisory boards for agriculture, fisheries, and technology programs to facilitate ongoing dialogue with industry stakeholders	establish formal partnerships with industry leaders for internship placements	<ul style="list-style-type: none"><li>• Office of the Vice President for Academic Affairs</li><li>• Curriculum and Instruction Development Unit</li><li>• Deans and Associate Dean</li><li>• Alumni Affairs and Placement Services</li></ul>	<ul style="list-style-type: none"><li>• Faculty, students, alumni and Industry Partners</li><li>• University funding</li></ul>
<b>KRA 2</b> [3] Market-Driven Program Design and Implementation	regular updates to curricula based on market trends and industry needs assessments	increased enrollment and retention rates as programs gain a reputation for relevance and quality	a. integrate experiential learning opportunities, such as internships and cooperative education, to provide students with real-world experience  b. regularly review and update program curricula based on feedback from advisory boards and market research findings	a. establish a framework to regularly assess program outcomes, student employment rates, and industry satisfaction  b. create a feedback system involving students, alumni, and industry stakeholders	<ul style="list-style-type: none"><li>• Office of the Vice President for Academic Affairs</li><li>• Deans and Associate Dean</li><li>• Curriculum and Instruction</li><li>• Development Unit</li><li>• Alumni Affairs and Placement Services</li></ul>	<ul style="list-style-type: none"><li>• Faculty, alumni and Industry Partners</li><li>• University funding</li></ul>

**2025 - 2029**  
establishment of advisory boards every academic year

**2025 - 2029**  
before the start of every academic year



## Guiding Principle: Excellence and Relevance in Education

**Objective:** strengthen and modernize programs in agriculture, fisheries, forestry, engineering, medicine, law, arts, IT, and related fields by integrating advanced education, professional training, and emerging technologies to meet community and national needs

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
	above national passing rate for all board programs	improved average percentage of passers in the licensure examination above the national passing percentage	a. establish an institutional in-house review center b. strict implementation of admission and retention policies c. awarding of incentives and recognition to top successful examinees	a. in-house review programs b. incentive grant program	<ul style="list-style-type: none"><li>Office of the Vice President for Academic Affairs</li><li>Deans and Associate Deans</li><li>Quality Assurance Unit</li></ul> <p><b>2025 - 2029</b> <i>above national passing rate for all board programs</i></p>	<ul style="list-style-type: none"><li>PRC Data</li><li>Incentives to top-performing programs and top-notchers</li></ul>
KRA 3 <small>Quality and Relevance of Instruction</small>	percentage of OJT students in related industries/institutions	enhanced practical learning of students.	promote student welfare through relevant programs and support services	a. host events such as career fairs, industry panels, or networking sessions b. regularly assess the effectiveness of OJT programs through feedback from students, industry partners, and academic staff c. offer incentives or recognition for industry partners who provide OJT opportunities	<ul style="list-style-type: none"><li>Office of the Vice President for Academic Affairs</li><li>Deans and Associate Deans</li></ul> <p><b>2025 - 80%</b> <b>2026 - 83%</b> <b>2027 - 85%</b> <b>2028 - 88%</b> <b>2029 - 90%</b></p>	Faculty, students and Industry Partners
	100% compliance of Center of Flexible Learning	resilience	provide market-driven programs through responsive, relevant, and comprehensive curricula	monitoring of the preparation and submission of SLMs	<ul style="list-style-type: none"><li>Office of the Vice Presidents</li><li>Office of the Campus Directors</li><li>Information Communication and Technology Services</li><li>Curriculum Instruction Development</li></ul> <p><b>2025 - 2029</b> <i>100% compliance to center of flexible learning</i></p>	Faculty, students and Industry Partners



## Guiding Principle: Excellence and Relevance in Education

**Objective:** strengthen and modernize programs in agriculture, fisheries, forestry, engineering, medicine, law, arts, IT, and related fields by integrating advanced education, professional training, and emerging technologies to meet community and national needs

### Key Result Area

### Key Performance Indicator

### Strategies

### Programs/Activities

### Time and Task

### Resources

Key Result Area	Outputs	Outcomes	Strategies	Programs/Activities	Time and Task	Resources
	number of courses integrated with extension learning technologies	extended reach to provide quality service	a. build partnerships with local organizations, government agencies, and other stakeholders to enhance program reach and impact b. leverage the institution's expertise and resources to design and implement programs that address community needs	a. form MOU/MOA with community groups b. use faculty and staff expertise in relevant fields to create programs that capitalize on the institution's strengths	<ul style="list-style-type: none"><li>• Office of the Vice President for Academic Affairs</li><li>• Deans and Associate Deans</li><li>• Research, Extension and Innovation</li></ul> <p><b>2025</b> - 70 <b>2026</b> - 75 <b>2027</b> - 80 <b>2028</b> - 85 <b>2029</b> - 90</p>	Faculty and Community Partners
<b>KRA 3</b> Quality and Relevance of Instruction	achieve 75% employment or entrepreneurial engagement rate among graduates 2 years after graduation, including those who start their own business or create employment opportunities (employment, entrepreneurial ventures)	develop LSPU graduates who demonstrate high employability rate and are in demand across various sectors, while also functioning as key contributors to societal and economic development	a. enhance curriculum and program relevance b. strengthen career services and job placement programs c. alumni and employer feedback loop	a. annual graduate employability survey b. job fair and career expo c. alumni career support network	<ul style="list-style-type: none"><li>• Office of the Vice President for Academic Affairs</li><li>• Deans and Associate Deans</li><li>• Alumni Affairs and Placement Services</li></ul> <p><b>2025</b> - 73% <b>2026</b> - 73% <b>2027</b> - 74% <b>2028</b> - 74% <b>2029</b> - 75%</p>	Data on Employment Report



## Guiding Principle: Excellence and Relevance in Education

**Objective:** strengthen and modernize programs in agriculture, fisheries, forestry, engineering, medicine, law, arts, IT, and related fields by integrating advanced education, professional training, and emerging technologies to meet community and national needs

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
	continuous tracer studies that assess graduates' employability, mobility, entrepreneurial activities and international career opportunities	a. increased understanding of graduate employability and career trajectories leading to data-driven program improvements b. alumni engagement strengthened	a. regularly conduct of tracer study, with integration of mobility and international opportunities b. graduate engagement and follow-up	a. graduate support and career services development b. development of Alumni Management System c. tracer studies and graduate career mobility tracking	<ul style="list-style-type: none"> <li>Office of the Vice President for Academic Affairs</li> <li>Research and Development services</li> <li>Alumni Affairs and Placement Services</li> </ul> <p><b>2025 - 1</b> <b>2026 - 1</b> <b>2027 - 1</b> <b>2028 - 1</b> <b>2029 - 1</b></p>	Data on Employment Report
KRA 3 [9] Quality and Relevance of Instruction	percentage of compliance with IA IA-based IA instrument for other campuses	a. increased Compliance Rates b. standardized Processes	a. training and Awareness b. standardization monitoring and Reporting c. feedback and Improvement	a. compliance workshops b. audit simulations c. compliance Audits d. feedback sessions	<ul style="list-style-type: none"> <li>Office of the Vice Presidents</li> <li>Office of the Campus Directors</li> <li>Quality Assurance Unit</li> </ul> <p><b>2028</b> <i>100% compliance Institutional Accreditation all campus</i></p>	Faculty, personnel, students University funding
	percentage of compliance with SUC Level IV based on SUC Levelling Instrument	a. increased compliance rates b. standardized processes	a. training and Awareness b. standardization monitoring and Reporting c. feedback and Improvement	a. compliance workshops b. audit Simulations c. compliance Audits d. feedback sessions	<ul style="list-style-type: none"> <li>Office of the Vice Presidents</li> <li>Office of the Campus Directors</li> <li>Quality Assurance Unit</li> </ul> <p>2025 - 2029 SUC Level IV</p>	Faculty, personnel, students University funding



## Guiding Principle: Excellence and Relevance in Education

**Objective:** strengthen and modernize programs in agriculture, fisheries, forestry, engineering, medicine, law, arts, IT, and related fields by integrating advanced education, professional training, and emerging technologies to meet community and national needs

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
KRA 3 Quality and Relevance of Instruction	programs accredited/candidate (Level 1 - 4)	enhanced quality of education and graduates' competence	a. regularly review and update curricula to align with industry standards and technological advancements  b. implement robust internal and external quality assurance mechanisms  c. foster a culture of continuous improvement among faculty and staff	a. curriculum enhancement workshops b. faculty training and development programs c. research and innovation initiatives d. industry partnerships and internships e. student development programs f. community engagement and extension services	• Office of the Vice President for Academic Affairs • Deans and Associate Deans • Quality Assurance Office • Curriculum and Instruction Development Unit	• Faculty, personnel, students • University Funding
	COD/COE program	a. compliance rates b. standardized processes	a. training and awareness standardization monitoring and reporting b. feedback and improvement benchmark on top universities	a. assess the current state of the program and perform a gap analysis to identify areas that need improvement b. revise the curriculum, course content, and program structure. c. ensure that faculty members meet the required qualifications.	• Office of the Vice President for Academic Affairs • Deans and Associate Deans • Quality Assurance Office • Curriculum and Instruction Development Unit	• Faculty, personnel, students • University Funding
	percentage of developed instructional material (IM) per program	a. increased quantity of IM b. enhanced quality of IM	a. professional development: provide ongoing training for teachers on creating high-quality instructional materials  b. feedback mechanisms: Implement systems for regular feedback on instructional materials from both teachers and students.	a. workshops and training sessions: regular workshops focused on instructional design, use of digital tools, and curriculum alignment b. peer review sessions: Scheduled sessions where teachers can review and provide feedback on each other's materials.	• Office of the Vice President for Academic Affairs • Deans and Associate Deans • Quality Assurance Office • Curriculum and Instruction Development Unit	• Faculty • University Funding



## Guiding Principle: Excellence and Relevance in Education

**Objective:** strengthen and modernize programs in agriculture, fisheries, forestry, engineering, medicine, law, arts, IT, and related fields by integrating advanced education, professional training, and emerging technologies to meet community and national needs

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
<b>KRA 3</b> Quality and Relevance of Instruction	ISO certification for Management Systems for Educational Organizations (ISO 21001:2018) and Quality Management System (ISO 9001:2015)	a. increased compliance rates b. standardized processes	a. training and awareness b. standardization c. monitoring and reporting d. feedback and improvement	a. compliance workshops b. audit simulations c. compliance audits d. feedback sessions	<ul style="list-style-type: none"> <li>Office of the Vice Presidents</li> <li>Office of the Campus Directors</li> <li>Quality Assurance Unit</li> </ul> <p>2025 - 2029 certification for ISO 21001:2018 and ISO 9001:2015 recertification</p>	<ul style="list-style-type: none"> <li>Faculty, personnel, students</li> <li>University Funding</li> </ul>
	number of completed GAD-initiated programs every year	4 activities/year	Conduct of: a. trainings b. seminars c. fora d. focus group discussions	a. trainings b. seminar c. fora d. focus group discussions	<ul style="list-style-type: none"> <li>Offices of the Vice President</li> <li>Gender and Development</li> </ul> <p>2025 - 2029 4 activities per year (1 per campus per year)</p>	<ul style="list-style-type: none"> <li>GAD Directors and Chairpersons</li> <li>University Funding</li> </ul>
	percentage of faculty and staff who attended the GAD mainstreaming and issue	95% faculty and staff attended the GAD mainstreaming and issue	conduct of training/seminar on GAD Mainstreaming	a. trainings b. seminar c. fora d. focus group discussions	<ul style="list-style-type: none"> <li>Offices of the Vice President</li> <li>Human Resource Management</li> <li>Gender and Development</li> </ul> <p>2025 - 2029 95% 2nd quarter and 4th quarter</p>	<ul style="list-style-type: none"> <li>GAD Directors, personnel and faculty</li> <li>University Funding</li> </ul>
	number of enrolled foreign students	a. increased number of foreign students graduates across curriculum and employment after a year or two of graduation	a. offering English as a Foreign Language (EFL) as a coursework to foreign students who come for cultural immersion and summer camps, and freshmen who will enroll in any curricular program b. offering lower tuition and other related fees	a. enrolment of Students orientation for Foreign students b. application or renewal of visa and other Bureau of Immigration & DFA documents c. development of Instructional materials d. educational Tours e. close monitoring of students' performance	<ul style="list-style-type: none"> <li>Office of the Vice President for Academic Affairs</li> <li>International/Local Affairs</li> <li>Deans and Associate Dean</li> </ul> <p>2025 - 2026 5 new foreign students per academic year</p>	Enrollees' Tuition and related fees

## KRA 3

Quality and Relevance of Instruction



## Guiding Principle: Excellence and Relevance in Education

**Objective:** strengthen and modernize programs in agriculture, fisheries, forestry, engineering, medicine, law, arts, IT, and related fields by integrating advanced education, professional training, and emerging technologies to meet community and national needs

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
KRA 4 College and Office International Activities and Projects [6]		b. students' very satisfactory evaluation	c. offering or assisting students in finding scholarships offering ODL			
	number of Student enrolled in CHED / RDC Priority programs	increased the number of student enrolled in CHED/RDC priority programs	a. enhanced outreach and awareness campaigns b. program enhancement and Innovation c. enhancing student support services	a. conduct of outreach and awareness campaign regularly update and enhance the curriculum of priority programs c. provide strong academic advising services, mentoring monitoring and counseling	Office of the Vice President for Academic Affairs International/Local Affairs Deans and Associate Dean	Registrar enrolment records
	number of MOUs/MOAs per year (new or renewed) with a university among the top 1000 World Universities	increased number of international partners including one (1 per year) polytechnic university in the ASEAN region and/or international university among the top 1000 universities in the world	a. invite prospective international university b. renew old partnerships with performing universities c. promote LSPU through social media d. international conferences attendees ROI	a. benchmarking b. employees' participation in international conferences c. constant and continued communications with the prospective partner d. endorsement to internal and external Offices & BOR signing e.	2025 - 55% 2026 - 57% 2027 - 58% 2028 - 60% 2029 - 62%	<ul style="list-style-type: none"> <li>• Office of the Vice President for Academic Affairs</li> <li>• International/Local Affairs</li> <li>• Deans/Colleges</li> </ul> 2025 - 2 2026 - 2 2027 - 2 2028 - 2 2029 - 2
	internationalization accomplishments (per college /office)	a. recognition from national and international award-giving organizations b. impact on the community secured position in World University Ranking	coordinate university-wide international initiatives to ensure integration and coordination across the University's international partnerships, collaborations, programs, and services	a. monitoring of the international activities project regular meetings with deans & directors b. public promotions of internationalization accomplishments	<ul style="list-style-type: none"> <li>• Office of the Vice President for Academic Affairs</li> <li>• International/Local Affairs</li> <li>• Information Office</li> <li>• Deans and Associate Dean</li> </ul> 2025 - 1 2026 - 2 2027 - 3 2028 - 4 2029 - 5	<ul style="list-style-type: none"> <li>• Faculty, Students and Personnel</li> <li>• University Partners</li> <li>• University Funding</li> </ul> <ul style="list-style-type: none"> <li>• Faculty, Students and Personnel</li> <li>• University Partners</li> <li>• University Funding</li> </ul>



## Guiding Principle: Advancing Research Excellence and Community Engagement

**Objective:** establish and implement research and extension projects to leverage innovations for wealth creation, service to the community and policy recommendation

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
	number of IP (patent, UM, copyrights, etc.) generated	IP Protections and IP registrations of the university researches.	assessment of researches for IP registration for potential commercialization	conduct of IP foundation courses, Patent search trainings and patent draft training	<ul style="list-style-type: none"><li>Vice President for Research Development and Extension</li><li>SAO Finance</li><li>Budget and Finance</li><li>Center of Innovation and Emerging Technologies</li></ul> <b>2025 - 47</b> <b>2026 - 50</b> <b>2027 - 53</b> <b>2028 - 56</b> <b>2029 - 59</b>	Research Innovators System software for IP monitoring  Php 1,500,000. for 5 years and depending on the required target for awards
[20]	number of income-generating research-based products/outputs	establish more innovative research (faculty and students) for income generation of the university, continuity of technology commercialization	a. secure income-generating projects to strengthen industry-academic partnerships through collaboration b. focus on market-relevant research to identify gaps, trends, and opportunities to addressed through research-based products c. enhance technology transfer offices to support researchers in the commercialization process, including patenting, licensing, and marketing	a. technology transfer programs that focused on transferring research innovations, including support for patenting, licensing, and partnership development b. incubation and acceleration programs awareness campaign	<ul style="list-style-type: none"><li>Vice President for Research Development and Extension</li><li>SAO Finance</li><li>Budget and Finance</li><li>Center of Innovation and Emerging Technologies</li></ul> <b>2025 - 6</b> <b>2026 - 8</b> <b>2027 - 10</b> <b>2028 - 12</b> <b>2029 - 14</b>	More research-based technology/Innovators
	number of spin-off/start-up companies established for faculty and students	a. commercialization journey will encourage faculty researchers to enroll in the incubation process	a. promote a culture of innovation – foster a culture that encourages innovation and risk-taking by celebrating successful start-ups and promoting	a. value formation through training and development for sustainability of Entrepreneurial Mindset b. offer entrepreneurship courses through seminars and workshop, business development, and	<ul style="list-style-type: none"><li>Vice President for Research Development and Extension</li><li>SAO Finance</li><li>Budget and Finance</li><li>Center of Innovation and Emerging Technologies</li></ul>	incentives and support for the spin-off companies and start-ups Dedicated and committed Innovators



## Guiding Principle: Advancing Research Excellence and Community Engagement

**Objective:** establish and implement research and extension projects to leverage innovations for wealth creation, service to the community and policy recommendation

[21]

### KRA 5

Research,  
Extension,  
and Innovation  
Productivity

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
KRA 5 Research, Extension, and Innovation Productivity	b. spin-off companies will help the community develop entrepreneurs to improved their livelihood and to improve economic status.	b. entrepreneurial success stories c. craft policy advocacy that supports start-ups and spin-offs, such as tax incentives, research funding, and supportive regulatory frameworks c. enhance IP policy manual on incentives/benefits for technology developers/creators	c. commercialization for faculty and students Commercialization Assistance: Provide resources and support for turning research findings into commercial products.		<b>2025 - 2</b> <b>2026 - 3</b> <b>2027 - 4</b> <b>2028 - 5</b> <b>2029 - 6</b>	
	number of research-based programs/projects delivered for extension to the community	enhanced local knowledge and 3-5-year sustainable solutions addressing community needs.	a. conduct of in-house review of PPAs b. enhance REI funding and support	a. annual REI proposal write shop b. monitoring of on-going PPAs	<ul style="list-style-type: none"><li>Vice President for Research Development and Extension</li><li>Research and Development Services</li><li>Extension and Training Services</li></ul>	internal and external funding
	number of faculty members with national/ international awards and recognition	personal and institutional prestige gained and will establish the credibility that are acknowledged by the community	support for REI professional development and strengthen collaboration and partnerships with international and national organizations	nominations to REI-related award recognitions	<ul style="list-style-type: none"><li>Vice President for Research Development and Extension</li><li>SAO Finance</li><li>Budget and Finance</li><li>Research, Extension and Innovation Unit</li></ul>	REI Awardees



## **Guiding Principle: Advancing Research Excellence and Community Engagement**

**Objective:** establish and implement research and extension projects to leverage innovations for wealth creation, service to the community and policy recommendation

Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
Outputs	Outcomes				
number of institutional awards and recognition	institutional prestige gained and will help leverage to get more funds through the trust of the funding agencies	partnerships with international and national institution and organizations	a. continuous effort with IP filling and registration b. excellent service of REI unit	<ul style="list-style-type: none"> <li>• Vice President for Research Development and Extension</li> <li>• Research Extension and Innovation Unit</li> </ul> <p><b>2025 - 1</b> <b>2026 - 1</b> <b>2027 - 2</b> <b>2028 - 2</b> <b>2029 - 2</b></p>	Dedicated REI Team
number of research-based policy recommendations on Fisheries, Agriculture, Academic, Gender & Development, and other emerging disciplines	data-driven decisions and policies	collaboration with government and industry stakeholders	conduct of trainings for policy making and establishment of a compendium for policy briefs	<ul style="list-style-type: none"> <li>• Vice President for Research Development and Extension</li> <li>• Research and Development Services</li> </ul> <p><b>2025 - 2</b> <b>2026 - 2</b> <b>2027 - 2</b> <b>2028 - 3</b> <b>2029 - 3</b></p>	Policy Brief Policy makers
number of university refereed research journals	enhancing the institution's academic reputation and contributing to global knowledge dissemination	a. promotion of the journal to attract high-quality submissions given incentives to faculty researchers who published, and incentives to faculty serving as evaluators	establish a peer-review system and support for a dedicated editorial board and review panel	<ul style="list-style-type: none"> <li>• Vice President for Research Development and Extension</li> <li>• Research and Development Services</li> </ul> <p><b>2025 - 1</b> <b>2026 - 1</b> <b>2027 - 1</b> <b>2028 - 1</b> <b>2029 - 1</b></p>	Publication Center Editorial Board Review Panel
number of faculty research outputs	greater contribution to academic advancements and practical solutions for societal challenges	deliver quality programs, projects and activities that will lead to extension, commercialization, and policy recommendations	monitoring of internally and externally funded research	<ul style="list-style-type: none"> <li>• Vice President for Research Development and Extension</li> <li>• SAO Finance</li> <li>• Budget and Finance Unit</li> </ul>	Faculty researchers Internal and external funds

[22]

KRA 5

Research,  
Extension,  
and Innovation  
Productivity



## Guiding Principle: Advancing Research Excellence and Community Engagement

**Objective:** establish and implement research and extension projects to leverage innovations for wealth creation, service to the community and policy recommendation

Key Result Area	Key Performance Indicator	Strategies	Programs/Activities	Time and Task	Resources	
					Outputs	Outcomes
					<ul style="list-style-type: none"><li>• Research and Development Services</li></ul>	<b>2025 - 150</b> <b>2026 - 152</b> <b>2027 - 155</b> <b>2028 - 157</b> <b>2029 - 160</b>
number of research findings presented in reputable conferences	increased visibility and recognition of research, fostering collaborations and advancing knowledge through presentations at reputable conferences	provide research presentation grants and target networking opportunities	a. endorse faculty researchers to international and national conferences b. conduct of institutional REI conferences		<ul style="list-style-type: none"><li>• Vice President for Research Development and Extension</li><li>• Research and Development Services</li></ul>	Faculty Research Outputs  2025 - 15 2026 - 16 2027 - 20 2028 - 20 2029 - 24
percentage of research outputs published in internationally refereed or CHED-recognized journals within the year	a. Enhanced Credibility and Reputation b. Career Advancement c. Increased Visibility and Networking	provide research publication grants	coaching on publishing research		<ul style="list-style-type: none"><li>• Vice President for Research Development and Extension</li><li>• SAO Finance</li><li>• Budget and Finance Unit</li><li>• Research and Development Services</li></ul>	Faculty Research Outputs  2025 - 23% 2026 - 24% 2027 - 25% 2028 - 26% 2029 - 27%
number of author citations for published research papers	enhanced academic impact and credibility	promote research visibility and accessibility	accomplishment of parameters leading to internationalization and time higher education world ranking		<ul style="list-style-type: none"><li>• Vice President for Research Development and Extension</li><li>• Research and Development Services</li></ul>	Published Paper  <b>2025 - 13 Scopus index</b> Result of Time Higher Education world ranking



## Guiding Principle: Advancing Research Excellence and Community Engagement

**Objective:** establish and implement research and extension projects to leverage innovations for wealth creation, service to the community and policy recommendation

Key Result Area	Key Performance Indicator	Strategies	Programs/Activities	Time and Task	Resources
Outputs	Outcomes				

				published and cited <b>2026</b> - 15 Scopus index published and cited <b>2027</b> - 17 scopus index published and cited <b>2028</b> - 19 scopus index published and cited <b>2029</b> - 21 scopus index published and cited	
--	--	--	--	---	--

number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs and other stakeholders	a. strong linkages with partner agencies b. enhance existing relations with community and partner agencies, locally and internationally	increase and intensify linkages with partner institutions, community stakeholders and industries, local and international, for REI PPAs	a. conduct of needs assessments with potential partner agencies b. conduct of PPAs requested by partner agencies	<ul style="list-style-type: none"><li>Vice President for Research Development and Extension</li><li>Research, Extension and Innovation Unit</li></ul> <b>2025</b> - existing 100 + 20 new <b>2026</b> - existing 120 + 40 new <b>2027</b> - existing 160 + 60 new <b>2028</b> - existing 220 + 80 new <b>2029</b> - existing 200 + 100 new	Faculty Researchers Faculty Extensionists REI Team
--	--	---	---	---	--

## KRA 6

Research,  
Extension and  
Innovation  
Linkages

number of MOA/MOU with established or organized associations	shared resources	forgo MOA/MOU with all the partner agencies	conduct of REI PPAs with partner agencies	<ul style="list-style-type: none"><li>Vice President for Research Development and Extension</li><li>Research, Extension and Innovation Unit</li></ul> <b>2025</b> - 80 existing + 20 new <b>2026</b> - 100 existing + 30 new <b>2027</b> - 130 existing + 40 new <b>2028</b> - 170 existing + 50 new <b>2029</b> - 220 existing + 60 new	Faculty Researchers Faculty Extensionists REI Team
--	------------------	---	---	---	--



## Guiding Principle: Advancing Research Excellence and Community Engagement

**Objective:** establish and implement research and extension projects to leverage innovations for wealth creation, service to the community and policy recommendation

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
	technologies/innovations adopted by the intended stakeholders  The adoption by which people become users of a technology or product, that is usable and useful and enable them to become long-term business goals	increased number of technology/innovation adopters	ensure the adoption of the technologies/innovations by the intended stakeholders	conduct PPAs that are needed and are beneficial to the targeted stakeholders	<ul style="list-style-type: none"> <li>• Vice President for Research Development and Extension</li> <li>• Center of Innovation and Emerging Technologies</li> <li>• Extension and Training Services</li> </ul> <p><b>2025</b> - 6  <b>2026</b> - 8  <b>2027</b> - 10  <b>2028</b> - 12  <b>2029</b> - 14</p>	Faculty Extensionists CIET Team ETS Team
KRA 7  Research, Extension and Innovation Resources	[25]	number of generated partnerships from externally-funded research	sustainable projects and improved REI facilities	establish partnership with industry players, policy, and innovation centers	research grants and projects	<ul style="list-style-type: none"> <li>• Vice President for Research Development and Extension</li> <li>• Research, Extension and Innovation Unit</li> </ul> <p><b>2025</b> - 5  <b>2026</b> - 7  <b>2027</b> - 9  <b>2028</b> - 11  <b>2029</b> - 13</p> <p><i>Government Agencies partner 25 and 20 private institutions</i></p>
	established 5 state-of-the-art laboratories on fisheries, agriculture, and other emerging disciplines	more technology innovations	establish partnership with industry players, policy, and innovation center	a. submission of proposal to funding agencies b. establishment of REI Centers	Vice President for Research Development and Extension Research, Extension and Innovation Unit Project Management Office Planning Office Budget and Finance Unit	REI Centers REI personnel  <b>*Funding</b>
					<b>2025</b> - 1 <b>2026</b> - 1 <b>2027</b> - 1 <b>2028</b> - 1 <b>2029</b> - 1	



## Guiding Principle: Advancing Research Excellence and Community Engagement

**Objective:** establish and implement research and extension projects to leverage innovations for wealth creation, service to the community and policy recommendation

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
KRA 7 Research, Extension and Innovation Resources	number of operational/ institutionalized research and development centers	more technology innovations	established partnership with industry players, policy, and innovation centers	a. submission of proposal to funding agencies establishment of REI Centers	Vice President for Research Development and Extension Research and Development Services	REI Centers REI personnel
				<b>2025 - 0</b> <b>2026 - 1</b> <b>2027 - 1</b> <b>2028 - 1</b> <b>2029 - 1</b>		
KRA 7 Research, Extension and Innovation Resources	total income from commercialized technologies (pesos)	a. subsidized services of the University b. encourage faculty researchers to enroll in the incubation process	a. market expansion thru segment your market that tailor to technology that meet the specific needs of different market segments innovations - continually improved researches	a. innovation and commercialization programs thru commercialization grants b. technology transfer programs c. incubation and acceleration programs d. entrepreneurship workshops and seminars: conduct training sessions on entrepreneurship, business development, and commercialization strategies tailored for researchers and innovators	<ul style="list-style-type: none"><li>• Vice President for Research Development and Extension</li><li>• Research, Extension and Innovation Unit</li></ul> <b>2025 - 375,000</b> <b>2026 - 425,000</b> <b>2027 - 475,000</b> <b>2028 - 525,000</b> <b>2029 - 550,000</b>	CIET Team
KRA 8 Service to the Community	extension programs organized and supported, consistent with mandated and priority programs	improved quality of life of the target beneficiaries	ensure that extension programs/projects to be conducted are in line with the expertise of the faculty, and at the same time supports the mandated and priority programs offered by the University	a. conduct of needs assessment among target beneficiaries b. conduct of in-house review for proposals	<ul style="list-style-type: none"><li>• Vice President for Research Development and Extension</li><li>• SAO Finance</li><li>• Budget and Finance Unit</li><li>• Extension and Training Services</li></ul> <b>2025 - 40 new programs</b> <b>2026 - 50 new programs</b> <b>2027 - 60 new</b>	Faculty Extensionists ETS Team Budget Office (Php 3,500,000 per year)



## Guiding Principle: Advancing Research Excellence and Community Engagement

**Objective:** establish and implement research and extension projects to leverage innovations for wealth creation, service to the community and policy recommendation

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
					programs <b>2028</b> - 70 new programs <b>2029</b> - 80 new programs	
	number of GAD-related research and extension PPAs	improved quality of life of beneficiaries increase in the number of GAD-related research and extension PPAs	conduct gender research and extension workshops/write shops	implementation of GAD-related REI programs, projects, and activities	<ul style="list-style-type: none"><li>Vice President for Research Development and Extension</li><li>SAO Finance</li><li>Budget and Finance Unit</li><li>Research and Development Services</li><li>Extension and Training Services</li><li>Gender and Development Office</li></ul>	Faculty researchers and extensionists RDO Team ETS Team Budget Office
KRA 8 Service to the Community	number of trainees weighted by the length of training	a. application of skills learned for employment or livelihood b. employment or entrepreneurial activities that resulted from training	ensure the conduct of PPAs that are beneficial to the community	a. conduct PPAs that are requested by the partner agencies b. conduct of BOR-approved extension programs/projects	Vice President for Research Development and Extension SAO Finance Budget and Finance Unit Extension and Training Services	Faculty Extensionists ETS Team Budget Office (Php 3,500,000.00 per year)
	number of extension information materials (IEC/ICT) produced, disseminated, and utilized	increase in the number of extension information materials (IEC/ICT) produced	ensure the production, dissemination, and utilization of IEC/ICT materials	a. prepare IEC/ICT materials for each and every PPA b. provide IEC/ICT materials on the PPAs conducted	<ul style="list-style-type: none"><li>Vice President for Research Development and Extension</li><li>Extension and Training Services</li></ul>	Faculty Extensionists ETS Team



## Guiding Principle: Advancing Research Excellence and Community Engagement

**Objective:** establish and implement research and extension projects to leverage innovations for wealth creation, service to the community and policy recommendation

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
<b>KRA 8</b> Service to the Community	100% of beneficiaries rate the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	quality and relevant extension PPAs	boost the implementation of PPAs and ensure that such PPAs are of high quality and are relevant to the target beneficiaries	conduct of extension PPAs	<b>2025 - 30</b> <b>2026 - 35</b> <b>2027 - 40</b> <b>2028 - 45</b> <b>2029 - 50</b>	<ul style="list-style-type: none"><li>Vice President for Research Development and Extension</li><li>Extension and Training Services</li></ul> <p><b>2025 – 2029</b> 100% of the beneficiaries rate the training as satisfactory or higher</p>



## Guiding Principle: Shaping a Sustainable Future

**Objective:** implement sustainable policies, establish a diverse expert pool, become a SMART University, and develop green buildings

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
<b>KRA 9</b> Implement Sustainable Governance	approved harmonized manuals of operations by 2029	a. efficient transactions, services, and operations standard procedure  b.	a. monitoring consultation crafting/revision of university policies, standards, and guidelines  b.	a. enhance and extended technology infrastructure towards a wireless paperless and efficient computer network  b. build capacity of staff on operations	<ul style="list-style-type: none"> <li>• Vice President for Administration</li> <li>• Office of the Campus Directors</li> <li>• All Offices</li> </ul> <p><b>2025 - 2029</b> <i>approved harmonized manual</i></p>	University Funding Officers involved in creating the harmonized manuals of operations
	100% facilities compliant with green building code by 2029	climate-change conscious environment	a. assessment and rehabilitation of facilities  b. adaptation on the use of renewable energy like solar energy (solar panels)  c. establishment of sustainable waste management system  d. construction of MRF	a. implementation of LUDIP.  b. implementation of waste management system	<ul style="list-style-type: none"> <li>• Office of the University President</li> <li>• Office of the Vice Presidents</li> <li>• Office of the Campus Director</li> <li>• Project Management Unit</li> <li>• Planning Unit</li> <li>• General Services Unit</li> </ul>	University Funding Building Infrastructure Green Technologies
<b>KRA 10</b> Transforming into Green University	aligned and specialized doctorate graduates for faculty and master's degree for non-teaching personnel by 2029	a. faculty and non-teaching personnel are proficient in their subject and work areas  b. doctorate/master degree holders/unit-earners	a. strengthen intellectual capital  b. strengthen professional development program	scholarship program, both internal and external	<ul style="list-style-type: none"> <li>• Vice President for Administration</li> <li>• Office of the Campus Directors</li> <li>• Human Resource Management Office</li> </ul> <p><b>2025 - 5%</b> <b>2026 - 10%</b> <b>2027 - 15%</b> <b>2028 - 20%</b> <b>2029 - 30%</b></p>	University Funding Faculty and Staff



## Guiding Principle: Shaping a Sustainable Future

**Objective:** implement sustainable policies, establish a diverse expert pool, become a SMART University, and develop green buildings

Key Result Area	Key Performance Indicator		Strategies		Programs/Activities		Time and Task	Resources
	Outputs	Outcomes						
<b>KRA 12</b> Internationalized/ Global University Stakeholders	10% students, 15% faculty and 5% staff are involved in intercountry mobility across the curriculum	increase number of students, staff and faculty involved in intercountry mobility across the curriculum	a. facilitate the early endorsement of employees' travels. b. offer incentives/recognition to faculty and staff who participate in international Programs scout and identify international conferences held in the Philippines	a. attendance/Participation in international training programs, conferences or symposia b. co-organizing local and international training/seminar workshops and conferences.			<ul style="list-style-type: none"> <li>Office of the Vice Presidents</li> <li>International/Local Affairs</li> <li>All colleges and Offices</li> </ul> <p><b>2025 – 2029</b> 10% student, 15% faculty, 5% staff</p>	University Funding Faculty and Staff, Students
	increase in the percentage of certified faculty, personnel, and trainers (local and international certifications)	graduates/ professionals aligned or sustainable to the needs of the industry	a. offer local and international scholarships b. faculty and staff development plan	a. submission of application and screening b. partnership scholarship with external funding agencies			<ul style="list-style-type: none"> <li>Vice President for Administration</li> <li>Office of the Campus Directors</li> <li>Human Resource Management Office</li> <li>International/Local Affairs</li> </ul> <p><b>2025 – 5%</b> <b>2026 – 10%</b> <b>2027 – 15%</b> <b>2028 - 20%</b> <b>2029 – 25%</b></p>	University Funding Faculty and personnel
<b>KRA 13</b> Competitive Global Human Resources	95% of positions filled by 2029	university is operating at maximum capacity a.) for personnel - efficiency of transactions b.) for faculties - proportion of student to faculty members	revisit compensation packages based on existing laws in industry	a. competency-based recruitment b. job satisfaction			<ul style="list-style-type: none"> <li>Vice President for Administration</li> <li>Office of the Campus Directors</li> <li>Human Resource Management Office</li> </ul> <p><b>2025 – 80%</b> <b>2026 – 82%</b> <b>2027 – 85%</b> <b>2028 - 90%</b> <b>2029 – 95%</b></p>	University Funding Faculty and Staff



## Guiding Principle: Shaping a Sustainable Future

**Objective:** implement sustainable policies, establish a diverse expert pool, become a SMART University, and develop green buildings

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
<b>KRA 13</b> Competitive Global Human Resources	100% faculty and staff attended health and wellness program twice a week during school days	improvements in fitness levels, weight management, disease prevention, and overall vitality.  *baseline	a. conduct health and wellness program twice a week b. survey on the wellness program to be focus on	health and wellness program for faculty and staff	<ul style="list-style-type: none"><li>• Vice President for Administration</li><li>• Office of the Campus Directors</li><li>• Human Resource Management Office</li></ul> <b>2025 - 2029</b> <i>100% attendance</i>	University Funding Faculty and Staff
<b>KRA 14</b> Improved Satisfaction Rating of the Students, Faculty, and Personnel of the University	95% satisfaction rating on all services	sustain very satisfactory or higher rating on all services annually	a. regular monitoring and ensuring that the client completes the CCSS survey form b. addressing the negative feedback from the client regarding the service of a unit	client satisfaction	<ul style="list-style-type: none"><li>• Vice President for Administration</li><li>• Office of the Campus Directors</li><li>• Management Information System</li></ul> <b>2025 - 2029</b> <i>≥95% satisfaction on all services</i>	Faculty, Staff and Students Survey Forms Distribution
<b>KRA 15</b> Certification and Compliance to Regulatory Requirements	100% of security personnel responsible for security equipment obtained the required licenses and certifications, demonstrating full compliance with regulatory requirements	highly professional security personnel maintaining peace and order in all campuses	license of security personnel-in-charge to security equipment	ensure proper and legal use of security equipment	<ul style="list-style-type: none"><li>• Vice President for Administration</li><li>• Office of the Campus Directors</li><li>• Security Management and Services</li></ul> <b>2025 - 2029</b> <i>100% full compliance with regulatory requirements</i>	University Funding
<b>KRA 16</b> Updating of Learning Materials and Facilities	increase in the percentage of subjects have at least 5 updated references, including books, journals, and electronic books available	a. higher user satisfaction b. electronic document downloads frequency	a. revisit the Collection Development Plan and revise it for 2025-2029 b. ensure that the fiduciary library funds only be used for the acquisition of Library Reference Material. Monitor and report	a. collection development program b. acquisition and linkages	<ul style="list-style-type: none"><li>• Vice President for Administration</li><li>• Library</li></ul> <b>2025</b> = 70% of subjects have at least 5 references <b>2026</b> = 75% of subjects have 5 updated	Library fiduciary fund University Finding Donations Linkages and Consortia



## Guiding Principle: Shaping a Sustainable Future

**Objective:** implement sustainable policies, establish a diverse expert pool, become a SMART University, and develop green buildings

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
		c. prioritize the subscription to electronic databases with comprehensive subjects relevant to LSPU curricula.			references <b>2027</b> = 80% of subjects have 5 updated references <b>2028</b> = 85% of subjects have 5 updated references <b>2029</b> = 90% of subjects have at least 5 updated references	
<b>KRA 16</b> Updating of Learning Materials and Facilities	new building for academic space for students	go beyond the minimum standard of providing enough reading space to 10% of the student population	a. coordinate closely with design planning to ensure planned study spaces are up to standards set by AACUP and CHED b. take feedback from students and library users c. create well-documented project proposals with forecasts on student population d. begin planning the library system towards establishing various college or separate libraries.	library development plan	<ul style="list-style-type: none"><li>Office of the University President</li><li>Vice President for Administration</li><li>Library</li><li>Project Management Office</li><li>Planning and Development Office</li></ul> <b>2025</b> - renovate the library to accommodate 250 students <b>2026</b> - planning and benchmarking for library building standards and organization of college libraries <b>2027</b> - long term planning and design of a system of libraries and academic spaces <b>2028</b> - Phase 1 of implementing immediate plans to increase library space <b>2029</b> - New buildings to accommodate at least 1,200 students	Donors and grants University Funding



## Guiding Principle: Shaping a Sustainable Future

**Objective:** implement sustainable policies, establish a diverse expert pool, become a SMART University, and develop green buildings

### Key Result Area

### Key Performance Indicator

### Strategies

### Programs/Activities

### Time and Task

### Resources

#### Outputs

#### Outcomes

KRA 17 Digital Transformation and Smart Campus Enablement	100% of offices included in the coverage area of the internet	improved network speed and reliability	network infrastructure improvement/maintenance	a. connection of offices to the University's fiber backbone investment in high-quality networking devices that can retain the bandwidth and throughput of a gigabit network.  b.	<ul style="list-style-type: none"> <li>Vice President for Administration</li> <li>Office of the Campus Directors</li> <li>Information Communication and Technology Services</li> </ul> <p><b>2025 – 2029</b> <i>100% inclusion in the coverage area of the internet</i></p>	University Funding Technology Infrastructure
	100% of ICT-related projects/requests are procured/implemented	enhanced performance and capacity of technology	a. futures planning b. procurement of ICT-related equipment	upgrade/maintenance of ICT equipment	<ul style="list-style-type: none"> <li>Vice President for Administration</li> <li>Office of the Campus Directors</li> <li>Information Communication and Technology Services</li> <li>Procurement Bids and Awards</li> </ul> <p><b>2025 – 80%</b> <b>2026 - 88%</b> <b>2027 - 90%</b> <b>2028 - 93%</b> <b>2029 – 95%</b></p>	University Funding Technology Infrastructure
	digitalized processes and systems in operation	improved operational efficiency, with a measurable reduction in manual processes	digitalization of manual workflows	development, procurement and/or subscription of Information System modules to help in transformation of the manual processes which also aligns to the university's ISSP	<ul style="list-style-type: none"> <li>Vice President for Administration</li> <li>Office of the Campus Directors</li> <li>Information Communication and Technology</li> </ul> <p><b>2025 - 6</b> <b>2026 - 6</b> <b>2027 - 6</b> <b>2028 - 6</b> <b>2029 - 6</b></p>	University Funding Technology Infrastructure



## Guiding Principle: Shaping a Sustainable Future

**Objective:** implement sustainable policies, establish a diverse expert pool, become a SMART University, and develop green buildings

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
<b>KRA 17</b> Digital Transformation and Smart Campus Enablement	Conduct of orientations/workshops/training sessions for the end-users of digitalized process	increased staff competency in using new technologies	develop comprehensive training programs to upskill staff and faculty *IA related	organize ICT-related workshops and training sessions for staff and faculty *IA related	<ul style="list-style-type: none"><li>• Vice President for Administration</li><li>• Office of the Campus Directors</li><li>• Information Communication and Technology</li><li>• Human Resource and Management</li></ul> <b>2025</b> - 2 <b>2026</b> - 2 <b>2027</b> - 2 <b>2028</b> - 2 <b>2029</b> - 2	University Funding Faculty Staff Students



## Guiding Principle: Resource Optimization and Management

**Objective:** foster transparency and accountability while diversifying revenue streams through strategically utilizing university resources, and enhancing partnerships and collaborations to drive sustainable development

Key Result Area	Key Performance Indicator		Strategies		Programs/Activities		Time and Task		Resources	
	Outputs	Outcomes								
<b>KRA 18</b> Risk Management and Compliance	conducted risk assessments with zero incidence of non-compliance on financial issues	smooth flow of operations and processes (full compliance)	a. ensure 0% incidence of non-compliance b. Conduct regular risk assessments, internal audits, and third-party reviews c. Implement automated monitoring tools d. Provide ongoing compliance training and clear reporting channels	a.) observe the protocol concerning spending and financial reporting b.) comply with the required documentation, etc. regarding financial matters			<ul style="list-style-type: none"> <li>Vice President for Administration</li> <li>SAO Finance</li> <li>Budget and Finance Unit</li> </ul>	<b>2025-2029</b> <i>every July and December of the year</i>		Other government agencies (e.g. COA, CHED, DBM)
	increase in income generated from approved IGP	increased internal funding for special projects	a. identify and evaluate new IGP opportunities b. formulation of IGP manual and financial management framework c. regular monitoring, evaluation and audit	a. procurement planning; implementation b. monitoring of planned procurement activities c. policy and program making for IGP *proposal making/planning for new IGPs			<ul style="list-style-type: none"> <li>Vice President for Administration</li> <li>SAO Finance</li> <li>Budget and Finance Unit</li> </ul>	<b>2025 – 5%</b> <b>2026 – 5%</b> <b>2027 – 7%</b> <b>2028 – 9%</b> <b>2029 – 11%</b>		Faculty, personnel, students
<b>KRA 19</b> Revenue Growth and Operational Efficiency	reduction in operational costs	funds can be allocated for other important projects	a. develop resource utilization plans b. regular inventory and preventive maintenance	a. procurement planning; implementation b. monitoring of planned procurement activities c. evaluation			<ul style="list-style-type: none"> <li>Vice President for Administration</li> <li>SAO Finance</li> <li>Budget and Finance Unit</li> </ul>	<b>2025 – 2%</b> <b>2026 – 4%</b> <b>2027 – 6%</b> <b>2028 - 8%</b> <b>2029 – 10%</b>		Finance personnel; Project-in-charge
	total revenue generated from partnerships and collaborations	a. acquired expertise and investments b. quality of partnership	a. resource and expertise sharing b. joint revenue-generating initiatives	a. consultancy and training b. joint ventures using developed technologies			<ul style="list-style-type: none"> <li>Vice President for Administration</li> <li>SAO Finance</li> <li>Budget and Finance Unit</li> </ul>			Finance personnel; Project-in-charge; Resource



## Guiding Principle: Resource Optimization and Management

**Objective:** foster transparency and accountability while diversifying revenue streams through strategically utilizing university resources, and enhancing partnerships and collaborations to drive sustainable development

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
<b>KRA 20</b> Related IGP Industry Engagement	agreements increased in total revenue generated from strategic partnerships and collaborations	c. strengthen human resources, organizational, and financial capital of the university d. strengthen intellectual capital from capital royalties from developed technologies			Extension and Training Services  <b>2025</b> - -0- <b>2026</b> - -0- <b>2027</b> - 300,000 <b>2028</b> - 330,000 <b>2029</b> - 363,000	persons/experts
	increase in net income from non-traditional sources	generate additional income from non-traditional sources	a. create entrepreneurial ventures b. strengthen the existing income-generating projects	a. events place b. coffee shops c. rental spaces d. commercialization of research products and services e. printing and binding f. gasoline station g. clothing shop h. grocery-style store	<ul style="list-style-type: none"> <li>Vice President for Administration</li> <li>SAO Finance</li> <li>Budget and Finance Unit</li> <li>Business Affairs Office</li> </ul> <b>2025</b> - 5% <b>2026</b> - 8% <b>2027</b> - 12% <b>2028</b> - 20% <b>2029</b> - 30%	Financial Report from the Business Affairs Office Clients/customers
<b>KRA 21</b> Responsive Management of Resources	100% budget utilization rate (disbursement)	established functional and operational system for resource generation and management of resources	a. ensure prudent use of resources b. improve the spending efficiency; absorptive capacity	monitoring of the planned procurement activities	<ul style="list-style-type: none"> <li>Vice President for Administration</li> <li>SAO Finance</li> <li>Budget and Finance Unit</li> </ul> <b>2025 – 2029</b> <i>100% budget utilization</i>	Budget and Financial Accountability Reports
	100% budget utilization rate (obligation)	established functional and operational system for resource generation and management of resources	a. ensure prudent use of resources b. Improve the spending efficiency; absorptive capacity	a. implementation of the planned programs, projects, and activities (PPAs) b. monitoring of planned procurement activities c. Conduct a workshop for all the offices involved	<ul style="list-style-type: none"> <li>Vice President for Administration</li> <li>SAO Finance</li> <li>Budget and Finance Unit</li> </ul> <b>2025 – 2029</b> <i>100% budget utilization</i>	Budget and Financial Accountability Reports



## Guiding Principle: Resource Optimization and Management

**Objective:** foster transparency and accountability while diversifying revenue streams through strategically utilizing university resources, and enhancing partnerships and collaborations to drive sustainable development

Key Result Area	Key Performance Indicator		Strategies	Programs/Activities	Time and Task	Resources
	Outputs	Outcomes				
internally generated income	established functional and operational system for resource generation and management of resources	a. availability of a systematic plan of action to justify every budget proposal b. continual improvement process	a. submit justifications to the Department of Budget and Management for the release of the actual billing b. training and seminars for the human resources	• Vice President for Administration • SAO Finance • Budget and Finance Unit	<b>2025</b> – 263,426,000 <b>2026</b> - 277,000,000 <b>2027</b> - 291,000,000 <b>2028</b> - 320,000,000 <b>2029</b> - 336,000,000	Actual Collection Budget and Finance Report Planning Officers
100% fund utilization on infrastructure projects	a. improved productivity of the human resources b. developed facilities, services, and systems	strengthen construction or manufacture capital	a. monitoring of the planned programs b. conduct of Early Procurement Activities (EPA) c. approval of PPMP/APP d. BOR approval	a. Vice President for Administration b. SAO Finance c. Budget and Finance Unit d. Project Management Unit e. Planning Unit	<b>2025 - 2029</b> 100% utilization of funds	Project Management Office Report Budget and Finance Report
100% fund utilization on repairs/rehabilitation of buildings, vehicles, drainage and roads, land, material recovery facilities and electrical facilities	a. less funds for repair and rehabilitation b. less disruption to operation	a. strengthen construction or manufacture capital b. implement regular preventive maintenance	a. conduct of Early Procurement Activities (EPA) b. approval of the Head of Agency c. approval of PPMP/APP d. bidding e. contracting by Administration	• Vice President for Administration • SAO Finance • Budget and Finance Unit • General Services Office	<b>2025 - 2029</b> 100% utilization of funds	Report from the General Services Office Budget and Financial Reports
100% fund utilization in the acquisition of new equipment	a. responsive to the needs of the end-users b. efficiency in the procurement of	a. assessment of the needs of the end-users b. consider the budget and maintenance cost	a. conduct of Early Procurement Activities (EPA) b. approval of the Head of Agency c. approval of PPMP/APP d. bidding	• Vice President for Administration • SAO Finance • Budget and Finance Unit		Budget and Financial Reports



## Guiding Principle: Resource Optimization and Management

**Objective:** foster transparency and accountability while diversifying revenue streams through strategically utilizing university resources, and enhancing partnerships and collaborations to drive sustainable development

Key Result Area

Key Performance Indicator

Strategies

Programs/Activities

Time and Task

Resources

Outputs

Outcomes

equipment  
needed

- Planning Unit

**2025 – 2029**

*100% utilization of  
funds*



## LSPU initiates strategic futures thinking plan



The Laguna State Polytechnic University (LSPU) has taken a proactive step in ensuring its long-term success in the ever-evolving educational landscape through the conduct of the “Introduction to the Process Strategic Foresighting” with Philippine Futures Thinking Society at the CHMT Function Hall of LSPU-Sta. Cruz Campus (LSPU-SCC), June 18.

The orientation aimed to bring together 130 key officials and employees to identify the University's priorities and areas for improvement in preparing the LSPU Strategic Plan. By fostering open discussion and collaboration, the orientation sought to develop a comprehensive plan that will enhance educational quality, mitigate potential risks, and ensure its continued relevance in the dynamic field of education.

The LSPU Planning and Development Unit took the lead with the help of the Philippine Futures Thinking Society, the country's leading professional futures organization which advances and democratizes futures thinking through impact foresight education, research, training, and advocacy.

Engr. Beltran P. Pedrigal, Vice President for Administration, encouraged the participants to contribute in establishing the data which will form the basis for the future plans of the University.

Meanwhile, Engr. Maricel M. Matuto, Planning Officer, said that the strategic futures planning will bring the LSPU to the next level, especially its vision and mission.

“Strategic foresighting is vital in the academe to navigate the evolving educational landscape, anticipate emerging trends, and prepare students for future challenges. And likewise, it is to ensure long-term success and relevance in a rapidly changing world,” Dr. Eden C. Callo, Vice President for Academic Affairs, said.

Ms. Christine Fernandez-Reyes, one of the resource persons, provided an orientation on the principles and practices of futures thinking. She explained that futures thinking is an approach to strategic design that considers what is likely to change, what could happen, and what we can make happen.

Mr. Emmanuel De Guia, Resident Futurist of the Philippine Senate Committee on SDGs Innovation and Futures Thinking, shared the practices and initiatives of the Committee among different State Universities and Colleges (SUCs) across the country in the past years by trying to let them know what futures thinking is all about and help them project their futures.

Meanwhile, Ms. Jalaine Joyce V. Malabanan emphasized the critical importance of integrating futures thinking into all organizational processes.

Moving forward, the Philippine Futures Thinking Society, consultants for the LSPU Strategic Plan, will be meeting with selected LSPU officials and unit heads in July for the next part of the strategic planning workshop.

# Documentation

## LSPU Strategic Planning Journey



### LSPU sets futures-oriented strategic plan for 2025-2029

Heading towards a futures-ready higher education, the Laguna State Polytechnic University (LSPU) conducted a three-day strategic planning workshop using the futures thinking and foresight framework at the Lima Park Hotel, Batangas, Aug. 5-7.

With the theme "Exploring Global Frontiers, Crafting Future Success through Gender Lens: The University's Strategic Roadmap 2025-2029," the LSPU workshop underscored a proactive approach towards identity-building and program implementation relevant to the community in an ever-changing global landscape.

Under the guidance of the Philippine Futures Thinking Society (PFTS), the LSPU administration and stakeholders worked on crafting the LSPU vision, mission, key results area, objectives, outputs, and outcomes, among others.

The workshop was headed by the Planning and Development Office (PDO) with the Management Information System (MIS) and attended by senior officials, administrative officials, and representatives from the faculty association and student council.

The LSPU Strategic Plan placed emphasis on determining the university niche being a polytechnic university, aligning with sustainable development goals (SDGs), and adding value to services beyond the standards.

The planning workshop made use of futures thinking and foresight approaches such as scenario-building and backcasting as introduced by the workshop consultants, Dr. Ruperto S. Sangalang, Emmanuel de Guia, Jalaine Joyce Malabanan, and Christine Fernandez-Reyes.

For each activity, the outputs of the five groups composed of administration, academics, research and extension, and finance were presented before the participants and consultants for critiquing and recommendations.

Although the strategic plan was initially targeted for five-year implementation, the consultants challenged the participants to expand the scope of the plan beyond 2025-2029 to create a more significant impact.

For a multi-sectoral perspective, the planning workshop was enriched by the talks of Dr. Ruby Brion for Gender and Development, NEDA IV-A Assistant Regional Director Carmel P. Matabang for National Economic and Development, Dr. Nimfa Dimaculangan for Internationalization, Nympha R. Manalastas for Budget Management, and Evelyn Rose S. Hernandez for Information and Communications Technology.

Dr. Adriel G. Roman, former LSPU Planning Director, presented the standing of the University as per the attained milestones indicated in its current strategic plan. Meanwhile, Engr. Maricel M. Matuto, Planning Officer III, provided the rationale for the planning.



Also gracing the event with their words of encouragement and inspiration were Dr. Mario R. Briones, University President; Engr. Beltran P. Pedrigal, Vice President for Administration; Dr. Robert C. Agatep, Vice President for Research Development and Extension; and Dr. Eden C. Callo, Vice President for Academic Affairs.

The crafting of the strategic plan undergoes a multi-phase process with consultations with stakeholders and University Councils. The final output is anticipated to be accomplished for approval by the LSPU Board of Regents (BOR) this year.



Republic of the Philippines  
Laguna State Polytechnic University  
Province of Laguna



*Office of the University President*

## MEMORANDUM SERIES OF 2024

TO: VICE PRESIDENTS  
CAMPUS DIRECTORS  
EXECUTIVE ASSISTANT  
OTHER PARTICIPANTS (Attached to this Memorandum)

FROM: MARIO A. BRIONES, EdD  
*University President*

SUBJECT: ATTENDANCE AND PARTICIPATION TO THE STRATEGIC PLANNING  
SESSION on 05-07 AUGUST 2024

DATE: 01 August 2024

---

Please be informed that we will be embarking on a three-day comprehensive strategic planning process. This initiative is vital for evaluating our current academic and operational performance, identifying our strengths and areas for improvement, and setting a clear direction for our future.

The strategic planning session is scheduled to take place on **05-07 August 2024** at the **Lima Park Hotel, Lima, Batangas** with the theme "*Exploring Global Frontiers, Crafting Future Success Through Gender Lens: The University's Strategic Roadmap 2025-2029*". Your participation is essential, as your insights and contributions are invaluable to shaping our university's path forward.

It is crucial that you bring all relevant data and materials that could contribute to the discussions. These include, but are not limited to, performance metrics, student and faculty feedback, research outputs, industry partnership reports, and other pertinent information that will help us make informed decisions.

All participants are expected to actively engage and contribute their ideas during the session. This collaborative effort is vital for setting the direction of our university, and your input will help develop actionable plans to achieve our academic, research, and community engagement goals. Together, we can shape a successful and innovative future for our university.

For your information, guidance, and compliance.



LSPU-OUP-MO-024

Rev. 0

10 August 2016

# Documentation

## LSPU Strategic Planning Journey

<p style="text-align: center;">  <b>Republic of the Philippines Laguna State Polytechnic University Province of Laguna</b>   </p> <p>June 25, 2024</p> <p><b>MARIO R. BRIONES, EdD</b> University President Vice-Chairperson, LSPU Board of Regents (BOR)</p> <p>Dear President:</p> <p>Warm Greetings from the Planning and Development Office!</p> <p>The LSPU Planning and Development Office in collaboration with LSPU Gender and Development Office under your excellent office is greatly motivated to continuously monitor the realization of the vision and mission set for our beloved university and gender equality. We are committed to ensuring that our university's strategic plan aligns with its institutional actions with its long-term vision and mission, ensuring effective resource allocation, adaptation to changing environments, and stakeholder engagement. By identifying priorities and setting clear university goals, we can mitigate risks, fostering long-term sustainability and relevance in a dynamic educational landscape.</p> <p>With the previous plan ending in 2024, it is timely to craft a new strategic plan. With this year's theme "Exploring Global Frontiers: Crafting Future Success thru Gender Lens: The University's Strategic Roadmap 2025-2029", the university's next five-year plan emphasizes innovation and leadership, encouraging diversity, inclusivity, and global citizenship. This plan aims to venture into new territories and engage in international opportunities, fostering cross-cultural exchange and global impact. "Crafting Future Success" highlights a proactive approach to innovation and leadership for sustained academic excellence. "The University's Strategic Roadmap 2025-2029" underscores the strategic planning process, inviting stakeholders to shape a course aligned with the university's values and aspirations, building an interconnected, resilient, and forward-looking university community.</p> <p>With this, the undersigned is requesting for a Strategic Planning on <u>Aug. 5-7, 2024</u> at LSPU-Polytechnic University. This meeting will be organized by the National Economic and Development Authority (NEDA), Department of Information and Communication Technology(DICT), Department of Budget Management and Philippine Futures Thinking Society. The total participants for the Strategic Planning is 68 cascaded in the attached list.</p> <p>To materialized this, the undersigned is likewise requesting for an estimated amount of Php 1,507,155.00 only. Subject to the availability of funds to be shared equally by four (4) Committees for Region-wide, accommodation, and other expenses. Attached hereto is the Strategic Planning agenda breakdown for your review. Finally, the undersigned would like to request your most valuable presence in the said activity to share with us your insights on our targets and ignite everyone's enthusiasm for the achievement of the set objectives.</p> <p style="text-align: right;">Aug. 5-7, 2024</p> <p style="text-align: center;">  <b>LSPU-POO-RL- 031</b> Rev. 0 10 August 2016     </p>	<p style="text-align: center;">  <b>Republic of the Philippines Laguna State Polytechnic University Province of Laguna</b>   </p> <p>Thank you, Sir, and hoping for your favorable response regarding this request.</p> <p>Very respectfully yours,</p> <p> <b>ENGR. MARCEL M. MATUTO</b> Planning Officer II</p> <p>Funds Available: </p> <p><b>MARIE AMMABELLE I. O'DABILDO</b> SAO FINANCE</p> <p>Recommending Approval:</p> <p> <b>Dr. Eden C. Callo</b> VP-Academic Affairs</p> <p> <b>Engr. Beltray P. Pedrigal</b> VP-Administration</p> <p> <b>Dr. Robert C. Agapito</b> VP-Research Development and Extension</p> <p>Approved/Approved:  <b>MARIO R. BRIONES, EdD</b> University President, LSPU Vice-Chairperson, LSPU Board of Regents (BOR)</p> <p style="text-align: center;">  <b>LSPU-POO-RL- 031</b> Rev. 0 10 August 2016     </p>																																																																								
<p style="text-align: center;">  <b>Republic of the Philippines Laguna State Polytechnic University Province of Laguna</b>   </p> <p>August 29, 2024</p> <p><b>MARIO R. BRIONES, EdD</b> University President Vice-Chairperson, LSPU Board of Regents (BOR)</p> <p>Re: Strategic Development Plan Activities</p> <p>Dear President:</p> <p>Warm Greetings!</p> <p>The Planning and Development Office are very thankful for your continuous support and guidance to all University's endeavors including the crafting of the Strategic Plan 2025-2029. With this we would like to submit the next activities that will help in finishing our Strategic Development plan.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 10%;">TARG NO.</th> <th style="width: 10%;">END DATE</th> <th style="width: 10%;">NAME OF ACTIVITY</th> <th style="width: 10%;">COLLEGE/PROGRAM INVOLVED</th> <th style="width: 10%;">SCOPE OF ACTIVITY</th> <th style="width: 10%;">MODALITY</th> <th style="width: 10%;">VENUE</th> <th style="width: 10%;">NAME OF IN-CHARGE</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>5-Sep-24</td> <td>Strat Plan Update on Input and Priorities</td> <td>DEANS, Selected directors and senior Officials</td> <td>universality-wide</td> <td>online</td> <td></td> <td>PDO</td> </tr> <tr> <td>2</td> <td>8-Sep-24</td> <td>Strat Plan Prioritization of Output and Priorities</td> <td>DEANS, Selected directors and senior Officials</td> <td>universality-wide</td> <td>online</td> <td></td> <td>PDO</td> </tr> <tr> <td>3</td> <td>16-Sep-24</td> <td>Strat Plan Refinement and Prioritization</td> <td>DEANS, Selected directors and senior Officials</td> <td>universality-wide</td> <td>onsite</td> <td>Santa Cruz</td> <td>PDO</td> </tr> <tr> <td>4</td> <td>25-Sep-24</td> <td>Refining the Plan Process</td> <td>Selected directors and senior officials</td> <td>universality-wide</td> <td>onsite</td> <td></td> <td>PDO</td> </tr> <tr> <td>5</td> <td>27-Sep-24</td> <td>Revisions and Drafting University Strat plan</td> <td>Strat Plan TWG, design committee</td> <td>universality-wide</td> <td>onsite</td> <td></td> <td>PDO</td> </tr> <tr> <td>6</td> <td>2-Oct-24</td> <td>Finalization of Strat Plan and Presentation to President</td> <td>Strat Plan TWG, Design committee</td> <td>universality-wide</td> <td>onsite</td> <td></td> <td>PDO</td> </tr> <tr> <td>7</td> <td>Oct.</td> <td>Presentation to the Admin Council</td> <td>Admin Council</td> <td>universality-wide</td> <td></td> <td></td> <td></td> </tr> <tr> <td>8</td> <td></td> <td>Presentation to the BOR</td> <td>Presenter BOR</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p style="text-align: center;">  <b>RECEIVED</b>          Date: <u>01-10-2024</u> Time: <u>01:11 PM</u>          RECORDS MANAGEMENT OFFICE          LSPU-Human Resource Department          Santa Cruz Campus     </p> <p style="text-align: center;">10 August 2016</p> <p style="text-align: center;">  <b>LSPU-POO-RL- 031</b> Rev. 0     </p>		TARG NO.	END DATE	NAME OF ACTIVITY	COLLEGE/PROGRAM INVOLVED	SCOPE OF ACTIVITY	MODALITY	VENUE	NAME OF IN-CHARGE	1	5-Sep-24	Strat Plan Update on Input and Priorities	DEANS, Selected directors and senior Officials	universality-wide	online		PDO	2	8-Sep-24	Strat Plan Prioritization of Output and Priorities	DEANS, Selected directors and senior Officials	universality-wide	online		PDO	3	16-Sep-24	Strat Plan Refinement and Prioritization	DEANS, Selected directors and senior Officials	universality-wide	onsite	Santa Cruz	PDO	4	25-Sep-24	Refining the Plan Process	Selected directors and senior officials	universality-wide	onsite		PDO	5	27-Sep-24	Revisions and Drafting University Strat plan	Strat Plan TWG, design committee	universality-wide	onsite		PDO	6	2-Oct-24	Finalization of Strat Plan and Presentation to President	Strat Plan TWG, Design committee	universality-wide	onsite		PDO	7	Oct.	Presentation to the Admin Council	Admin Council	universality-wide				8		Presentation to the BOR	Presenter BOR				
TARG NO.	END DATE	NAME OF ACTIVITY	COLLEGE/PROGRAM INVOLVED	SCOPE OF ACTIVITY	MODALITY	VENUE	NAME OF IN-CHARGE																																																																		
1	5-Sep-24	Strat Plan Update on Input and Priorities	DEANS, Selected directors and senior Officials	universality-wide	online		PDO																																																																		
2	8-Sep-24	Strat Plan Prioritization of Output and Priorities	DEANS, Selected directors and senior Officials	universality-wide	online		PDO																																																																		
3	16-Sep-24	Strat Plan Refinement and Prioritization	DEANS, Selected directors and senior Officials	universality-wide	onsite	Santa Cruz	PDO																																																																		
4	25-Sep-24	Refining the Plan Process	Selected directors and senior officials	universality-wide	onsite		PDO																																																																		
5	27-Sep-24	Revisions and Drafting University Strat plan	Strat Plan TWG, design committee	universality-wide	onsite		PDO																																																																		
6	2-Oct-24	Finalization of Strat Plan and Presentation to President	Strat Plan TWG, Design committee	universality-wide	onsite		PDO																																																																		
7	Oct.	Presentation to the Admin Council	Admin Council	universality-wide																																																																					
8		Presentation to the BOR	Presenter BOR																																																																						
<p style="text-align: center;">  <b>Republic of the Philippines Laguna State Polytechnic University Province of Laguna</b>   </p> <p>PLANNING AND DEVELOPMENT OFFICE</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 10%;">Dec.</th> <th style="width: 10%;">Senior Official, Deans, and Directors</th> <th style="width: 10%;">Universality-wide</th> <th style="width: 10%;">onsite</th> <th style="width: 10%;">PDO</th> </tr> </thead> <tbody> <tr> <td>9</td> <td>Strat plan 2025-2029 Validation and Calibration of targets 2025</td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>Thank you, Sir, and hoping for your favorable response regarding this request.</p> <p>Very respectfully yours,</p> <p> <b>ENGR. MARCEL M. MATUTO</b> Planning Officer II</p> <p>Approved/Approved:  <b>MARIO R. BRIONES, EdD</b> University President, LSPU Vice-Chairperson, LSPU Board of Regents (BOR)</p> <p style="text-align: center;">  <b>LSPU-POO-RL- 031</b> Rev. 0 10 August 2016     </p>		Dec.	Senior Official, Deans, and Directors	Universality-wide	onsite	PDO	9	Strat plan 2025-2029 Validation and Calibration of targets 2025																																																																	
Dec.	Senior Official, Deans, and Directors	Universality-wide	onsite	PDO																																																																					
9	Strat plan 2025-2029 Validation and Calibration of targets 2025																																																																								





Laguna State  
Polytechnic University  
Integrity. Professionalism. Innovation.

<http://lspu.edu.ph>  
information.office@lspu.edu.ph

# 2025-2029 **STRATEGIC PLAN**

 A Five-Year Plan towards  
a Transformative University  
for the Sustainable Development  
of Laguna, CALABARZON, and ASEAN region