



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 1: Dynamic, Transformational, and Responsible Leadership					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>OBJECTIVE 1</b> To steer the PUP community to critically review, evaluate, and re-engineer the human resources, processes, structures, and systems of the university	<b>KRA 1: Efficient and effective systems and processes</b>	<b>KPI 1:</b> Reviewed, revised and formulated university policies within prescribed timeframe <ul style="list-style-type: none"><li>Organizational Structure</li><li>Citizens Charter</li><li>Strategic Performance Management System (SPMS)</li><li>Quality Management System</li></ul>	Conduct of Consultative Meeting within sectors	Executive Committee All Sectors	<b>2020</b> <ul style="list-style-type: none"><li>Revised QMS documents</li><li>Revised Quality Policy Statement</li><li>Formulated Modified SPMS</li><li>Reviewed Organizational Structure associated with human resource compliments</li></ul> <b>2021</b> <ul style="list-style-type: none"><li>Implemented Corrections and Corrective Actions on NCs and OFIs (based on the 2020 Surveillance Audit)</li><li>Mitigation of identified risks are effectively adopted</li><li>Reviewed and Revised University Citizens Charter</li><li>Completed QMS documents of unenrolled processes (including the branches and satellite campuses) for ISO recertification</li><li>Implemented Change Risk Assessments vis-à-vis change initiatives</li><li>Formulated University policies for effective change management</li></ul> <b>2022</b> <ul style="list-style-type: none"><li>ISO 9001:2015 recertification with expanded system-wide enrolled processes (Main Campus and selected processes in selected Branches)/Application to ISO 21001:2018 (Educational Organizations Management System) of all processes in the Main Campus and selected processes in selected Branches</li></ul> <b>2023</b> <ul style="list-style-type: none"><li>Sustained ISO Certification</li></ul> <b>2024</b> <ul style="list-style-type: none"><li>Revisited Policies and Processes for improvement</li></ul>



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<b>continuation: Objective 1</b> To steer the PUP community to critically review, evaluate, and re-engineer the human resources, processes, structures, and systems of the university	<b>KRA 1:</b> Efficient and effective systems and processes	<b>KPI 2:</b> 100% Completion within the prescribed timeframe of the following Systems: <ul style="list-style-type: none"><li>PUP Personnel Portal</li><li>PUP Finance Management Portal</li></ul>	Conduct of Pilot Testing and running Deployment	Office of the Executive Vice President  Information and Communication Technology Office	<b>2020</b> 100 % Completion of Systems Modules  <b>2021</b> 100 % Completion of pilot testing 60% implementation of the systems  <b>2022</b> 100% implementation of the systems  <b>2023</b> Periodic maintenance and improvement of the systems  <b>2024</b> Assessed implementation of the portals
		<b>KPI 3:</b> Number of Systems developed within prescribed timeframe	Development of the Following Systems: <ul style="list-style-type: none"><li>PUP Research and Development Portal</li><li>PUP Student Portal</li><li>Knowledge-based System</li><li>Athletes Online Registration System</li><li>Inventory Management system</li><li>OUBS Data Management System</li><li>On-line Tracking System of students</li><li>Integrated Computerized Records Management</li><li>System of the OVPA</li><li>QAC Documents Repository</li></ul>		<b>2020</b> User requirements activities and TOR  <b>2021- 2022</b> Development, Testing and Capacity Building of Core Users  <b>2023</b> 100% Implementation of the Information Systems with monitoring  <b>2024</b> Assessment of the portal implementation



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<b>continuation: Objective 1</b> <i>To steer the PUP community to critically review, evaluate, and re-engineer the human resources, processes, structures, and systems of the university</i>	<b>KRA 1:</b> <i>Efficient and effective systems and processes</i>	<b>KPI 4:</b> QMS implementation with no findings of Non-Conformance (NC) and Opportunity for Improvement (OFI):  <ul style="list-style-type: none"><li>Risk and Opportunity Management</li></ul>	Conduct of Risk and Opportunity Management Monitoring and assistance to the different offices and colleges.  <ul style="list-style-type: none"><li>Risk Mapping</li><li>Publication of Risk and Opportunity Management Manual</li><li>Specialized training, orientation, and monitoring of high-risk offices (as will be classified in the Risk and Opportunity Management Manual) such as PSMO, PMO, BAC, ICTO, and Finance</li></ul>	All Sectors  Quality Management System	<b>2020</b> Implemented Corrections and Corrective Actions on NCs and OFIs <i>(based on the 2019 Surveillance Audit)</i>  Mitigation of identified risks are effectively adopted	
		<ul style="list-style-type: none"><li>Quality Workplace</li></ul>	Monitoring on the Implementation of quality workplace standard responsive to demands of time		<b>2021</b> Implemented Corrections and Corrective Actions on NCs and OFIs <i>(based on the 2020 Surveillance Audit)</i>  Mitigation of identified risks are effectively adopted	
		<ul style="list-style-type: none"><li>Documented Information</li></ul>	Modification and Improvement of QMS Documents		Completed QMS documents of unenrolled processes <i>(including the branches and satellite campuses)</i> for ISO recertification	
		<ul style="list-style-type: none"><li>Internal Quality Audit</li></ul>	Develop Effective Mechanism for Internal Quality Audit		<b>2022</b> Attained ISO recertification	
		<b>KPI 5:</b> ISO Recertification	Preparation and Application for ISO Recertification		<b>2023</b> Sustained ISO Certification	
					<b>2024</b> Sustained ISO Certification	
					<b>2020</b> Reviewed and Revised enrolled Processes Preparation of other processes to be enrolled  <b>2021</b> Applied for recertification with expanded enrolled processes  <b>2022</b> Recertified for ISO 9001:2015  <b>2023</b> Sustained ISO Certification  <b>2024</b> Sustained ISO Certification	



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<b>continuation: Objective 1</b> To steer the PUP community to critically review, evaluate, and re-engineer the human resources, processes, structures, and systems of the university	<b>KRA 1:</b> Efficient and effective systems and processes	<b>KPI 6:</b> Implementation of ISO Recertified QMS with acceptable number of Non-Conformance (NC) and Opportunity for Improvement (OFI)	Implementation of ISO standards	All Sectors  Quality Management System	<b>2020</b> Surveillance Audit  <b>2021</b> Surveillance Audit  Application for Recertification of existing enrolled processes  Application for an expanded certification  Certification of new enrolled process and recertification of enrolled processes  <b>2022 -2024</b> Sustained Certification
		<b>KPI 7:</b> Percentage of delivery units' services rated at least Very Satisfactory in the Customer Satisfaction Survey (CSS)	Efficient and effective delivery of services Implementation of online CSS for process owners required by ARTA	All Sectors	<b>2020</b> Modified Citizens Charter <b>2021</b> =85% <b>2022</b> =90% <b>2023</b> =95% <b>2024</b> =100%
		<b>KPI 8:</b> Rate of reduction of processing time	Streamlining of Institutional Processes	All Sectors	<b>2020</b> =Modified Citizens Charter <b>2021</b> =20% <b>2022</b> =15% <b>2023</b> =10% <b>2024</b> =5%
		<b>KPI 9:</b> Compliance to national and local policies and procedures within the prescribed timeframe	Keeps abreast of national and local policies and procedures  Strict Implementation of National and local policies and procedures	All Sectors	<b>Full Compliance</b>
		<b>KPI 10:</b> Formulation of new policies on information and communication	Crafting the following: Information Security Policy Strategic Communication Policy Procurement Transparency and Integrity Policy	Executive Committee Office of the President- Communication Management Office Office of the Executive Vice President -Information and Communication Technology Office of the Vice President for Administration-Procurement Office	<b>2020</b> Review and formulation of policies  <b>2021</b> Approval and implementation  <b>2022-2024</b> Monitoring and evaluation



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<b>continuation: Objective 1</b> <i>To steer the PUP community to critically review, evaluate, and re-engineer the human resources, processes, structures, and systems of the university</i>	<b>KRA 2: Highly productive, critical, and empowered personnel</b>	<b>KPI 1:</b> Attendance of personnel in job related trainings/seminars /forums/ conferences/short courses relevant to the following topics: <ul style="list-style-type: none"><li>• Good Governance</li><li>• Risk Reduction and Management</li><li>• Gender and Development</li><li>• Knowledge Management Systems</li><li>• Information Communication Technology</li><li>• Personal Development</li><li>• Internationalization</li></ul>	HR Interventions  Creation of Personnel Development Committee (PDC) in line with PRIME-HR requirements	Office of the Vice President for Administration <i>Human Resources Management Office</i>	<b>2020</b> =75% of the personnel attended job-related trainings <b>2021</b> = 80%of the personnel attended job-related trainings <b>2022</b> = 85%of the personnel attended job-related trainings <b>2023</b> = 90%of the personnel attended job-related trainings <b>2024</b> = 95%of the personnel attended job-related trainings
		<b>KPI 2:</b> 100% of System Administrators and Process Owners trained on using the following systems: <ul style="list-style-type: none"><li>• PUP Personnel Portal</li><li>• PUP Finance Management Portal</li><li>• PUP Research and Development Portal</li><li>• PUP Student Portal</li><li>• Knowledge-based System</li></ul>	Capacity building of System Administrator and Process Owners	Office of the Executive Vice President- Information and Communication Technology  Office of the Vice President for Administration  Human Resources Management Office  Procurement Management Office (PMO)  Property Supply Management Office (PSMO)  Office of the Vice President for Research, Extension and Development  Office of the Vice President for Finance	<b>% of trained SA and PO</b> 2020 =20% 2021= 40% 2022 = 50% 2023 = 70% 2024= 100%



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PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 1: Dynamic, Transformational, and Responsible Leadership					
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	<b>KRA 3:</b> Institutional structures that are adaptive and responsive to change	<b>KPI 1:</b> Improved Organizational Structure	Periodic review of organizational structure	Executive Committee All Sectors	Annual review or as necessary
			Establishment of Knowledge Management Center	Office of the Executive Vice President	Established by 2020
			Establishment of Disaster Resilience Center <ul style="list-style-type: none"><li>Formulation and implementation of Disaster Recovery Plan</li><li>Business Continuity Plan</li></ul>	Office of the Executive Vice President  University Disaster Risk Reduction Management Center	2020 Formulation of Business Continuity Plan  <b>2021</b> Implementation of Business Continuity Plan  <b>2022-2024</b> Monitoring and Evaluation
			Establishment of Center for Quality Assurance and Governance	Executive Committee Office of the Vice President for Academic Affairs	Established by 2021
			Creation of Center for Teaching and Learning	Executive Committee Office of the Vice President for Academic Affairs	Established by 2020



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Pillar 1: Dynamic, Transformational, and Responsible Leadership					
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<b>OBJECTIVE 2</b> To practice good governance in the management of university resources	<b>KRA 1: Prudent, transparent, accountable, and responsible management of resources</b>	<b>KPI 1:</b> 100% budget utilization rate (obligations and disbursements) of the following fund allocations: <ul style="list-style-type: none"><li>• Staff development fund</li><li>• Research Fund</li><li>• Extension Fund</li><li>• Capability Building Fund</li><li>• Research-driven Advocacy Fund</li><li>• Others</li></ul>	Conduct Budget Forum and Workshop  Conduct of regular orientation /round table discussion with Special Disbursing Officers (SDOs) and Collecting and Disbursing officers (CDOs)	Office of the Vice President for Finance  Budget Services Office All Accountable Officials, Faculty and Employees	100% Budget Utilization
		<b>KPI 2:</b> Compliance of accountable officials with cash advances to existing government rules and regulations within the prescribed period	Strict Implementation of COA Rules and Regulations  Full Compliance of AOM recommendations	Office of the Vice President for Finance  All Accountable Officials, Faculty and Employees	Full compliance
		<b>KPI 3:</b> At least 30% Full Compliance with COA-AOM Previous Years Recommendations	Conduct of Consultative Meetings with the stakeholders	Office of the Vice President for Finance All Sectors	Annually



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POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

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continuation: Objective 2 To practice good governance in the management of university resources	KRA 1: Prudent, transparent, accountable, and responsible management of resources	<b>KPI 4:</b> Transparent and accountable Student leaders	Conduct yearly orientation on government accounting and auditing for officers of student councils and student organizations  Monitor usage of funds allotted for students  Guide student leaders in the Conduct of income-generating projects and fund-raising activities	Office of the Vice President for Student Affairs and Services • Office of the Student (OSS) Services  Office of the Vice President for Finance • Resource Generation Office  Office of the Executive Vice President • Internal Audit Office	Annually
		<b>KPI 5:</b> Full Compliance with Procurement Transparency and Integrity Policy as measured by APCPI (Agency Procurement Compliance and Performance Indicator)	Review and reformulation of the university manual of procurement  Conduct of consultative meetings with all sectors	All Sectors	<b>2020</b> Implementation, Monitoring and Review
		<b>KPI 6:</b> Implementation of University Integrity Management Program	Formulation of Integrity Management Program  Conduct of Orientation on transparency and integrity policy  Strict Implementation of transparency and integrity policy	Office of the President All Sectors	<b>2020</b> Formulation of Integrity Management Program  <b>2021-2024</b> Implementation, Monitoring and Review
		<b>KPI 7:</b> Transfer of Titles of Donated Land to PUP	Facilitate transfer of titles of donated land to PUP	Office of the President Office of the University Board Secretary University Legal Counsel Office Office of the Vice President for Administration Physical Planning and Development Office  Office of the Vice President for Branches and Campuses	By <b>2024</b> At least 50% of All Titles of Donated Land must be transferred to PUP  Semi-annual submission of Report on Physical Count on Inventory Card  Annual Report on Physical Count on Property, Plant and Equipment





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continuation: Objective 2 To practice good governance in the management of university resources	KRA 1: Prudent, transparent, accountable, and responsible management of resources	<b>KPI 8:</b> Accurate and Updated Inventory Reports	Regular submission of semi-annual Report on Physical Count of Inventory Card (RPCI); and Annual Report on Physical Count of Property, Plant and Equipment (RPCPE)	Office of the President  Office of the University Board Secretary University Legal Counsel Office Physical Planning and Development Office  Office of the Vice President for Branches and Campuses	By 2024 At least 50% of All Titles of Donated Land must be transferred to PUP  Semi-annual submission of Report on Physical Count on Inventory Card  Annual Report on Physical Count on Property, Plant and Equipment
		<b>KPI 9:</b> Updated property insurance in compliance with the Government Service Insurance System's (GSIS)	Regular filing of annual GSIS insurance for Building, equipment, and vehicle insurance (with valuation and appraisal from 3 <sup>rd</sup> Party)	Office of the Vice President for Administration Property and Supplies Management Office	Annual payment for GSIS Insurance for Building, Equipment and Vehicle Insurance
	<b>KRA 2: Timely implementation and completion of development plans, programs, and projects</b>	<b>KPI 1:</b> Percentage of Procurement Projects procured on time per Annual Procurement Plan	Efficient Project Management	<b>Bids and Awards Committee Office of the Vice President for Administration</b>  Property and Supplies Management Office Procurement Management Office Inspection Management Office  Concerned Sectors	Timely implementation and completion of plans, programs & projects
		<b>KPI 2:</b> Compliance with the standards and requirements of relevant government rules and regulations	Monitoring of Implementation and Completion of development plans, programs and projects		
		<b>KPI 3:</b> All procurement projects are inspected and verified for conformity with the schedule and specifications	Constant monitoring of delivery of goods and services including infrastructure projects subject for inspection  Regular coordination with the PSMO and PMO		



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 1: Dynamic, Transformational, and Responsible Leadership					
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<i>continuation: Objective 2</i> <i>To practice good governance in the management of university resources</i>	<b>KRA 3: Viable and sustainable income and resource generating programs and projects</b>	<b>KPI 1:</b> Increase in the number of viable income and resource generating projects	Formulate income and resource generating projects in order to fund university activities.  Strengthen the existing Income generating Projects (IGPs)  Establish partnership and linkages with private, government, and NGOs through forging of MOUs/MOAs on donations and sponsorships	Office of the President Special Programs and Projects Office Office of the Vice President for Finance Resource Generation Office Office of the Vice President for Academic Affairs Office of the Vice President for Student Affairs Alumni Relations and Career Development Office	At least two (2) New Income Generating Projects each year from 2021-2024
		<b>KPI 2:</b> Number of viable income-generating demonstration projects	Review of the existing policies on income generation  Conceptualization and implementation of viable income-generating demonstration projects	Office of the Vice President for Academic Affairs Concerned Colleges Institute for Continuing Personal Development Office of the Vice President for Branches and Satellite Campuses Office of the Vice President for Research Extension and Development Center for Technology Transfer and Entrepreneurial Development	At least two (2) income-generating demonstration projects a year
<b>OBJECTIVE 3</b> To implement a judicious system of rewards and sanctions	<b>KRA 1:</b> Incentivizing and rewarding University personnel that demonstrate highest degree of professionalism and observed established legal and ethical standards	<b>KPI 1:</b> Number of new and upgraded performance-based incentives and rewards programs for personnel	Revisit and formulate University Policies and Standards on incentives and rewards  Formulation of new monetary or non-monetary incentives for officials and employees who significantly contribute to the attainment of the university's vision, mission, goals and objectives  .	Office of the Vice President for Administration Human Resources Management Department	At least one (1) new and one (1) upgraded performance-based incentive and reward program per year



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<b>OBJECTIVE 4</b> To build, enhance, and project the good image and reputation of the university	<b>KRA 1: Enhanced reputation of the university consistent with the approved brand</b>	<b>KPI 1:</b> Number of awards and recognitions received from reputable public and private institutions	<p>Comprehensive Strategic Communication Management Plan</p> <ul style="list-style-type: none"><li>Identify potential reputational risk</li><li>Strategize pro-active communication Plan</li><li>Image-enhancement</li><li>Promotion of PUP brand and image in all undertakings of the university</li><li>Monitoring and analysis of all media contents featuring/concerning the university</li><li>Consultative planning with the stakeholders</li><li>Formulation of communication policies</li><li>Systematize execution of the approved plan</li></ul> <p>Management of the following Information and communication dissemination tools:</p> <ul style="list-style-type: none"><li>Updated official website, social media accounts, IECs send institutional AVP</li><li>Reprogrammed Creative content and other internet-based platforms</li></ul> <p>Establish linkages and partnerships with relevant institutions and individuals</p>	<p>Executive Committee</p> <p>Office of the President</p> <ul style="list-style-type: none"><li>Communication Management Office</li></ul>	<p><b>2020-2021</b> Development of Comprehensive Strategic Communication Management Plan</p> <p>Approval of the Plan Preparation of Communication Policies Review of the website and CreaTV content Conceptualization of IEC materials Preparation and Production of IEC materials</p> <p><b>2021</b> Implementation of the Strategic Communication Plan</p> <p><b>2022-2024</b> Monitoring and Evaluation</p>



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 2: Responsive and Innovative Curricula and Instruction					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>OBJECTIVE 1</b> To provide world-class polytechnic education that responds to national and global market demands	<b>KRA 1:</b> Nationally and internationally accredited academic programs	<b>KPI 1:</b> 100% of the Curricular Offerings are compliant with relevant CMOs	Promote quality control and quality assurance practices in developing curricular programs  Set standards for the offering of new programs, revision and or renaming of curricular programs  Develop standard formats and procedures to ensure the implementation of OBE  Review and monitor implementation of curriculum  Provide consultative services to curriculum designers  Conduct Academe- Industry dialogues to strengthen the programs' responsiveness  Invite technical panel/committee members, professional organization officials and or discipline experts as curriculum consultants  Conduct training and workshops on curriculum designing, OBE and other related activities	Office of the Vice President for Academic Affairs Office of the Vice President for Branches and Satellite Campuses	<b>2020-2024:</b> 100% compliant



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INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

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<b>continuation</b> Objective 1: To provide world-class polytechnic education that responds to national and global market demands	KRA 1: Nationally and internationally accredited academic programs	<b>KPI 2:</b> 100% of academic programs in the main campus with relevant CMOs were submitted for the issuance of Certificate of Program Compliance (COPC)	Develop simulated COPC visit procedures  Check and monitor regularly compliance with program CMOs	Office of the Vice President for Academic Affairs Quality Assurance Center	2020 2021: 50% 2022: 75% 2023-2024: 100%
		<b>KPI 3:</b> 25% of academic programs in Branches with relevant CMOs were submitted for the issuance of Certificate of Program Compliances	Strengthen coordination with CHED NCR through the designation of QAC liaison officer  Mediate between University offices and the academic programs to ensure compliance with standards set in their CMO	Office of the Vice President for Branches and Satellite Campuses Quality Assurance Center	2020: 2021: 10% 2022: 15% 2023: 20% 2024: 25%
		<b>KPI 4:</b> 10% of academic programs in Campuses with relevant CMOs were submitted for the issuance of Certificate of Program Compliances	Develop resource-sharing scheme between and among the main, branches, and campuses offering the same programs  Monitoring strictly COPC compliance/inclusion in PMT  Conduct of QAC Simulated Accreditation based on AACCUP/ABET/TESDA standards  Strengthen QAC coordination, monitoring and reporting systems to address areas needing improvement based on simulated accreditation results		2020 2021: 3% 2022: 5% 2023: 7% 2024: 10%



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PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

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<b>continuation</b> <i>Objective 1: To provide world-class polytechnic education that responds to national and global market demands</i>	<i>KRA 1: Nationally and internationally accredited academic programs</i>	<b>KPI 5:</b> 100% of accreditable programs passed the simulated accreditation before the formal survey	Implement score-card system in monitoring accreditation progress	Office of the Vice President for Academic Affairs Office of the Vice President for Branches and Satellite Campuses Quality Assurance Center	2020 2021: 25% 2022: 50% 2023: 75% 2024: 100%
		<b>KPI 6:</b> 100% of programs without previous accreditation were submitted to Preliminary Survey Visit (PSV) and attained candidate status	Mediate between the academic programs and the EXECOM, and other concerned sectors to address accreditation deficiencies		2020 2021: 25% 2022: 50% 2023: 75% 2024: 100%
		<b>KPI 7:</b> 100% of accreditable level 1 and level 2 programs in the Branches attained their respective accreditation levels	Secure budgetary support for accreditation activities	Office of the Vice President for Branches and Satellite Campuses Quality Assurance Center	2020 2021: 25% 2022: 50% 2023: 75% 2024: 100%
		<b>KPI 8:</b> 100% of accreditable level 1 and level 2 programs in the Main Campus attained their respective accreditation levels.		Office of the Vice President for Academic Affairs Quality Assurance Center	2020 2021: 25% 2022: 50% 2023: 75% 2024: 100%
		<b>KPI 9:</b> At least 75% of accredit able Level 3 programs in the Main Campus attained the staid level.		Office of the Vice President for Branches and Satellite Campuses	2020 2021: 60% 2022: 65% 2023: 70% 2024: 75%
		<b>KPI 10:</b> At least 25% of accreditable level 4 programs in the Main Campus attained the said accreditation		Office of the Vice President for Academic Affairs Quality Assurance Center	2020 2021: 10% 2022: 15% 2023: 20% 2024: 25%
		<b>KPI 11:</b> TESDA-accredited Institute of Technology accreditable programs			2020 2021: 25% 2022: 50% 2023: 75% 2024: 100%



Republic of the Philippines  
**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES**  
**INSTITUTIONAL DEVELOPMENT PLAN 2020-2024**

**PUP: THE NATIONAL POLYTECHNIC UNIVERSITY**

Pillar 2: Responsive and Innovative Curricula and Instruction					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>continuation</b> <i>Objective 1: To provide world-class polytechnic education that responds to national and global market demands</i>	<i>KRA 1: Nationally and internationally accredited academic programs</i>	<b>KPI 12:</b> Number of academic programs with accreditation by international certifying body  <b>ABET-</b> Accreditation Board for Engineering and Technology, Inc. <b>ACBET</b> – Accreditation and Certification Board for Engineering Technology <b>PICAB – PCS</b> Information and Computing Accreditation Board <b>NAAB</b> – National Architecture Accreditation Board	Identify potential international certifying groups  Benchmarking in national and international institutions offering internationally - accredited academic programs	Office of the Vice President for Academic Affairs Office of the Vice President for Branches and Satellite Campuses International Affairs Office	<b>2020-2021:</b> Preparation of accreditation requirements  <b>2022-2023</b> Application and Accreditation  <b>2024:</b> Five (5) academic programs with International Accreditation
		<b>KPI 13:</b> Increase in the number of international students enrolled in PUP.	Increasing the number of International Students enrolled in PUP through aggressive marketing strategies.  Improve international exchange programs  Improve foreign students support services		10% Annual increase in the number of foreign students enrolled in PUP
		<b>KPI 14:</b> Increase in the number of Filipino students based abroad enrolled in PUP	Strengthen linkages with Embassies, DFA, OWWA		10% Annual increase in the number of Filipino students based abroad enrolled in PUP
	<b>KRA 2: Certified Centers of Development and Excellence academic programs</b>	<b>KPI 1:</b> At least 2 academic programs with Level 3 and 4 accreditation awarded Center of Development/Center of Excellence	Assess and identify programs to be prioritized for COD/COE  Conduct self-assessment Benchmark with existing COD/COE Assist in the preparation of college strategic plan for COD/COE	Office of the Vice President for Academic Affairs  Office of the Vice President for Branches and Satellite Campuses Quality Assurance Center	<b>2020-2021</b> Preparation  <b>2021-2022:</b> Self-assessment simulation  <b>2022-2023:</b> Application and Certification  <b>2024</b> Two (2) academic programs COD/COE certified



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 2: Responsive and Innovative Curricula and Instruction					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>continuation</b> <i>Objective 1: To provide world-class polytechnic education that responds to national and global market demands</i>	<b>KRA 3: Flexible Technology-Enhanced Learning</b>	<b>KPI 1:</b> 100% Implementation of Learning Continuity Plan	Design, implement and assess the Learning Continuity Plan  Creation of Quality Circle per discipline that will assist the programs in continuous quality improvement Designing of FlexTEL Delivery Mode and production of Technology-driven instructional materials  Implementation of Flexible Technology Enhanced learning across PUP System	Office of the Vice President for Academic Affairs  Office of the Vice President for Branches and Satellite Campuses	<b>2020:</b> 75% <b>2021:</b> 100% <b>2022:2024:</b> continuing assessment and improvement
		<b>KPI 2:</b> Increase in the number of Continuing Professional Development Programs	Increased number of technological integrations, especially ICT in curriculum instruction  Promotion of CPD programs  Designed user-friendly interface for faculty and students  Create systems for learning management by programs in coping with the needs of the students despite their locations		Additional Two (2) programs every year





Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 2: Responsive and Innovative Curricula and Instruction					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>OBJECTIVE 2</b> To strengthen and expand ladderized academic program offerings	<b>KRA 1:</b> Increased number of work-ready graduates from ladderized programs	<b>KPI 1:</b> 100% implementation of ladderized academic programs offered	Strengthen Career Placement for Ladderized Program	Office of the Vice President for Academic Affairs Office of the Vice President for Branches and Campuses	2020: current 2021: 25% 2022: 50% 2023: 75% 2024: 100%
		<b>KPI 2:</b> 30% of graduates from ladderized programs are employed	Conduct of tracer study	Office of the Vice President for Student Affairs and Services	2020: 10% 2021: 15% 2022: 20% 2023: 25% 2024: 30%
		<b>KPI 3:</b> 50% Passing Rate in the Professional Examinations	In-house review program	Office of the Vice President for Academic Affairs	2020: 50% 2021: 50% 2022: 50% 2023: 50% 2024: 50%
		<b>KPI 4:</b> 30% of the graduates are employed relevant to the program they completed	Conduct exit surveys for graduates of ladderized programs  Craft guidelines for the assessment students every year level and the subsequent issuance of certificate competence	Office of the Executive Vice President  Office of the Vice President for Research, Extension and Development  Office of the Vice President for Academic Affairs  Office of the Vice President for Branches and Campuses  Office of the Vice President for Student Affairs and Services	2020: 10% 2021: 15% 2022: 20% 2023: 25% 2024: 30%



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 2: Responsive and Innovative Curricula and Instruction					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>OBJECTIVE 3</b> To heighten the graduates' performance in professional licensure examinations	<b>KRA 1:</b> Above national passing percentage	<b>KPI 1:</b> At least 50% passing percentage (of first takers) across all professional licensure examinations	Establish an institutional in-house review center  Strict implementation of admission and retention policies	Office of the Vice President for Academic Affairs  Office of the Vice President for Student Affairs and Services	<b>2020:</b> 50 % <b>2021:</b> 50% <b>2022:</b> 50 % <b>2023:</b> 50% <b>2024:</b> 50%
	<b>KRA 2:</b> Recognition as one of the Top Performing Schools	<b>KPI 2:</b> Number of board programs recognized by the Professional Regulation Commission (PRC) and Legal Education Board (LEB)	Awarding of incentives and recognition to top successful examinees  Establish a support system for reviewees (Adopt-A-Reviewee Campaign)	Office of the Vice President for Branches and Campuses  Office of the Vice President for Finance	<b>2020:</b> at least 3 programs <b>2021:</b> at least 3 programs <b>2022:</b> at least 3 programs <b>2023:</b> at least 3 programs <b>2024:</b> at least 3 programs



Republic of the Philippines  
**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES**  
**INSTITUTIONAL DEVELOPMENT PLAN 2020-2024**

**PUP: THE NATIONAL POLYTECHNIC UNIVERSITY**

<b>Pillar 3: Enabling and Productive Learning Environment</b>					
<b>OBJECTIVE</b>	<b>KEY RESULT AREA</b>	<b>KEY PERFORMANCE INDICATOR with TARGETS</b>	<b>STRATEGY</b>	<b>RESPONSIBLE OFFICE</b>	<b>TIME FRAME</b>
<b>OBJECTIVE 1</b> <b>To transform the university campus into a conducive learning environment</b>	<b>KRA 1: Safe and secured learning facilities that are compliant with national and international standards</b>	<b>KPI 1:</b> 90% of Implementation of QMS-ISO QWP Standards	<ul style="list-style-type: none"> <li>Formulate and implement the University's Land Use Development and Infrastructure Plan (LUDIP)</li> <li>Periodic repair and maintenance of facilities</li> <li>Review and Re-visit plans to check fulfillment of compliance with National Building Code</li> <li>Strict implementation and observance of the QMS-ISO Quality Work Place Standards</li> <li>Maintenance and repair of ICT facilities</li> </ul>	Office of the Vice President for Administration  Office of the Executive Vice President  Office of the Vice President for Branches and Satellite Campuses  Office of the Vice President for Finance  All concerned	<b>Main Campus</b>  2020-Recalibrated Programs 2020 = 70% 2021 = 90% 2022 = 90% 2023 = 90% 2024 = 90%  <b>Branches</b> 2020-Recalibrated Programs 2020 = 2021 = 2022 = 2023 = 2024 =
		<b>KPI 2:</b> 100% of target implementation of room and space utilization for classrooms, audio visual rooms, conference rooms, administrative offices are modernized and compliant with International Standards as mandated by International standards	<ul style="list-style-type: none"> <li>Room and Space Utilization Project</li> <li>Maintained facilities for online educational materials</li> </ul>	Office of the Vice President for Administration <ul style="list-style-type: none"> <li>FaMO</li> <li>PPDO</li> </ul> Office of the Executive Vice President  Office of the Vice President for Branches and Satellite Campuses  Office of the Vice President for Finance	<b>Main Campus</b> 2020-Recalibrated Programs 2020 = 2021 = 2022 = 2023 = 2024 =  <b>Branches</b> 2020-Recalibrated Programs 2020 = 2021 = 2022 = 2023 = 2024 =
		<b>KPI 3:</b> 50% Reduction on incidents of campus-related conflicts, security protocol violations in the University	Implementation of Internal Security Protocol	Office of the Vice President for Administration <ul style="list-style-type: none"> <li>Security and Safety Services</li> </ul>	<b>% of reduced incidents</b> 2020-Recalibrated Programs 2020 = 5% 2021 = 10% 2022 = 20% 2023 = 30% 2024 = 50%



Republic of the Philippines  
**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES**  
**INSTITUTIONAL DEVELOPMENT PLAN 2020-2024**

**PUP: THE NATIONAL POLYTECHNIC UNIVERSITY**

Pillar 3: Enabling and Productive Learning Environment					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>continuation</b>  <b>Objective 1: To transform the university campus into a conducive learning environment</b>	<i>KRA 1: Safe and secured learning facilities that are compliant with national and international standards</i>	<b>KPI 4:</b> 100% implementation of Comprehensive Health and Safety Plans and Programs by 2024 <ul style="list-style-type: none"> <li>Sanitation</li> <li>Health and Wellness</li> <li>Waste disposal (Solid and Chemical)</li> </ul>	Formulation of health and safety plan for the university as prescribed by Occupational Safety and Health Administration (OSHA)	Office of the Vice President for Administration <ul style="list-style-type: none"> <li>Medical Services</li> <li>Facilities Management Office</li> <li>Physical Planning and Development</li> <li>Office of the Vice President for Administration</li> <li>Human Resource Management Department</li> <li>Marcelo H. Del Pilar Campus</li> <li>Property and Supplies Management Office</li> </ul>	Health and Wellness 2020-Recalibrated Programs <b>2021</b> = 25% <b>2022</b> = 50% <b>2023</b> = 75% <b>2024</b> = 100%  Waste Disposal <b>2020</b> Policy formulation, creation of Safety plan and accreditation of safety officers by 2021. Vision of 2023 Zero Accident.  20% Appraisal and Disposal for items for disposal based on returned items
		<b>KPI 5:</b> 80% Risk Reduction <ul style="list-style-type: none"> <li>Cyber Security</li> <li>Disaster Risk</li> </ul>	<ul style="list-style-type: none"> <li>Development and Implementation of a PUP Information Security Policy</li> </ul>	Office of the Executive Vice President <ul style="list-style-type: none"> <li>Information and Communication Technology Center</li> </ul>	<b>2021</b> 50% implementation as prescribed by OSH through safety officer  <b>2022</b> 70% implementation as prescribed by OSH through safety officer  <b>2023</b> 80%  <b>2024</b> revisit of guidelines and possible improvements



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 3: Enabling and Productive Learning Environment					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>OBJECTIVE 2</b> To adopt and utilize advanced technology and equipment to improve teaching and learning and provide educational opportunities	<b>KRA 1: State-of-the-art ICT facilities and equipment</b>	<b>KPI 1:</b> 80% Implementation of ICT Modernization Project Plan (Hardware and Software)	Development and submission of a University-wide ICT Modernization Project Plan for Congressional Budgeting FY 2022	Office of the Executive Vice President  Information and Communication Technology Center  Office of the Executive Vice President	<b>2020: %</b> <b>2021: 50%</b> <b>2022: 60%</b> <b>2023: 70%</b> <b>2024: 80%</b>
		<b>KPI 2:</b> 80% Expansion of Mabini Learning Portal (EMLP)	Creation of Technical Working Group (TWG) for the Mabini Learning Portal (EMLP)	Office of the Vice President for Academic Affairs  Office of the Vice President for Branches and Campuses  Office of the Vice President for Finance	<b>2020: %</b> <b>2021: 50%</b> <b>2022: 60%</b> <b>2023: 70%</b> <b>2024: 80%</b>
<b>OBJECTIVE 3</b> To enhance support systems for effective learning	<b>KRA 1: Improved support systems for effective learning</b>	<b>KPI 1:</b> Number of Guidance and Counseling programs for students	<ul style="list-style-type: none"><li>Development of PUP Career Development Center</li><li>Establish more student centers or learning areas</li><li>Update e-library</li><li>Conduct peer group studies and tutorial sessions</li><li>Team-teaching and Cooperative Learning</li></ul>	Office of the Vice President for Student Affairs and Services	At least 3 programs yearly
		<b>KPI 2:</b> Number of programs developed for Student Organizations		Office of the Vice President for Branches and Campuses	At least 3 programs yearly
		<b>KPI 3:</b> 75% Completion of learning facilities <ul style="list-style-type: none"><li>e-Library</li><li>Student Center</li><li>Career Development Center</li><li>Classrooms</li></ul>		Office of the Vice President for Academic Affairs  Office of the Vice President for Administration	<b>Main Campus</b>  75% Completion of learning facilities by 2024  <b>Branches</b>



Republic of the Philippines  
**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES**  
**INSTITUTIONAL DEVELOPMENT PLAN 2020-2024**

**PUP: THE NATIONAL POLYTECHNIC UNIVERSITY**

Pillar 4: Holistic Student Development and Engagement					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>OBJECTIVE 1</b> To embed into the course syllabi learning contents that are designed for the holistic development of the students	<b>KRA 1:</b> Integration of students’ holistic development principles and practices in all course syllabi learning contents	<b>KPI 1:</b> 100% of the course syllabi in all academic programs are reflective of PUP shared values  (INSPIRED) I – Integrity and Accountability N – Nationalism S - Spirituality P - Passion for Learning and Innovation I – Inclusivity R – Respect for Human Right and the Environment E – Excellence D – Democracy	Integrate INSPIRED PUP shared values to all course syllabi in all academic programs  Create a committee composed of deans who will integrate and identify soft skills as core values the PuPian should possess.  Conduct activities (seminars, fora and discussions) on ethical and transformative leadership among students.  Coordination with concerned offices/departments as to experiential learning in the community related to the foreign students’ course/program.  Institutionalize program assessment through continuous evaluation in partnership with different outside organizations  Enhanced students’ critical skills	Office of the Vice President for Academic Affairs  Office of the Vice President for Branches and Campuses	<b>2020-2024</b> =100% compliance
<b>OBJECTIVE 2</b> To institutionalize student career mapping programs	<b>KRA 1:</b> Active academe-industry-government partnership	<b>KPI 1:</b> Increased Number of Partnership	Strengthen student career mapping  Constant consultation/coordination with colleges for their inputs and suggestions for student engagement to meet the demands of the partner industries.  Building a mechanism in showcasing student portfolios to all industry partners in enhancing partnerships and linkages  Regularly conduct activities like lecture series, career talk for students  Tracer study	Office of the Vice President for Student Affairs and Services  Office of the Vice President for Academic Affairs  Office of the Vice President for Branches and Campuses  Office of the Vice President for Research, Extension and Development	<b>2020:</b> <b>2021:</b> 10 active partners <b>2022:</b> 20 active partners <b>2023:</b> 30 active partners <b>2024:</b> 40 active partners
	<b>KRA 2:</b> Outcomes-based OJT and practicum programs	<b>KPI 1:</b> At least 10% of OJT students absorbed by the training stations			10% each year
		<b>KPI 2:</b> Percentage of graduates employed (2 years prior)			Yearly assessment  90% out of at least 30% of graduates who participated in tracer study



Republic of the Philippines  
**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES**  
**INSTITUTIONAL DEVELOPMENT PLAN 2020-2024**

**PUP: THE NATIONAL POLYTECHNIC UNIVERSITY**

<b>Pillar 4: Holistic Student Development and Engagement</b>					
<b>OBJECTIVE</b>	<b>KEY RESULT AREA</b>	<b>KEY PERFORMANCE INDICATOR with TARGETS</b>	<b>STRATEGY</b>	<b>RESPONSIBLE OFFICE</b>	<b>TIME FRAME</b>
<b>OBJECTIVE 3</b> <b>To institutionalize cultural activities for the holistic development of the students</b>	<b>KRA 1: Strengthen socio cultural activities of the university</b>	<b>KPI 1:</b> Number of cultural activities which promote and develop critical thinking skills among the studentry.	Conduct of cultural activities which promote and develop critical thinking skills among the studentry.	Office of the Vice President for Academic Affairs  Office of the Vice President for Branches and Campuses  Office of the Vice President for Student Affairs and Services	8 activities yearly
		<b>KPI 2:</b> Number of cultural activities which provide venues for scholarly discussion of socially relevant issues.	Conduct of cultural activities which provide venues for scholarly discussion of socially relevant issues	Office of the Vice President for Research, Extension and Development	2 yearly
		<b>KPI 3:</b> Number of involvements of student artists in NGOs, GOs, Peoples organizations and private institutions	Collaborations with various organizations	Office of the Vice President for Finance	2 yearly
<b>OBJECTIVE 4</b> <b>To democratize access of economically disadvantaged but talented and deserving students to quality education by providing scholarship and financial assistance programs</b>	<b>KRA 1: Access to quality education opportunity to poor but deserving students</b>	<b>KPI 1:</b> Increased number of scholars	Continuous promotion of scholarship program  Updating of promotional materials	Office of the Vice President for Academic Affairs  Office of the Vice President for Branches and Campuses	<b>2020=5</b> <b>2021=10</b> <b>2022=15</b> <b>2023=20</b> <b>2024=25</b>
	<b>KRA 2: Enhanced financial support from various industries and government agencies</b>	<b>KPI 1:</b> Increased number of private grantors and government agencies	Sending of Certificate of Partnership/ Conduct of Appreciation Day for grantors  Strict compliance to the provisions of Memorandum of Agreement, Memorandum Circulars, and Republic Acts  Recognition of scholars' achievement	Office of the Vice President for Student Affairs and Services  Office of the Vice President for Finance	<b>2020=2</b> <b>2021=2</b> <b>2022=2</b> <b>2023=2</b> <b>2024=2</b>



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 4: Holistic Student Development and Engagement					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>OBJECTIVE 5</b> To engage students in GAD activities that will enlighten and provide the students salient knowledge on gender sensitivity and GAD issues	<b>KRA 1: Gender Sensitive University</b>	<b>KPI 1:</b> Number of Gender and Development activities implemented for students in the Main, Branches and Campuses	Conduct trainings, workshops, forums and other related activities  Health and wellness and HIV Campaign  Include anti-sexual harassment in class discussion and set as a pre-requisite prior to permission of an OJT student to be designated in their corresponding workplace  Gender Sensitivity Training during the Freshman Orientation of the University and the Colleges  Guidance counselors will attend non-sexist counseling, either conducted in PUP or outside the University	Office of the Vice President for Research, Extension and Development  Office of the Vice President for Academic Affairs  Office of the Vice President for Branches and Campuses  Office of the Vice President for Student Affairs and Services	2020: 40 2021: 40 2022: 40 2023: 40 2024: 40





Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 5: Empowered Faculty Members and Employees					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>OBJECTIVE 1</b> To develop a sense of ownership of plans, programs, and projects of the university among employees and faculty	<b>KRA 1:</b> Highly motivated and productive university personnel	<b>KPI 1:</b> Monetary and Non-monetary awards and recognitions received for exemplary service	<p>. Optimize the monetary and non-monetary incentives will be implemented</p> <p>To recognize the achievements, innovations made by the employees in their particular work, recommendations made, including the extra mile attitude shown by the staff.</p> <p>Creation of Audit Compliance Service Award</p> <p>Annual recognition of distinct and exemplary contributions to the university of the faculty and employees.</p>	Executive Committee Office of the Vice President for Administration	<p><b>2020</b>-Recalibrated Programs</p> <p><b>2020</b> -Review of existing awards, incentives and recognitions and its implementation for the last 3 years.</p> <p><b>2021:</b> 40% of awards and incentives are granted <b>2022:</b> 50% of awards and incentives are granted <b>2023:</b> 60% of awards and incentives are granted <b>2024:</b> 75% of awards and incentives are granted</p>
	<b>KRA 2:</b> A vibrant and solidified community	<b>KPI 1:</b> Percentage of faculty participation in Academic Council Meeting	<p>Regular discussion of sectoral concerns thru EXECOM meetings</p> <p>Regular Academic Council Meeting</p>	Executive Committee All Sectors	<p><b>2020-2024:</b> Well represented members of the academic community in regular Academic Council Meeting</p>



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 5: Empowered Faculty Members and Employees					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
Objective 1: To develop a sense of ownership of plans, programs, and projects of the university among employees and faculty	KRA 2: A vibrant and solidified community	<b>KPI 2:</b> Percentage of Administrative Personnel's attendance in the University Administrative Council Meeting	Regular Administrative Council Meeting  Regular discussion of sectoral concerns thru EXECOM meetings	Executive Committee All Sectors	<b>2020-2024:</b> Well represented members of the administrative personnel in regular Academic Council Meeting
		<b>KPI 3:</b> Percentage of personnel involve in sports and cultural activities.	Conduct of sports and cultural activities for students, faculty, and administrative personnel.		<b>2020:</b> <b>2021:</b> 10% <b>2022:</b> 20% <b>2023:</b> 30% <b>2024:</b> 40%
		<b>KPI 4:</b> 100% participation in Gender Responsive Programs and activities	Conduct of Gender Responsive Activities		<b>2020:</b> 15% <b>2021:</b> 25% <b>2022:</b> 50% <b>2023:</b> 75% <b>2024:</b> 100%
	<b>KRA 3:</b> A community with a culture of shared responsibility and spirit of cooperation	<b>KPI 1:</b> Increased percentage of faculty and administrative staff engaged in extension and community relations activities	Engagement in community relations projects and activities	Executive Committee All Sectors	<b>2020:</b> <b>2021:</b> 25% <b>2022:</b> 50% <b>2023:</b> 75% <b>2024:</b> 100%
<b>OBJECTIVE 2</b> To enjoin faculty and administrative employees' organizations to participate in activities and programs of the university	<b>KRA 1:</b> Productive and enthusiastic faculty and administrative employees' organizations	<b>KPI 1:</b> Increase in involvement and wider participation of faculty and administrative employees in their respective organization	Mobilization of faculty and employees to take active role in the organization's activities	UNAKA UGPUP All Sectors	<b>2020:</b> <b>2021:</b> 25% <b>2022:</b> 50% <b>2023:</b> 75% <b>2024:</b> 100%
	<b>KRA 2:</b> Successful collaborative programs	<b>KPI 2:</b> Number of collaborative programs between UNAKA / UGPUP/ Faculty Associations and University	Consultative meetings	Faculty and Employees Organizations All Sectors	At least 3 programs yearly



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 5: Empowered Faculty Members and Employees					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>OBJECTIVE 3</b> To provide equal opportunities for career advancement and personal development of faculty and employees	<b>KRA 1: Improved faculty and employee profile</b>	<b>KPI 1:</b> 80% of the Faculty (regular and part-time) and Employees with improved profile	Conduct of evaluative study on Faculty and Employees with improved profile	Office of the Vice President for Research and Extension Development	2024: 80%
		<b>KPI 2:</b> Percentage of plantilla faculty with MS/MA and Doctorate degrees	Increase in the number of regular faculty in accordance with the CSC and CHED policies.	Office of the Vice President for Administration Office of the Vice President for Academic Affairs Office of the Vice President for Branches and Campuses	<b>MS/MA</b> <b>2020:</b> <b>2021:</b> 60% <b>2022:</b> 70% <b>2023:</b> 80% <b>2024:</b> 90% <b>Doctorate</b>  10% 20% 30% 40%
		<b>KPI 3:</b> Percentage of employees with: <ul style="list-style-type: none"><li>Advanced Education degrees</li><li>Bachelor's Degree</li><li>NC2 Certification</li></ul>	Regular monitoring of office intra and inter-organizational development in relations to staff development in acquiring employees' new skills, and delegate more responsibilities		<b>Advanced Education degrees</b> <b>2024:</b> 25%  <b>Bachelor's Degree</b> <b>2024:</b> 60%  <b>NC2 Certification</b> <b>2024:</b> 25%
		<b>KPI 4:</b> Percentage increase in career advancement/promotion of faculty and employees	Require to take the Level 1, Level 2 government eligibility examinations		<b>2020:</b> <b>2021:</b> 5 % <b>2022:</b> 10% <b>2023:</b> 15% <b>2024:</b> 20%
		<b>KPI 5:</b> Percentage increase in the number of faculty and employees pursuing studies	Enrollment in graduate studies among designees and administrative staff		<b>2020:</b> <b>2021:</b> 5 % <b>2022:</b> 10% <b>2023:</b> 15% <b>2024:</b> 20%
		<b>KPI 6:</b> 10% of non-teaching personnel with improved technical competency level	Creation of Personnel Development Committee (PDC) in line with PRIME-HR requirements		<b>2024:</b> 10%



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 6: Vigorous Research Production and Utilization					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>OBJECTIVE 1</b> To intensify production of basic, applied, technology-based, and solution-oriented researches	<b>KRA 1: Research-oriented faculty members</b>	<b>KPI 1:</b> 70% of the regular faculty members are research oriented (production, presentation, and publication)	<b>IDEA Program</b>  <b>Inclusive</b> (Research incentives, financial assistance and others stipulated in the policies and guidelines))	Office of the VP for Research, Extension & Development Research Management Office Research Institutes Institute for Science & Technology Research Institute for Human and Social Development Institute for Gender and Development Institute for Culture and Language Studies	<i>Percentage of Research Oriented Faculty Members/year</i> <b>2020=30%</b> <b>2021=40%</b> <b>2022=50%</b> <b>2023=60%</b> <b>2024=70%</b>
	<b>KRA 2: Productive research centers</b>	<b>KPI 1:</b> At least (14) research projects initiated by the Centers under the Research Institutes	<b>Dynamic</b> (Capacity building initiatives inside and/or outside the University)  <b>Enabling</b> (Project management of internally and externally funded research for advanced faculty researchers in the college/branch)	Research Centers Center for Mathematics, Computing and Information Sciences Research Center for Engineering and Technology Research Center for Life Sciences Research Center for Social History Center for Creative Writing Center for Philosophy and Humanities Center for Literature and Language Studies Center for Indigenous Peoples Studies Center for Human Rights Center for Peace, Poverty Alleviation and Community Development Studies Center for Environmental Studies Center for Public Administration & Governance Center for Labor and Industrial Relations Center for Gender Studies	<i>Research Projects/year</i> <b>2020=14</b> <b>2021=14</b> <b>2022 =14</b> <b>2023=14</b> <b>2024=14</b>
	<b>KRA 3: Institutionally/ Externally Funded industry/government/non-government agency-driven research projects</b>	<b>KPI 1:</b> At least one (1) industry-driven research projects initiated by the colleges/branches/ per year	<b>Altruistic</b> (Coaching and mentoring; and cooperative and collaborative projects)	Intellectual Property Management Office Research Publications Office	<i>Industry-driven research project/year</i> <b>2020= current</b> <b>2021=30</b> <b>2022=30</b> <b>2023=30</b> <b>2024=30</b>



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 6: Vigorous Research Production and Utilization					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>continuation</b> Objective 1: <i>To intensify production of basic, applied, technology-based, and solution-oriented researches</i>	<b>KRA 4: Gender responsive research (Basis: CMO No. 1, series of 2015, Part VI)</b>	<b>KPI 1:</b> At least one (1) gender responsive research for every College and Branch completed within the year	Gender Research Writeshop	Office of the Vice President for Research, Extension and Development  Office of the Vice President for Academic Affairs	Industry-driven research project/year <b>2020= current</b> <b>2021=30</b> <b>2022=30</b> <b>2023=30</b> <b>2024=30</b>
	<b>KRA 5: Increased participation of students in research</b>	<b>KPI 1:</b> Number of under graduate students presented the research outputs in national and or international conferences/ expositions/exhibits	Review guidelines on financial assistance for student activities	Office of the Vice President for Branches and Satellite Campuses  Office of the Vice President for Finance	<b>2024=195</b> (5 students per College/branch)
<b>OBJECTIVE 2</b> To provide more opportunities for dissemination of research outputs	<b>KRA 1: Research outputs published in indexed   refereed journals</b>	<b>KPI 1:</b> Five hundred (500) research publications in Scopus, WoS, ACI, AGPCI and other legitimate indexing and in CHED/PASUC recognized journals by 2024	IDEA Program  <b>Inclusive</b> (Research incentives, financial assistance and others stipulated in the policies and guidelines))	Office of the VP for Research, Extension & Development Research Management Office Research Institutes Institute for Science & Technology Research Institute for Human and Social Development Institute for Gender and Development Institute for Culture and Language Studies	Research Outputs published in Indexed Journals/year  <b>2020 =100</b> <b>2021 =100</b> <b>2022 =100</b> <b>2023 =100</b> <b>2024 =100</b>
	<b>KRA 2: Research outputs presented in recognized national and international conferences/forums</b>	<b>KPI 1:</b> 70% of the regular faculty members presented their research works in various recognized international conferences	<b>Dynamic</b> (Capacity building initiatives inside and/or outside the University)		Percentage of Faculty Members presented research work in International Conferences  <b>2020=x</b> <b>2021=40%</b> <b>2022=50%</b> <b>2023=60%</b> <b>2024=70%</b>



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 6: Vigorous Research Production and Utilization					
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Continuation. Objective 2: To provide more opportunities for dissemination of research outputs	KRA 2: Research outputs presented in recognized national and international conferences/ forums	KPI 2: At least two (2) University-sponsored International / National Conferences/Fora	continuation: IDEA Program  <b>Enabling</b> (Project management of internally and externally funded research for advanced faculty researchers in the college/branch)  <b>Altruistic</b> (Coaching and mentoring; and cooperative and collaborative projects)	Continuation...  Research Centers Center for Mathematics, Computing and Information Sciences Research Center for Engineering and Technology Research Center for Life Sciences Research Center for Social History Center for Creative Writing Center for Philosophy and Humanities Center for Literature and Language Studies Center for Indigenous Peoples Studies Center for Human Rights Center for Peace, Poverty Alleviation and Community Development Studies Center for Environmental Studies Center for Public Administration & Governance Center for Labor and Industrial Relations Center for Gender Studies  Intellectual Property Management Office Research Publications Office	University-sponsored International/National Conference/year  2020=x 2021=2 2022=2 2023=2 2024=2
		KPI 3: At least two 2 International / National Conferences/Fora in collaboration with partner agency or institution			Co-sponsored Conferences/year 2020=x 2021=2 2022=2 2023=2 2024=2
	KRA 3: Published University Journals	KPI 1: All University Journals Published within the prescribed timeframe		Office of the VP for Research, Extension & Development Research Publications Office  Office of the VP for Academic Affairs  Office of the VP for Branches and Campuses  Office of the VP for Finance  Office of the President Communication Management Office	University Journals Published/year  2020=8 2021=8 2022=8 2023=8 2024=8



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OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<i>Continuation.</i> <i>Objective 2: To provide more opportunities for dissemination of research outputs</i>	<b>KRA 4: Research outputs popularized through various forms of media</b>	<b>KPI 1:</b> At least three (3) popularized research outputs in various information and media platforms within a year	<i>continuation: IDEA Program</i>	Office of the VP for Research, Extension & Development Research Publications Office  Office of the VP for Academic Affairs  Office of the VP for Branches and Campuses  Office of the VP for Finance  Office of the President Communication Management Office	<i>Popularized Research Outputs/year</i>  <b>2020=3</b> <b>2021=3</b> <b>2022=3</b> <b>2023=3</b> <b>2024=3</b>
<b>OBJECTIVE 3</b> <b>To ensure that research outputs are utilized by experts, policy-makers, industry, and society</b>	<b>KRA 1: Citation of PUP-produced research published in reputable journals, books, magazines and other forms of media</b>	<b>KPI 1:</b> At least two hundred (200) citations of research articles published by the regular faculty members in 2024	<b>IDEA Program Inclusive</b> <i>(Research incentives, financial assistance and others stipulated in the policies and guidelines))</i>  <b>Dynamic</b> <i>(Capacity building initiatives inside and/or outside the University)</i>  <b>Enabling</b> <i>(Project management of internally and externally funded research for advanced faculty researchers in the college/branch)</i>  <b>Altruistic</b> <i>(Coaching and mentoring; and cooperative and collaborative projects)</i>  Research Management System	Office of the VP for Research, Extension & Development Research Management Office Research Institutes <i>Institute for Science &amp; Technology</i> <i>Research Institute for Human and Social Development</i> <i>Institute for Gender and Development</i> <i>Institute for Culture and Language Studies</i>  Research Centers <i>Center for Mathematics, Computing and Information Sciences Research</i> <i>Center for Engineering and Technology Research</i> <i>Center for Life Sciences Research</i> <i>Center for Social History</i> <i>Center for Creative Writing</i> <i>Center for Philosophy and Humanities</i> <i>Center for Literature and Language Studies</i> <i>Center for Indigenous Peoples Studies</i> <i>Center for Human Rights</i>	Two hundred citations of research articles by 2024





Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

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Objective 3: To ensure that research outputs are utilized by experts, policy-makers, industry, and society	KRA 2: Patented inventions and certified utility models	KPI 1: At least 5 Intellectual Property Rights (Patent  Utility Model  Industrial Design  Trademark) generated per year.	Collaboration with the Colleges and Branches/Campuses	Center for Peace, Poverty Alleviation and Community Development Studies Center for Environmental Studies Center for Public Administration & Governance Center for Labor and Industrial Relations Center for Gender Studies  Extension Management Office Intellectual Property Management Office Research Publications Office Institutional Planning Office  Office of the Executive Vice President --Information and Communication Technology Office	2020= at least 5 UM/ID/TM 2021= at least 5 UM/ID/TM 2022= at least 5 UM/ID/TM 2023= at least 5 UM/ID/TM 2024= at least 5 UM/ID/TM
	KRA 3: Research outputs that are adopted by society	KPI 1: Number of communities  SME   beneficiaries adopted the technology	Collaboration with Colleges / Branches/Campuses and partner Communities	Office of the Vice President for Research, Extension and Development Extension Management Office Intellectual Property Management Office	Society-adopted Research/year  2020 =-x 2021=2 2022=3 2023=4 2024=5
		KPI 2: Number of produced technologies for adoption	Coordination with the Colleges and Branches Collaboration between IPMO and EMO	Office of the Vice President for Academic Affairs  Office of the Vice President for Branches and Satellite Campuses	2020=-x 2021=1 2022=2 2023=3 2024=4
		KPI 3: Number of statistical studies accomplished and submitted to respective authorities, organizations or offices	Gather and analyze statistical data which can be basis for policy formulation, implementation or evaluation  Partnership with private organizations and public offices/bureaus	Office of the Executive Vice President Institute for Data and Statistical Analysis	2020 =3 2021=5 2022 =7 2023 =10 2024= 14





Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 6: Vigorous Research Production and Utilization					
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Objective 3: To ensure that research outputs are utilized by experts, policy-makers, industry, and society	<b>KRA 4: Commercialized research outputs</b>	<b>KPI 1:</b> At least 3 research outputs commercialized	Collaboration with Colleges and Branches/Campuses	Office of the Vice President for Research, Extension and Development Intellectual Property Management Office  Office of the Vice President for Academic Affairs  Office of the Vice President for Branches and Satellite Campuses	Commercialized Research Output/year  <b>2020=3</b> <b>2021=3</b> <b>2022=3</b> <b>2023=3</b> <b>2024=3</b>
	<b>KRA 5: Research outputs that are adopted by the university</b>	<b>KPI 1:</b> Number of institutional evaluative studies for policy formulation and decision making	Conduct institutional evaluative studies  Collaboration with different offices in the university	Office of the Vice President for Research, Extension and Development Institutional Planning Office  Office of the Executive Vice President Institute for Data and Statistical Analysis	University-adopted research  <b>2020=2</b> <b>2021=2</b> <b>2022=2</b> <b>2023=2</b> <b>2024=2</b>



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 6: Vigorous Research Production and Utilization					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>OBJECTIVE 4</b> To broaden participation in national and international research and knowledge communities	<b>KRA 1:</b> Strong involvement in national and international research networks	<b>KPI 1:</b> Organized Consortium among Polytechnic Colleges and Universities in the Philippines and ASEAN	University Internationalization Research Roadmap  Establishment of Association of Polytechnic Colleges and Universities in the Philippines (APCUP) and ASEAN Polytechnic Network  Coordination with the International Affairs Office  Collaboration with DOST/CHED and International Universities and Organizations Strengthen partnership / linkages with international research institutions in coordination with the Research Management Office through: <ul style="list-style-type: none"><li>• MOU/MOA Signing and Implementation</li><li>• Cascade research-related projects/activities to the Research Management Office and concerned colleges, branches/campuses</li></ul> Encourage colleges as to activation of existing MOUs in the area of research collaboration	Office of the VP for Research, Extension & Development  Research Management Office Research Institutes <i>Institute for Science &amp; Technology</i> <i>Research Institute for Human and Social Development</i> <i>Institute for Gender and Development</i> <i>Institute for Culture and Language Studies</i>  Research Centers <i>Center for Mathematics, Computing and Information Sciences Research</i> <i>Center for Engineering and Technology Research</i> <i>Center for Life Sciences Research</i> <i>Center for Social History</i> <i>Center for Creative Writing</i> <i>Center for Philosophy and Humanities</i> <i>Center for Literature and Language Studies</i> <i>Center for Indigenous Peoples Studies</i> <i>Center for Human Rights</i> <i>Center for Peace, Poverty Alleviation and Community Development Studies</i> <i>Center for Environmental Studies</i> <i>Center for Public Administration &amp; Governance</i> <i>Center for Labor and Industrial Relations</i> <i>Center for Gender Studies</i>  Intellectual Property Management Office Research Publications Office Institutional Planning Office	<b>2021-2022</b> Organized National Polytechnic Education Consortium  <b>2022-2024</b> ASEAN Polytechnic Consortium Organized



Republic of the Philippines  
**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES**  
**INSTITUTIONAL DEVELOPMENT PLAN 2020-2024**

**PUP: THE NATIONAL POLYTECHNIC UNIVERSITY**

Pillar 7: Global Academic Standards and Excellence					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>OBJECTIVE 1</b> To implement internal quality assurance programs based on national and international standards	<b>KRA 1:</b> Recognition in the following accrediting bodies:  Institutional Sustainability Accreditation (ISA)	<b>KPI 1:</b> 100% compliance with ISA requirements by 2022	Strict implementation with ISA policies and guidelines  Prepare a framework including a detailed work plan for the pre, during, and post ISA visit activities  Facilitate various workshops for the University's ISA task force in the preparation of the Self Evaluation Document (SED) along the Five Key Result Areas (KRAs)  Review and/or recommend revision of submitted taskforce outputs based on ISA standards  Carry out a comprehensive situation analysis to identify best practices and areas needing improvement in program and institutional management  Recommend corrective or developmental interventions to further strengthen the University's Internal Quality Assurance System to meet national and international standards  Facilitate post visit evaluation and assist the University and College officials in utilizing the ISA results for continuous quality improvement	Office of the Vice President for Academic Affairs <ul style="list-style-type: none"><li>Quality Assurance Office</li></ul> Office of the Vice President for Research, Extension and Development  Office of the Vice President for Student Affairs and Services  Office of the Vice President for Finance  Office of the Vice President for Administration	<b>2020</b> Committee creation, tasking and completion of work plan  <b>2021</b> Preparation, simulation and self-assessment.  <b>2022</b> ISA visit and certification



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 7: Global Academic Standards and Excellence					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
Objective 1: To implement internal quality assurance programs based on national and international standards	KRA 1: Recognition in the following accrediting bodies:  <b>Inclusion in the Quacquarelli Symonds (QS) Asian and World Ranking of Universities</b>	<b>KPI 2:</b> Participation in the QS World Ranking by 2024	Intensify international presence to enhance the University's international reputation	Office of the President Communication Management Office	<b>2020</b> Committee creation, tasking and completion of work plan
		<b>KPI 3:</b> Participation in the QS Asian Ranking by 2023		Office of the Executive Vice President Office of the International Affairs	<b>2021-2022</b> Preparation and self-assessment
				Office of the Vice President for Academic Affairs	<b>2023</b> Participation in QS Asian Ranking
				Office of the Vice President for Research, Extension, Planning and Development	<b>2024</b> Participation in QS World Ranking
	<b>KRA 2: Compliance with the Washington Accord through:</b>  Accreditation Board for Engineering and Technology (ABET) Accreditation and Certification Board for Engineering and Technology	<b>KPI 1:</b> <ul style="list-style-type: none"><li>ABET Accreditation of 1 engineering program by 2023</li><li>ACBET Accreditation of 2 engineering programs by 2021</li></ul>	<ul style="list-style-type: none"><li>Creation of Project Management Committees for ABET and ACBET</li><li>Strengthening QAC support-service coordination, monitoring and reporting system with all concerned units to address areas needing improvement based on ABET and ACBET standards</li><li>Conduct of self-assessment, simulation, FGDs and workshops</li><li>Implementation of Score-Card System in monitoring progress</li></ul>	Office of the Vice President for Student Affairs and Services	<b>ABET</b>
				Office of the Vice President for Administration	<b>2020</b> Committee creation, tasking, self-assessment and simulation
				Office of the Vice President for Finance	<b>2021-2022</b> Data collection, self-assessment and simulation
					<b>2023</b> ABET visit and certification
					<b>ACBET</b>
					<b>2020</b> Committee creation, tasking, self-assessment and simulation
					<b>2021</b> ACBET visit and certification



PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

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OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>continuation</b> Objective 1: To implement internal quality assurance programs based on national and international standards	<b>KRA 3: Compliance with the Seoul Accord through:</b>  <b>PCS Information and Computing Accreditation Board</b>	<b>KPI 1:</b> <ul style="list-style-type: none"><li>PICAB Accreditation of at least 1 computer or information program by 2022</li></ul>	<ul style="list-style-type: none"><li>Creation of Project Management Committees for PICAB</li><li>Strengthening QAC support-service coordination, monitoring and reporting system with all concerned units to address areas needing improvement based on PICAB standards</li><li>Conduct of self-assessment, simulation, FGDs and workshops</li><li>Implementation of Score-Card System in monitoring progress</li></ul>	Office of the Vice President for Academic Affairs Quality Assurance Center  Office of the Vice President for Research, Extension and Development  Office of the Vice President for Student Affairs and Services  Office of the Vice President for Finance  Office of the Vice President for Administration  College of Computer and Information System	<b>PICAB</b>  <b>2020</b> Committee creation, tasking, self-assessment and simulation  <b>2021-2022</b> Data collection, self-assessment and simulation  <b>2023</b> PICAB visit and certification
	<b>KRA 4: International Recognition of Business Programs through:</b>  <b>International Accreditation Council for Business Education</b>	<b>KPI 1:</b> <ul style="list-style-type: none"><li>IACBE Accreditation of at least 2 business programs by 2024</li></ul>	<ul style="list-style-type: none"><li>Creation of Project Management Committees for IACBE</li><li>Strengthening QAC support-service coordination, monitoring and reporting system with all concerned units to address areas needing improvement based on IACBE standards</li><li>Conduct of self-assessment, simulation, FGDs and workshops</li><li>Implementation of Score-Card System in monitoring progress</li></ul>	Office of the Vice President for Academic Affairs Quality Assurance Center  Office of the Vice President for Research, Extension and Development  Office of the Vice President for Student Affairs and Services  Office of the Vice President for Finance  Office of the Vice President for Administration  College of Business Administration  College of Accountancy and Finance	<b>IACBE</b>  <b>2020</b> Committee creation, tasking, self-assessment and simulation  <b>2021-2023</b> Data collection, self-assessment and simulation  <b>2024</b> IACBE visit and certification



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 8: Synergistic, Productive, Strategic Networks and Partnerships					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>OBJECTIVE 1</b> To forge partnerships with reputable academic institutions for research and academic collaborations and other related engagements	<b>KRA 1: Twinning and dual academic programs</b>	<b>KPI 1:</b> At least 5 graduate and undergraduate academic programs have established twinning/dual/ double-degree programs with international educational institutions.	<p>Establish strong industry linkages</p> <p>Forge agreement on the offering of twinning and dual academic program.</p> <p>Pro-active search for possible partners through:</p> <p>Internet Search</p> <p>Embassy Hopping</p> <p>Participation in internationalization expo's</p> <p>Coordination with CHED-IAS (International Affairs Staff) Office</p> <p>Referral System</p> <p>Establish / Join in regional networks and consortiums with top educational institutions in the country, the ASEAN region, and other countries to enhance institutional capacity and international standing</p> <p>Intensify linkage with foreign embassies/consulates, education attaches, and other international agencies engaged in technical and economic cooperation for scholarship/ fellowship and research grants.</p> <p>Aggressively scout for existing mobility programs and intensify promotion of the PUP programs to neighboring countries.</p> <p>Review and revise curriculum to allow for flexibility and ensure it complements with that of the twinning institution.</p> <p>Strengthen graduate programs and promote inter-institutional programs with prestigious universities.</p> <p>Improve physical infrastructure and services for academic. Research, and cultural collaborations</p>	<p>Office of the Vice President for Academic Affairs</p> <p>Office of the Vice President for Branches and Campuses</p> <p>Office of the Vice President for Student Affairs and Services</p> <p>Office of the Executive Vice President</p> <p>Office of the Vice President for Academic Affairs</p> <p>Office of the Vice President for Branches and Campuses</p>	<p><b>2020-2021</b> establish linkage with prospective partner institution</p> <p><b>2022</b> Preparation of requirements</p> <p><b>2023</b> Implementation of the twinning programs</p> <p><b>2024</b> Assessment</p>



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 8: Synergistic, Productive, Strategic Networks and Partnerships					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<i>Objective 1: To forge partnerships with reputable academic institutions for research and academic collaborations and other related engagements</i>	<b>KRA 2: Visiting professorship</b>	<b>KPI 1:</b> At least one (1) Visiting Professor per college/branch	Invite experts/practitioners with high level of proficiency and competence in their respective professions  Review of existing Guidelines on Internationalization  Virtual Exchange Cascade academic and culture exchange-related projects/activities to the offices/colleges/ departments concerned for promotion and possible replication in other academic units.	Office of the Vice President for Academic Affairs  Office of the Vice President for Branches and Campuses  Office of the Vice President for Research, Extension and Development	<b>2020=</b> <b>2021 =39</b> <b>2022 =39</b> <b>2023 =39</b> <b>2024 =39</b>
	<b>KRA 3: Academic and or Cultural Exchanges</b>	<b>KPI 1:</b> At least 1 active agreement on academic and or cultural exchanges per college and branch	Regular report on Internationalization-related programs.  Conduct an Echo-Seminar in Internationalization-related activities participated by University representatives (faculty & student)	Office of the Vice President for Academic Affairs  Office of the Vice President for Branches and Campuses  Office of the Vice President for Research, Extension and Development  Office of the Executive Vice President Office of the International Affairs	<b>2020 =</b> <b>2021 =39</b> <b>2022 =39</b> <b>2023 =39</b> <b>2024 =39</b>



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

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OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>OBJECTIVE 2</b> To weave Academe-Industry-Government linkages (AIG)	<b>KRA 1:</b> Established AIG Advisory Council	<b>KPI 1:</b> Established industry-government collaborators per College/Branch as members of AIG Advisory Council by 2021	Create Academe-Industry-Government Advisory Council that will aid student and faculty involvement in collaborative engagements.  Forge strong linkages with government and industry for modernizing curriculum and instruction  Establish strategic relationship with government and/or industry partners to boost research productivity, intellectual property profiles, technology transfer and commercialization.  Benchmark on industry best practices and experiences to ensure that program learning outcomes match the industry needs.  Invite experts/practitioners from leading academic, industry and government institutions/agencies to review, evaluate and introduce innovative ideas drawn from their experience and expertise to improve curriculum content, training strategies, and educational processes.	Office of the Vice President for Academic Affairs  Office of the Vice President for Student Affairs and Services <i>Alumni Relations and Career Development Office</i>	<b>2020=</b> <b>2021</b> =established linkages <b>2022</b> =implementation of programs, projects and activities <b>2023</b> =monitoring/ evaluation and expansion of linkages <b>2024</b> = monitoring/ evaluation and expansion of linkages





Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 9: Active and Sustained Stakeholders' Engagement					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>OBJECTIVE 1</b> To forge solidarity with internal stakeholders <i>(parents, alumni, faculty and employees)</i>	<b>KRA 1:</b> Projects involving the parents, alumni, faculty and employees	<b>KPI 1:</b> Number of collaborative programs and activities involving faculty, parents and alumni per College and Branch	Internal Community Relations Campaign Programs involving faculty and employees  Widened tracking of PUP Alumni  Strengthen PUP Alumni Relations  Parent-Faculty Communication System	Office of the Vice President for Research, Extension and Development  Office of the Vice President for Academic Affairs  Office of the Vice President for Branches and Campuses  Office of the Vice President for Student Affairs and Services	<b>2020=</b> <b>2021 =39</b> <b>2022 =39</b> <b>2023 =39</b> <b>2024 =39</b>
<b>OBJECTIVE 2</b> To strengthen the commitment of external stakeholders <i>(LGUs, Donors and benefactors, industry partners, PASUC, consortium of polytechnics)</i>	<b>KRA 1:</b> Programs and projects partnered with stakeholders	<b>KPI 1:</b> Increase in the number of programs and projects partnered with government, non-government and private stakeholders	Strengthen the operations of the Special Projects Office (SPPO), Alumni Relations and Career Development Office (ARCO) and Scholarship and Financial Assistance Services (SFAS).  Continuous production of Information Education Campaign thru print, audio visual presentation (AVP) and Social Media  Creation of Annual Outreach Plan which observe the benefits of Indigenous group and being responsive to Gender and Development (GAD) of the institution  Launching of Lingap-Komunidad (for identified community I.e. Indigenous Group) and Lingap-Paaralan (for identified Elementary school)	Office of the President  Office of the Vice President for Student Affairs and Services  Office of the Vice President for Research, Extension and Development	<b>2020=</b> <b>2021 =39</b> <b>2022 =78</b> <b>2023 =120</b> <b>2024 =156</b>



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 9: Active and Sustained Stakeholders' Engagement					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>continuation</b> <i>Objective 2: To strengthen the commitment of external stakeholders (LGUs, Donors and benefactors, industry partners, PASUC, consortium of polytechnics)</i>	<b>KRA 2: Sponsorships, endowment, and other financial grants</b>	<b>KPI 1:</b> Number of Industry Partners that provide support to the University	External Relations Plan	Office of the President  Office of the Vice President for Student Affairs and Services  Office of the Vice President for Research, Extension and Development	2020= 3 2021 = 5 2022 = 7 2023 = 10 2024 = 14
Pillar 10: Sustainable Social Development Programs and Projects					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>OBJECTIVE 1</b> To capacitate, transform and empower communities	<b>KRA 1: Served communities and beneficiaries</b>	<b>KPI 1:</b> 5 % increase in the number of trained beneficiaries per year as computed by <i>(number of trained beneficiaries x number of hours x number of days)</i>	Develop linkages with various communities, LGUs and other institutions. (HBP)	Office of the VP for Research, Extension & Development  Extension Management Office Intellectual Property Management Office Institutional Planning Office	2020=quarantine period 2021=5% 2022=5% 2023=5% 2024=5%
		<b>KPI 2:</b> 10% increase in the number of partnerships established per year	Conduct RCA in the nearby barangays. Then conduct CNA in the target beneficiaries	Office of the VP for Academic Affairs	2020=quarantine period 2021=10% 2022=10% 2023 =10% 2024=10%
		<b>KPI 3:</b> 5% Increase in the number of partner communities per year	Conduct regular visits /environmental scanning to identify communities that need assistance/intervention programs	Office of the VP for Branches and Campuses	2020=quarantine period 2021=5% 2022=5% 2023=5% 2024=5%
		<b>KPI 4:</b> At least 3 Extension projects in a year based from the TNA and subsequently based from monitoring & evaluation of the projects	Facilitate mutual decisions between the University as implementer and the community as partner beneficiary through MOU/MOA	Office of the VP for Finance	2020=quarantine period 2021=3 2022=3 2023=3 2024=3



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 10: Sustainable Social Development Programs and Projects					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>continuation</b> <i>Objective 1: To capacitate, transform and empower communities</i>	<b>KRA 2: Transferring and sharing of technology, skills, knowledge, and expertise</b>	<b>KPI 1:</b> 60% of the confirmed participants attended the training	Proper coordination and monitoring shall be conducted before, during and after the training	Office of the VP for Research, Extension & Development	2020=quarantine period 2021=60% 2022=60% 2023=60% 2024=60%
		<b>KPI 2:</b> 80 % of beneficiaries that rated the training as VS or outstanding	Employ highly qualified experts in carrying out trainings and workshops for the beneficiaries	Extension Management Office Intellectual Property Management Office Institutional Planning Office	2020=quarantine period 2021=80% 2022=80% 2023 =80% 2024=80%
		<b>KPI 3:</b> At least 70% of all regular faculty are involved in extension activities	Incentivize faculty through the implementation of the consistent application of incentives in the University Extension Manual	Office of the VP for Academic Affairs	2020=quarantine period 2021=35% 2022=55% 2023=65% 2024=70%
	<b>KRA 3: Profitable enterprises in adopted communities</b>	<b>KPI 1:</b> 10% of trained beneficiaries engaged in livelihood activities or businesses	Provide capability building workshops for Extension project development and implementation	Office of the VP for Branches and Campuses  Office of the VP for Finance	2020 =quarantine period 2021=2% 2022=3% 2023=5% 2024=10%
		<b>KPI 2:</b> 5% increase in income of trained beneficiaries with livelihood / business	Provide Extension programs for business/entrepreneurship		2020=quarantine period 2021=5% 2022=5% 2023=5% 2024=5%
	<b>KRA 4: Viable demonstration of sustainable and impactful projects</b>	<b>KPI 1:</b> At least 10% of the beneficiaries have livelihood as skilled workers	Regular Monitoring of the Beneficiaries		2020= quarantine period 2021=2% 2022=3% 2023=5% 2024 =10%
		<b>KPI 2:</b> 10% of trainings given to beneficiaries used or adopted by communities	Execute impact assessment three years after the implementation of the program		2020 = quarantine period 2021=2% 2022=3% 2023=5% 2024=10%



Republic of the Philippines  
**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES**  
**INSTITUTIONAL DEVELOPMENT PLAN 2020-2024**

**PUP: THE NATIONAL POLYTECHNIC UNIVERSITY**

<b>Pillar 10: Sustainable Social Development Programs and Projects</b>					
<b>OBJECTIVE</b>	<b>KEY RESULT AREA</b>	<b>KEY PERFORMANCE INDICATOR with TARGETS</b>	<b>STRATEGY</b>	<b>RESPONSIBLE OFFICE</b>	<b>TIME FRAME</b>
<b>continuation</b> <i>Objective 1: To capacitate, transform and empower communities</i>	<i>KRA 4: Viable demonstration of sustainable and impactful projects</i>	<b>KPI 3:</b> 10% of Trainings provided resulted in improved standard of living of the participants	Continuous follow up and conducting of impact studies on all extension projects	Office of the VP for Research, Extension & Development	<b>2020</b> = quarantine period <b>2021</b> =2% <b>2022</b> =3% <b>2023</b> =5% <b>2024</b> =10%
		<b>KPI 4:</b> 5% of beneficiaries who were able to enroll in formal education and/or in higher learning institutions after intervention /extension program	Scout for scholarships for beneficiaries who wish to pursue formal education through linkages	Extension Management Office Intellectual Property Management Office Institutional Planning Office  Office of the VP for Academic Affairs	<b>2020</b> = quarantine period <b>2021</b> =2% <b>2022</b> =3% <b>2023</b> =4% <b>2024</b> =5%
	<b>KRA 5: Improvement in the Quality of Lives of the beneficiaries</b>	<b>KPI 1:</b> 5% of beneficiaries trained are employed.	Continuous follow up and conducting of impact studies on all extension projects to ensure the affectivity of programs. (HBP)  Facilitate job-hunting and scout employment opportunities for the partner-beneficiaries	Office of the VP for Branches and Campuses  Office of the VP for Finance	<b>2020</b> = quarantine period <b>2021</b> =2% <b>2022</b> =3% <b>2023</b> =4% <b>2024</b> =5%
		<b>KPI 2:</b> 5% of beneficiaries have started or involved in business of their own	Provide orientation/crash program on entrepreneurship and/or help beneficiaries in securing start up fund from government or private donors or lending institutions with the most minimal interest		<b>2020</b> = quarantine period <b>2021</b> =2% <b>2022</b> =3% <b>2023</b> =4% <b>2024</b> =5%
	<b>KRA 6: Extension programs organized and supported consistent with SUC's mandated and priority programs</b>	<b>KPI 1:</b> 10% of the approved extension projects of colleges/branches and campuses for institutional funding per year.	Prompt release of budget proposal to be used in the implementation of the project and programs		<b>2020</b> =10% <b>2021</b> =10% <b>2022</b> =10% <b>2023</b> =10% <b>2024</b> =10%
		<b>KPI 2:</b> 80% of submitted College/Branch/Institute extension projects were evaluated as Good or better by the Extension Project Proposal Evaluation Committee (EPPEC)	Coordination between the academic, research, finance and budget sectors to ensure adequate and continuous funding for extension projects		<b>2020</b> =80% <b>2021</b> =80% <b>2022</b> =80% <b>2023</b> =80% <b>2024</b> =80%



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 10: Sustainable Social Development Programs and Projects					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
<b>continuation</b> Objective 1: To capacitate, transform and empower communities	<b>KRA 6:</b> Extension programs organized and supported consistent with SUC's mandated and priority programs	<b>KPI 3:</b> 100% of the submitted extension project for institutional funding was aligned with the university extension agenda.	Orientation/seminar on UEM  Coordination meetings include the men and women in the target community	Office of the VP for Research, Extension & Development  Extension Management Office Intellectual Property Management Office Institutional Planning Office  Office of the VP for Academic Affairs  Office of the VP for Branches and Campuses  Office of the VP for Finance	<b>2020=100%</b> <b>2021=100%</b> <b>2022=100%</b> <b>2023=100%</b> <b>2024 =100%</b>
	<b>KRA 7:</b> Gender responsive extension programs (Basis: CMO No. 1, series of 2015, Part VII)	<b>KPI 1:</b> 25% of the university extension projects involves women, single parents, senior citizen, PWDs, LGBTQ+ and other vulnerable sector of communities as participants	Encourage various colleges for the inclusion of the gender-related project proposal	Office of the VP for Research, Extension & Development • Institute for Gender and Development Extension Management Office	<b>2020=5%</b> <b>2021=10%</b> <b>2022=15%</b> <b>2023=20%</b> <b>2024 =25%</b>
<b>OBJECTIVE 2</b> To provide technical and or expert services programs	<b>KRA 1:</b> Research-based extension activities	<b>KPI 1:</b> 100% of the Extension projects are supported by a community needs assessment.	Conduct environmental scanning, Rapid Community Assessment and by Community Needs Assessment surveys  Enhancement of needs assessment survey instrument and client feedback survey  Conduct Extension Capability Building Seminars and Activities	Office of the VP for Research, Extension & Development  Extension Management Office Intellectual Property Management Office Institutional Planning Office  Office of the VP for Academic Affairs  Office of the VP for Branches and Campuses  Office of the VP for Finance	<b>2020=quarantine period</b> <b>2021=100%</b> <b>2022=100%</b> <b>2023=100%</b> <b>2024=100%</b>



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 10: Sustainable Social Development Programs and Projects					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
Objective 2: To provide technical and or expert services programs	<b>KRA 2: Responsive outreach and expert interventions to beneficiaries</b>	<b>KPI 1:</b> 10% increase in the number of outreach projects per year	Conduct Rapid Community Assessments and Community Need Assessment surveys to ensure the proper services are delivered	Office of the VP for Research, Extension & Development	2020 =10% 2021=10% 2022 =10% 2023=10% 2024 =10%
		<b>KPI 2:</b> 10% increase in the number of beneficiaries served and assisted per year	Scout for more partnerships through linkages entered into MOA/MOU	Extension Management Office Intellectual Property Management Office Institutional Planning Office	2020=10% 2021=10% 2022=10% 2023=10% 2024 =10%
		<b>KPI 3:</b> At least 50% of all regular faculty are involved in extension activities per year	Provide Extension projects for different fields of specialization  Faculty members must be given proper orientation and training before they get involved in the program	Office of the VP for Academic Affairs  Office of the VP for Branches and Campuses	2020=quarantine period 2021=50% 2022=50% 2023=50% 2024 =50%
	<b>KRA 3: Successful programs and projects of beneficiary individuals and communities</b>	<b>KPI 1:</b> 5% of projects are supported / funded by the LGU / Government / Institution etc.	Facilitate active involvement of LGUs and other government institutions through MOA/MOU		2020=quarantine period 2021=2% 2022=3% 2023=4% 2024=5%
		<b>KPI 2:</b> 5% of the total extension projects are externally funded	Scout for more partnerships through linkages entered into MOA/MOU		2020=quarantine period 2021=2% 2022=3% 2023=4% 2024=5%
		<b>KPI 3:</b> 10% of the total extension projects are registered with the DTI / CDA, etc.	Continuous follow up and conducting of impact studies on all extension projects to ensure the affectivity of programs. (HBP) Proper filing of each programs/projects to support proof for documentation purposes		2020=quarantine period 2021=2% 2022=3% 2023=5% 2024=10%



Republic of the Philippines  
**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES**  
**INSTITUTIONAL DEVELOPMENT PLAN 2020-2024**

**PUP: THE NATIONAL POLYTECHNIC UNIVERSITY**

<b>Pillar 10: Sustainable Social Development Programs and Projects</b>					
<b>OBJECTIVE</b>	<b>KEY RESULT AREA</b>	<b>KEY PERFORMANCE INDICATOR with TARGETS</b>	<b>STRATEGY</b>	<b>RESPONSIBLE OFFICE</b>	<b>TIME FRAME</b>
<b>continuation</b> <i>Objective 2: To provide technical and or expert services programs</i>	<i>KRA 3: Successful programs and projects of beneficiary individuals and communities</i>	<b>KPI 4:</b> 5% increase in the number of TESDA skilled certified beneficiaries per year	Retain and select the active barangay beneficiaries (pilot/replicated) to join in the program/project	Office of the VP for Research, Extension & Development  Extension Management Office Intellectual Property Management Office Institutional Planning Office	<b>2020=</b> quarantine period <b>2021=</b> 5% <b>2022=</b> 5% <b>2023=</b> 5% <b>2024 =</b> 5%
		<b>KPI 5:</b> Release at least 1 extension impact study every year	Conduct Seminar – training on how to conduct long term impact study.	Office of the VP for Academic Affairs	<b>2020 =</b> <b>2021=</b> 1 (baseline 2019) <b>2022=</b> 1(baseline 2021) <b>2023=</b> 1 (baseline 2022) <b>2024=</b> 1 (baseline 2023)
	<b>KRA 4: Adoption and utilization of transferred technology to partner beneficiaries</b>	<b>KPI 1:</b> 5% increase in the number of adopted and utilized technology by partner beneficiaries	Produce hand-outs/materials used for the implementation of the Extension projects	Office of the VP for Branches and Campuses  Office of the VP for Finance	<b>2020=</b> <b>2021=</b> 2% <b>2022=</b> 3% <b>2023=</b> 4% <b>2024=</b> 5%
		<b>KPI 2:</b> 5% of technologies developed per year are used by communities.	Constant coordination with the Intellectual Property Management Office of the University for the viable patented technologies of the university that can be transferred to the partner community		<b>2020=</b> <b>2021=</b> 2% <b>2022=</b> 3% <b>2023=</b> 4% <b>2024 =</b> 5%
<b>OBJECTIVE 3</b> <b>To provide sustainable Extension Programs</b>	<b>KRA 1: Established linkages/ partnerships with International, National and Local Government Units/Agencies, Non-Government Organizations, private organizations and other education institutions</b>	<b>KPI 1:</b> 5% increase in the number of established MOA/MOU per year.	Encourage the continuous development and maintenance of relationships/ partnerships with various institutions	Office of the VP for Research, Extension & Development  Extension Management Office Intellectual Property Management Office Institutional Planning Office  Office of the VP for Academic Affairs  Office of the VP for Branches and Campuses  Office of the VP for Finance	<b>2020=</b> quarantine period <b>2021=</b> 2% <b>2022=</b> 3% <b>2023=</b> 4% <b>2024=</b> 5%





Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
INSTITUTIONAL DEVELOPMENT PLAN 2020-2024

PUP: THE NATIONAL POLYTECHNIC UNIVERSITY

Pillar 10: Sustainable Social Development Programs and Projects					
OBJECTIVE	KEY RESULT AREA	KEY PERFORMANCE INDICATOR with TARGETS	STRATEGY	RESPONSIBLE OFFICE	TIME FRAME
Objective 3: To provide sustainable Extension Programs	KRA 1: Established linkages/ partnerships with International, National and Local Government Units/Agencies, Non-Government Organizations, private organizations and other education institutions	<b>KPI 2:</b> 5% increase in the number of partnerships with agencies that provide co-funding support	Establish Memorandum of Agreement with the stakeholders/ partners	Office of the VP for Research, Extension & Development  Extension Management Office Intellectual Property Management Office Institutional Planning Office	2020=x 2021=2% 2022=3% 2023=4% 2024=5%
		<b>KPI 3:</b> Establish at least 1 international linkage on extension engagement (program, project and activity)	Hold Partners day meetings to establish camaraderie and strong partnership ties	Office of the VP for Academic Affairs  Office of the VP for Branches and Campuses  Office of the VP for Finance	2020 =x 2021=1 2022=1 2023 =1 2024=1
	<b>KRA 2: Conduct Local or International Conferences</b>	<b>KPI 4:</b> Conduct at least 2 national or international conferences	Active participation in affiliated professional organizations  Active participation in the academe-industry-government conferences		2020 =quarantine period 2021=1 International 2022=1 National 2023=1 International 2024= 1National

Approved by:

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