

#road2DLSUD@40¹

SY 2023-2024 to SY 2027-2028

OVERVIEW

14 KEY TARGETS FOR THE NEXT FIVE YEARS (42 INSTITUTIONAL OUTPUTS)

- **4 KEY TARGETS:** Excellent education that centers on habitually providing the best and honest services, especially in helping the poor and the community (16 outputs)
- **7 KEY TARGETS:** Determined leadership and governance that compel accountability (13 outputs)
- **3 KEY PRIORITIES:** for A sustained community climate where the experience of God is lived and shared (13 outputs)

DETAILS

- **4 KEY TARGETS: EXCELLENT EDUCATION THAT CENTERS ON HABITUALLY PROVIDING THE BEST AND HONEST SERVICES, ESPECIALLY IN HELPING THE POOR AND THE COMMUNITY (16 OUTPUTS)**
 - i. Expect excellence in educational and research innovation
 - ii. Implement and monitor academic programs that are relevant, innovative, lifelong driven, and internationally recognized for their local flavor
 - iii. Systematically and effectively execute and monitor an integrated curriculum and instruction program which includes
 - a. Heavily invested and directed faculty expertise and development program
 - b. Effective and efficient academic supervision program
 - c. Aggressive recruitment, promotions and marketing program
 - d. Sustained program for local and international linkages with academic institutions, research organizations, and industry partners
 - e. A research program that maximizes competence of faculty in tapping local resources to help the community, especially in terms of learning and livelihood and addressing the UN SDG targets particularly on culture and climate change

¹ DLSU-D will be turning 40 years old since the time it was acquired by the LS Brothers in 1987. In Sacred Scripture, the number “40” signifies new life, new growth, transformation, a change from one great task to another great task, etc.

- f. Parental and Alumni partnership towards shaping independent, self-driven, and resilient learners
- iv. Provide access to Lasallian education to the marginalized and academically gifted students

16 OUTPUTS:

1. Commercialized 4 “glocal” (global + local) research projects that will find its niche in the global market
2. Increased by 40 percent status of publication and citation in high quality journals
3. Sustained level 4 accreditation and autonomous status
4. Levelled up accreditation status of all academic programs
5. Open global access to 14 personalized fully online “glocal” programs via Academy of Continuity Education (ACE) – 2 high school, 2 undergraduate degree programs, 3 master’s degree, 4 executive programs for industry practitioner, 3 programs that are directly needed by the community
6. Development and standardization of a tool that will systematically and effectively monitor programs
7. Funded 14 faculty/teachers to study in reputable schools abroad – 5 masters’, 5 doctorate, 4 post doctorate
8. Recruited 40 faculty/teachers with doctorate degrees
9. 100 percent passing rate in all programs with licensure exams
10. Benchmarked against top schools in the Philippines and in Asia
11. Increased enrollment for fully online programs by 40K
12. Improved database of current membership and target linkages
13. 40 collaborative projects that are either in the national or international level geared towards faculty and research capacity development programs, patent creation, and grants.
14. 40 action research projects that address human (social) and environmental concerns, particularly partnering with the LGUs in policy development and program implementation utilizing faculty expertise.
15. 14 innovative collaborative programs with parents and alumni for student development
16. 20% full scholars from coming from the public schools, and financially struggling families from other private schools

○ **7 KEY TARGETS: DETERMINED LEADERSHIP AND GOVERNANCE THAT COMPEL ACCOUNTABILITY (13 OUTPUTS)**

- i. Improve sustainable leadership, performance evaluation, and succession program for administrators
- ii. Complete an exhaustive mapping of human, instructional, infrastructural, and financial resources that will lead to programs that complement one another

- iii. Update workload and compensation to make them competitive considering the country's current educational landscape
- iv. Systematically and effectively execute and monitor an integrated operations development program that includes the following :
 - a. Holistic capacity building and retooling program for support staff
 - b. Future proof and climate resilient physical and capital asset management and expenditure program
 - c. Timely and accountable communication system, especially in disseminating important information about the school
- v. Institutionalize flexible work practices that will improve learning, engagement with stakeholders and safeguard the work-life balance of employees considering the changes in curriculum and instruction.
- vi. Deliberately level up revenue generating activities
- vii. Target diverse sources of income

13 OUTPUTS:

1. *A pool of next generation leaders via a leadership academy that will serve as a main source of reference for admin appointments*
2. *Executive leadership program for the current administrators composed of mentorship from education and industry leaders, international benchmarking, etc.*
3. *Developed and regularly published granular indicators of school performance every quarter via an electronic dashboard*
4. *Scheduled program for upgrading of facilities and technology for instruction, employee wellness, and customer service with a clear vision of a sustainable campus that primarily draws from solar energy infrastructure and water catchment system.*
5. *An effectively implemented university-wide and integrated data inventory, management and analytics system*
6. *Personalized employee work arrangement and benefits*
7. *Funded Individualized and redirected employee training/development program for offices that focus on needed skills (more than degrees) of the support staff*
8. *Maintenance, renovation, and construction of safe buildings for research and instructional purposes from natural and man-made disasters*
9. *Effective communication policy, program, and procedures*
10. *Secured and fully automated processes and paperless transactions*
11. *Reviewed and revised organizational structure that complements priorities of the institution*
12. *Increased revenue by 40 million from resource generation activities*
13. *14 possible investments and activities identified as alternative sources of revenue*

- **3 KEY PRIORITIES: FOR A SUSTAINED COMMUNITY CLIMATE WHERE THE EXPERIENCE OF GOD IS LIVED AND SHARED (13 OUTPUTS)**
- i. Guarantee that dignity and human rights of every member of the academic community is respected.
- ii. Systematically execute and monitor an integrated Lasallian wellness program that include the following
 - a. Animated Lasallian formation, spiritual, and wellness program
 - b. Strategic financial and grant donations program from external agencies, donors, and organizations
 - c. Mutually beneficial collaborative community extension program with the Diocese of Imus and the local and national government units
- iii. Drive culture-heritage related targets in realizing targets in achieving the United Nations sustainable development goals

13 OUTPUTS:

1. *Policy and programs that promote and sustain inclusion and safe spaces, especially the marginalized sectors (poor, LGBTQIA++, non-Catholic, international students)*
2. *Sufficient and independent Bahay Pagasa through better partnership arrangements with the LGUs*
3. *100 percent of the members of the community in the "pink of health" (holistic)*
4. *Established encounter system towards collective ministry that inform, encourage and uphold*
5. *Accompaniment programs that provide opportunities of telling and re-telling the Lasallian story in the context of today's realities (political, social, etc.), towards developing a sense of ownership of the Lasallian Mission*
6. *Programs and vocations that help students and student leaders achieve their full potentials that are aligned with Lasallian principles and values*
7. *Strengthened sector engagements in the DLSU-D Community as mission partners.*
8. *Funding/Grant/Donation tie up with 14 global companies that are leaders in their respective industries*
9. *Increased mutually beneficially scholarship partnership with the LGUs*
10. *Professional development programs for public school teachers, lay partners and the clergy*
11. *Strategic promotion of Cavite as a local and international tourist destination*
12. *Aligned social action initiatives to the Catholic Social teachings*
13. *40-year roadmap to guide heritage safeguarding, conservation, and management as well as the promotion of cultural and creative industries, including the archiving of the SDGs that are implemented in DLSU-D and the creation of graduate and undergraduate programs in History and Culture Preservation*