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BASC
STRATEGIC PLAN
2020-2030

PART I

DEVELOPMENT DIRECTION

1.1 INTRODUCTION

The Bulacan Agricultural State College (BASC) is the lone higher agricultural education institution in Bulacan created in 1987 through Republic Act 8548. The College is formerly the Bulacan National Agricultural School established in 1952.

The College has three campuses, namely: Pinaod (main) and College of Agriculture Campus in San Ildefonso, Bulacan, DRT Campus in Pulong Sampaloc, Dona Remedios Trinidad, Bulacan. It offers undergraduate degree programs at Balagtas, Bulacan at the Balagtas National Agricultural School. Last year (2019), it has been granted approval of the Board of Trustees and has signed a Memorandum of Agreement with the Department of Education, Schools Division of Bulacan to offer Bachelor of Science in Agriculture at Fortunato Halili National Agricultural School in Guyong, Sta. Maria, Bulacan.

The BASC offers graduate and undergraduate academic programs in the fields of agriculture, agribusiness management, agricultural and biosystems engineering, geodetic engineering, business administration, management, technology, and agroforestry.

Over the last 67 years, the College's commitment toward producing high quality graduates and relevant research has been enduring. It is likewise evident that the efforts of the College to respond to changes within and outside its environment have increased.

The trend towards globalization has brought about changing and growing demands of industries. This has placed increasing pressure on the College to continually adjust to these changes while maintaining its competitiveness and relevance. Thus, in response to these developments, the College has decided to come up with a roadmap that will serve as a guide as it repositions itself into becoming more competitive and responsive to the needs of its stakeholders. Efforts to formulate such a roadmap were undertaken by BASC.

VISION

An outstanding higher education institution in the nation with provision of excellent education and quality service.

MISSION

To strive for excellence in Agriculture and other allied disciplines; and, to provide for and address ever-changing educational needs and services for those seeking to expand their intellectual horizons.

GOALS

Aligned with the College's vision and mission are specific goals for Key Result Areas (KRA) on Instruction; Research, Development, and Extension; and Resource Management.

KRA 1. Instruction

Produce globally competitive and morally upright graduates.

KRA 2. Research, Development, and Extension (RDE)

Develop a strong RDE culture with competent human resource and responsive and relevant researches that are and utilized for development.

KRA 3. Resource Management

Effective and efficient generation, allocation and utilization of resources.

COMPETITIVE / BENCHMARK ANALYSIS

2.1 COMPETITIVE ADVANTAGE OF THE COLLEGE

- **Satisfactory Performance in Standardized Examinations**

BASC has consistently performed well in the examinations for Agriculturists, Agricultural and Biosystem Engineering, Geodetic Engineering, Secondary Education and Elementary Education. In 2019, the Local Pulse School Rankings released the results of the top ten geodetic engineering schools in the Philippines with Bulacan Agricultural State College ranked 9th out of the 40 colleges and universities offering geodetic engineering undergraduate programs. The rankings are based on the results of geodetic engineer licensure examination in October 2019 and other factors including level of accreditation and faculty-student ratio to find out which schools offering undergraduate programs in geodetic engineering have the most valuable degree programs to produce a batch of examinees with high geodetic engineer licensure examination passing rates.

- **Satisfactory Research, Development and Extension**

In the last five (5) years, BASC produced 136 researches, majority of which were on agriculture. Eighty-one (81) of these researches were also presented outside of BASC while seventeen (17) researches gained regional and national recognition. Twenty-nine (29) researches on agriculture, engineering, and economics were published.

The BASC has established and strengthened partnerships through 45 memoranda of agreement (MOAs) that are currently in force. There are 13 MOAs which cover extension projects with local government units as partners.

It is also the lead institution in the implementation of the Rabbit Research and Production Program in the country and have conducted the 1st National Rabbit Research Congress last February 2020.

- **Partnership with Various International Agencies in Future Development Undertakings**

BASC has forged linkages that have allowed it to proposed programs and projects with the following:

Democratic Republic of Timor-Leste

Northwest Agriculture and Forestry University, People's Republic of China

Asian Association of Agricultural Colleges and Universities

Southeast Asian Regional Center for Graduate Study and Research in Agriculture

Southeast Asian Ministers of Education Organization Regional Centre for Higher Education and Development (RIHED)

- **Dynamic Administration and Management System**

Latest development in organizational structure and administration of the College allowed for greater ease in coordination and management. With the President assisted by three Vice Presidents, the delineation of responsibilities has become clearer, resulting in greater efficiency in the College operations

The memorandum of agreement with the Department of Education-Bulacan to offer undergraduate program in Agriculture at Fortunato Halili National Agricultural School also contributed to pushing the development of the campus as a growth area.

- **Highly Motivated and Competent Faculty**

In terms of educational qualifications of faculty, majority of full-time faculty have acquired advance degrees in various fields of specialization. It aims to meet the required standards for a university.

- **Affirmative Action in Education**

BASC is one of the first institutions in the region to implement the affirmative action programs in education .This is along the thrusts of the Commission on Higher Education (CHED) and the government in order to provide wider access to higher education.

2.2 CURRENT DEVELOPMENT TRENDS

The College operates in a dynamic milieu with economic, political and social forces constantly in a flux. Not existing in a vacuum, the College needs to interact with certain developments not only locally but globally, not only in concrete instances but also in the realm of ideas. The following are realities that the College must consider:

- **Development of Priority Clusters**

The College shall contribute in the attainment of the Regional Thrusts and Development Strategies outlined in the 2017-2022 Central Luzon Regional Development Plan particularly on Capacity Building/Empowerment of Farmers into Entrepreneurs; Product Development and Packaging/Labelling Interventions; Increase in Agricultural Productivity; Climate Change Adaptation in Agriculture and Improvement of Educational Status and Skills of the Labor Force.

- **Regional and Local Development**

With regional and local development being one of the main thrusts of President Rodrigo R. Duterte's socio-economic development agenda, compels the College to look beyond the region in the preparation of its strategic plan. The Central Luzon Region's identified competitive edge is agribusiness, a field that the College also specializes in.

- **Emergence of ICT-Based Program Delivery System**

The wide use of ICT and the suspensions of classes due to enhanced community quarantine, calamities and the like have encouraged the use of alternative mode of learning that do not require students to physically attend classes regularly. Among the alternative modes of program delivery include the e-learning systems. This is a trend that is expected to continue and even escalate in the future.

2.3 CHALLENGES AND PRIORITIES

Challenges to Bulacan Agricultural State College

Bulacan Agricultural State College (BASC) is one of the 113 State Universities and Colleges (SUCs) in the Philippines with its main campus located in San Ildefonso, Bulacan . There are two (2) SUCs in the entire Bulacan province, the Bulacan State University (BuSU) in Malolos City, and **Bulacan Agricultural State College (BASC)**.

The recent trend of globalization has put pressure to the academic sector in the Philippines to comply global standards. With this, the Commission on Higher Education (CHED) has responded to the challenge and instituted many reforms through its Higher Education Reform Agenda. This reforms has affected so much the Higher Education Institutions (HEIs) in the Philippines specifically the SUCs. Aside from responding to these global challenges, SUCs were also expected to serve as a tool in poverty reduction as stipulated in the Medium Term Development Plan for Higher Education (MTDPHE). These two conflicting foci become a point of conflict in the operation of many HEIs that is complying with local demands which oftentimes led to lowering of standards and the globalization that requires very high standards. The challenge to HEIs is how to marry the two.

In order to identify strategies on how to reconcile the two concepts, the BASC planning team scanned the environment where BASC is situated. The results of the assessment served as the challenges to which the College must address. The assessment is divided into three parts focusing on the local, national and international state.

Bulacan and Central Luzon

The Province of Bulacan may very well be considered as one of the few provinces in the Philippines that greatly benefit from its geographic location. The province boasts of its strategic location, which is equidistant with the northern and southern parts of Luzon. At the same time, it is proximate and accessible to the National Capital Region (NCR) or Metro Manila where most of development impulses originate. Bulacan is one of the seven provinces comprising the Central Luzon Region. It is bounded by the provinces of Aurora and Quezon on the east, Nueva Ecija on the north, Pampanga on the west and Rizal on the southeast and Manila Bay on the southwest. Dubbed as the "Northern Gateway from Manila," it is in Bulacan where the national trunkline road, Philippine-Japan Friendship Highway, forks in the Cagayan Valley Region in the northeast and towards the rest of North Luzon in the north and northwest. Such accessibility is a key factor that prompted private investors to develop several industrial estates in the province. Central Luzon is the only region in the Philippines that is accessible through three (3) international airports: Clark, Subic and the Ninoy Aquino International Airports. Bulacan has also become an important link between the large and consolidated consumer market in Manila and the resource-rich provinces of North Luzon.

The province's strategic location is further highlighted in Central Luzon's regional development as it is expected to play an important role in realizing the "W Growth strategy of the Medium Term Development Plan of the Region." The W Growth Corridor defines Central Luzon's key growth areas. It is a strategic approach in promoting Central Luzon as an investment destination. It comprises Central Luzon key investment area for tourism, industry and agriculture. These areas represent the growth municipalities of the region, which when plotted on a map form the shape of a W. The W Growth Corridor is also the spatial representation of the vision for Central Luzon which is designed at directing certain economic activities to strategic areas where they can be globally competitive. The Central Luzon W Growth Corridor concept was derived from the region's articulated vision of becoming:

- An Industrial Heartland of the Philippines and the Asia-Pacific Region
- An International Transshipment Hub
- A World Conference Center; and
- A Showcase of Competitive and Vibrant Agricultural Sector

The Philippines

The Philippines is one of those with the highest number of HEIs in the world with 3,365 institutions. More than three percent of which are SUCs. Despite the number, about 61% of the student population are in the private HEIs with only 34% in SUCs. Central Luzon (Region III) has 13 SUCs, one with the highest number of SUCs in the country. Perhaps, the reason for a high literacy rate in this region is attributed to this.

There is also a big skill-and-job mismatch with oversubscribed programs in business administration, nursing, teacher education, information technology, and hotel and restaurant management. Undersubscribed programs, despite the available scholarships, are in Science and Technology, agriculture, and fisheries. Graduates' numerical, communications, and technical skills are inadequate for the industry requirements.

There is also a deterioration of faculty credentials with only 10% are doctorate degree holders while 36% of them have masters' degrees. This means that less than half qualifies the minimum educational requirement to teach at the college level. In terms of facilities, about 5.6% of the HEIs can be assumed to have adequate facilities. Of the 31,257 programs, about 0.94% can be considered excellent programs for being the Center of Excellence (COE) and Center of Development (COD). The perceived need to increase enrolment to increase fund allocation has forced HEIs to offer programs that are popular even if these are not their mandate such as cases where an agricultural campus offers civil engineering.

Despite the huge number of HEIs in the country, only five are regularly included in the top 1000 in the world university rankings. And in the 2020 ranking, only one was included in the top 500. This performance has a declining trend with the Philippines best university ranking only 70th in Asia and 356th worldwide. This suggests that there is an urgent need for the Philippines to revisit its mandate and align its quality standards to the world.

These issues have forced CHED to rationalize higher education with the following objectives: (a) improve efficiency and rationalize the public higher education system, (b) upgrade the quality of public higher education, and (c) enhance access to quality higher education.

Based on QS University World Ranking, the Philippines best HEIs performed low in the indicators pertaining to research. In the 2016 SUC levelling, CHED specifically pointed out that Research is the major area of consideration together with quality and relevance in instruction. As pointed out in the National Higher Education Research Agenda 2 (NHERA 2), the Philippines, specifically the HEIs must take major steps towards (1) an improved research capability toward international competitiveness; (2) Enhanced research productivity; (3) Generate new knowledge needed for the advancement of higher education as well as for national development; and, (4) Promote and facilitate the dissemination and utilization of research outputs.

Asia and the World

The ASEAN integration is a major area of influence for BASC. This integration will result in a free flow of skilled professionals from various countries in the ASEAN regions. Graduates from local schools need to level-up their standards to compete with more advanced countries such as Singapore, Hongkong, and Malaysia.

These countries are home of the best universities in Asia with Singapore and Hongkong landing the first and second slots in the Asian university rankings. While the Philippines has only five, Malaysia has a total of 21 higher learning institutions included in the prestigious list of best schools in Asia. Competing with the best universities in South East Asia is definitely tough. How much more with the rest of the countries in Asia and the world? What makes a university great in the global scenario? The Times Higher Education World University Ranking enumerated what a world class university is. First, the need to have significant financial resources to attract and retain the leading scholars to build the facilities needed. Second, provision of an intimate and intensive teaching environment for students and the engagement with the academic staff capable of helping them excel in their field. Finally, best university must be a magnet to attract the best faculty and staff in the world.

Summary of Challenges to BASC

In summary, BASC has two major challenges (1) to be relevant to local and national needs, and (2) to be compliant to international measures of quality.

These challenges requires strategic approaches from all sectors where BASC has no direct control. Enhancing its capabilities using the experiences of others here and abroad as showcased in the standards set by CHED and the best agricultural HEIs will be the guide. BASC cannot tackle effectively in facing these challenges without assessing its qualities and capabilities for it can never give what it does not have.

Academic Programs Profile. The College has a total of 15 courses with a total of 21 programs offered in three campuses. Two of these programs are Level III Accredited by the Accrediting Agencies of Chartered Colleges and Universities in the Philippines (AACCCUP), eight are Level II Accredited, 1 is Level I Accredited. Three programs are Candidate accreditation status the AACCCUP.

The current program offerings are listed in Table 1 with the number of enrollees per program. BASC enrolment has increased from a total of 2,314 in 2011 and more than doubled (4,734) five years after. It decreased by 4.18% to 3,589 in 2016 due to the implementation of the K-12 program. This implies that in SY 2029-2030, BASC population may increase approximately between 9,000 to 10,000 enrollees. This will require around 460 classrooms of which 247 of these are yet to be constructed.

Programs	No. of Enrollees
Doctor of Philosophy	30
Master of Arts in Education	253
Master of Science in Agriculture	55
Bachelor of Animal Science	32
BS in Agriculture	1178
BS in Agribusiness Management	305
Bachelor of Secondary Education	316
Bachelor of Elementary Education	190
BS in Business Administration	364

BS in Food Technology	52
BS in Agricultural & Biosystems Eng'g.	167
BS in Geodetic Engineering	89
BS in Information Technology	218
BS in Hospitality Management	407
BS Agroforestry	71

The mismatch between what the industry needs and what the College produces needs to be avoided. The improvement in employment rate will have a direct impact on the families of graduates of BASC thereby improving their socio-economic profile. Eighteen (18) of the 19 baccalaureate programs of BASC are CHED's priority programs.

Granting Center of Development for quality education in agriculture and education will enhance further its reputation as an excellent agricultural college. Licensure examinations are significant measures used by the government in determining quality instruction. Institutions that performed low (especially zero %) in these examinations lead to the closure of programs. For BASC, the over-all performance in all licensure examinations is above national passing. Its average passing performance for all programs is 48.5% with national passing average pegged at 31.4%.

Student Profile. The institution has a share of very good students who brought home recognition of excellence and awards and recognition in research, culture, arts and sports competitions.

These awards, however, come in trickles, with less than 1% of the population receiving such awards. Perhaps one of the greatest challenges the College has to face is to attract the best talent to enroll at BASC. Only about 0.4% of first year entrants in SY 2019-20 are honor graduates from nearby secondary schools. Entrance examination profile of incoming first year is not impressive. More than half of them have scores below average. As an SUC, it has to employ its Affirmative Action Program.

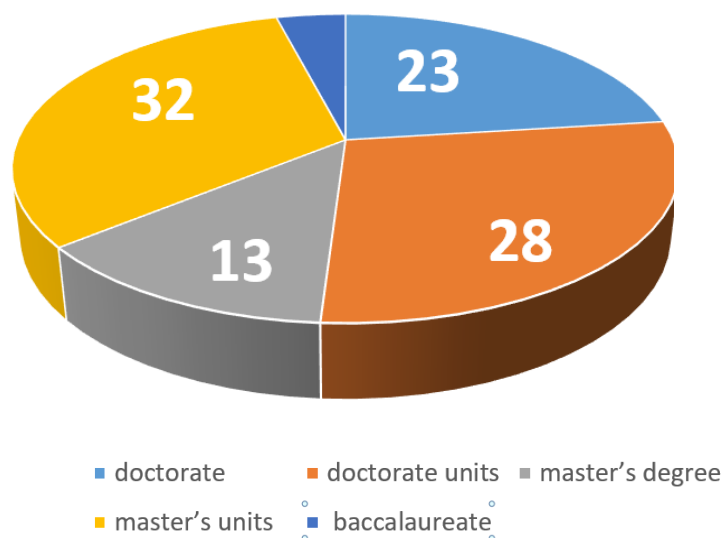
The inclusion of enrolment size/full-time equivalent in the normative scheme and in the SUC levelling has sent a confusing signal to admit as many as possible students. This practice often times resulted into an open admission set-up in many SUCs. This may be remedied by having programs devoted to students with less academic competence. Separating them from the rest will be beneficial for the student and for the College. For the better students, more rigid than usual teaching learning process may be employed, or more stringent requirements may be asked from them. This will raise the degree of scholarships, resulting in awards of excellence, high employment rate and positive industry review. All these will have a huge impact on the reputation of the College. On the other hand, those with lower academic qualification can also be treated with massive interventions to develop their potentials. Perhaps providing a bridge program to enrich the competence of students may be employed. Strict admission and retention policy may be imposed especially for the curriculum for academically inclined students. Admitting students into programs that do not meet quality standards will be very costly for the government and even to the sponsors and parents of the students.

Faculty Profile. Like the student, attracting the best faculty is a great challenge to the College.

The College has attracted a few numbers of honor graduates and recipient of awards in their baccalaureate years. There are board placers, Latin honors, national research awardees and those with sports and the arts recognition. But like the students, faculty with exemplary talents comes in trickles. Of the 127 faculty members of BASC, only 5% are with professorial ranks and 59 % are instructors. These ranks are crucial in the delivery of quality academic services to its clients. The skewed distribution towards instructor rank is a result of scrap and build approach (where higher ranks like professorial item is dissolved and replaced by three instructor position) used by most SUCs to increase its workforce. This is because the government has not provided additional items for new teaching positions. Attracting the best talent in replacement of those who retire was very hard. Primarily because the salary grades of these positions are low and could hardly attract highly decorated academic staff.

Educational qualification of faculty needs enhancement through a functional Human Resource Development Plan. To date, the College has 23% faculty with doctorate degrees, 28% with PhD units, 13% with master’s degree, 32% are with master’s units and 4% are baccalaureate degree holders, This means that an aggressive faculty development program must be initiated to reduce to zero non-masters and increase Ph.D. profile to at least 30%.

The HEIs where the faculty have studied their graduate and post-graduate degrees have a strong influence in the state of the College. Faculty who studied in best universities tend to bring the culture they were exposed to while on studies. In-breeding is generally avoided as this result in a slower developmental process. For BASC, more than half of the faculty have their baccalaureate and master’s degrees from BASC and other SUCs in Central Luzon and 10% of the faculty have their Ph.D. degrees at BASC



Getting a degree from best schools are associated with better performance specifically in the areas of instruction, research and high-level consultancy services. In the Philippines, competence in instruction is measured by students’ performance in board examinations, and their employability and industry feedback. Though the College has improved its reputation when it comes to research, awards for exemplary projects are still few. In the last five years, only about 5% of the entire faculty have received research awards.

Another very important indicator in the local and international rankings is the faculty publication and citation performance. 15 faculty Percentage or number of faculty who have refereed research publication (last 3 years)

About 11% of faculty have refereed publication. A total of 15 refereed publications by BASC faculty were recorded in the last three years, about 8% of the population, most of which come from the College of Agriculture.

In the past five years, faculty members has not been able to patent and registered utility model. As of 2020, faculty who have submitted patent and utility model claims have reached to 2% and awaiting for the patent results. Once registered, the licensing of these technologies still needs to be undertaken. Strategies to increase chances of registered technology exploited for the good of the College and the community must be explored. The end product of research is citation and commercialization. Commercialization of Intellectual Properties (IPs) is a potent source of the much needed financial requirements to realize development projects such as enhancement of facilities and human resources development.

Research Productivity. The institution's performance in research started to improve when it became a chartered college in 1998. From that year to date, significant changes have been instituted. This has led to a better research culture but then yet there is still more to be done where the faculty have to understand that research is a way of life in the College.

The participation rate of faculty in research undertaking has reached 80 percent for internally funded research in the last three years. Participation is across all academic ranks with instructors competing confidently with higher academic ranks. But there is only around 38 % of faculty who have conducted externally funded research in the last 3 years. Fifty percent of faculty have conducted extension projects in the last three years.

Resources spent for research undertaking (includes cash and non-cash expenses) Most of the researches conducted in the College are funded internally. Almost all researchers compete with the scarce budget for research. The College has allowed this as a strategy to make use of the allocated budget for capacity building.

There has been huge funding made available by government institutions such the Department of Science and Technology (DOST), Department of Agriculture (DA), and the Commission on Higher Education to increase productivity in research. With the stringent requirement, BASC was only able to access a total of PhP 8.5M in the last three years. This amount was granted to only about 3% of the entire BASC faculty personnel. Accessing these external research funds will greatly help the College enhance its research competence. For 2016, the external funding is about 40% of the College cash allocation for research.

Physical Facilities. BASC has three campuses, namely: the Main Campus, College of Agriculture Campus and DRT Campus. It also offers degree programs at Balagtas Agricultural High School and will offer agriculture program at Fortunato Halili National Agricultural School in Sta.Maria, Bulacan. Of the three campuses, the main campus is the more developed where most of the College activities take place. Each institute operates its own sets of laboratories. To date, there are a number of laboratory facilities available for instructional and research purposes. These facilities, however, have barely complied with international standards.

Despite the continuous increase in capital outlay, the said amount is not yet enough to complete the most important facilities for various College activities. Prioritization of building infrastructure must be implemented to ensure completion of the building in a years' time. The prioritization of infrastructure projects implementation will minimize phase-by-phase approach to construction. Based on estimates, an additional 5 to 35% of the total project cost is incurred in a phase-

by-phase implementation of infrastructure projects. Quality and durability of an unfinished infrastructure also suffer as it is openly exposed to harsh conditions. Furthermore, the productivity of the building is improved as it can be used immediately for the purpose of which it was built.

Financial Capacity. The bulk of the financial requirements of the College come from the General Appropriations Act (GAA) of the government. For the last five years, this has been generally increasing which has allowed some major projects to be implemented. The capital outlay which has allowed the procurement of various laboratory facilities and started infrastructure projects has increased. The increase capital outlays has allowed the financing of the completion of several buildings.

The amount coming from tuition fees through UniFAST and other generated income was also very helpful in financing a number of College activities and in enhancing personnel competencies and facilities.

The funds in Income Generating Projects (IGPs) of the College also helped significantly in financing other College infrastructure projects. It is also used as seed money for new IGPs. A number of potential IGPs are yet to be explored. Financial resources are key to attracting talents, the prime ingredient in improving university reputation. With the limited government allocation, SUCs must therefore strive to look for those additional funds. It must also prioritize spending where it matters. BASC like any SUCs should invest its limited resources on programs/projects that will contribute to the overall reputation of the institution. Reputation that will increase the chances to the College in accessing external funding such as research grants. Producing and maintaining quality is very expensive but a stagnant, unwilling to improve or mediocre College operation is more expensive in the long run.

The Bulacan Agricultural State College is an educational landmark of vital importance in the Province of Bulacan. It has existed since 1952 when it was established as a community agricultural high school. It metamorphosed from Plaridel Community Agricultural High School in 1952 to Bulacan National Agricultural School in 1959, converted to Bulacan National Agricultural State College in 1998 and renamed to Bulacan Agricultural State College in 2004.

Governance

BASC is led by a Board of Trustees (BOT) from various government agencies and stakeholders. It has 12 regents representing the following entities: Commissioner of CHED as the Chair, President of the College as the Co-Chair with members from the Chair of Senate Committee on Higher and Technical Education Chair of the Lower House Committee on Higher and Technical Education. The rest of the members are Regional Directors of National Economic Development Authority (NEDA), Department of Science and Technology (DOST), and the Department of Agriculture (DA). Students, faculty, the alumni as well as the private sectors are also represented.

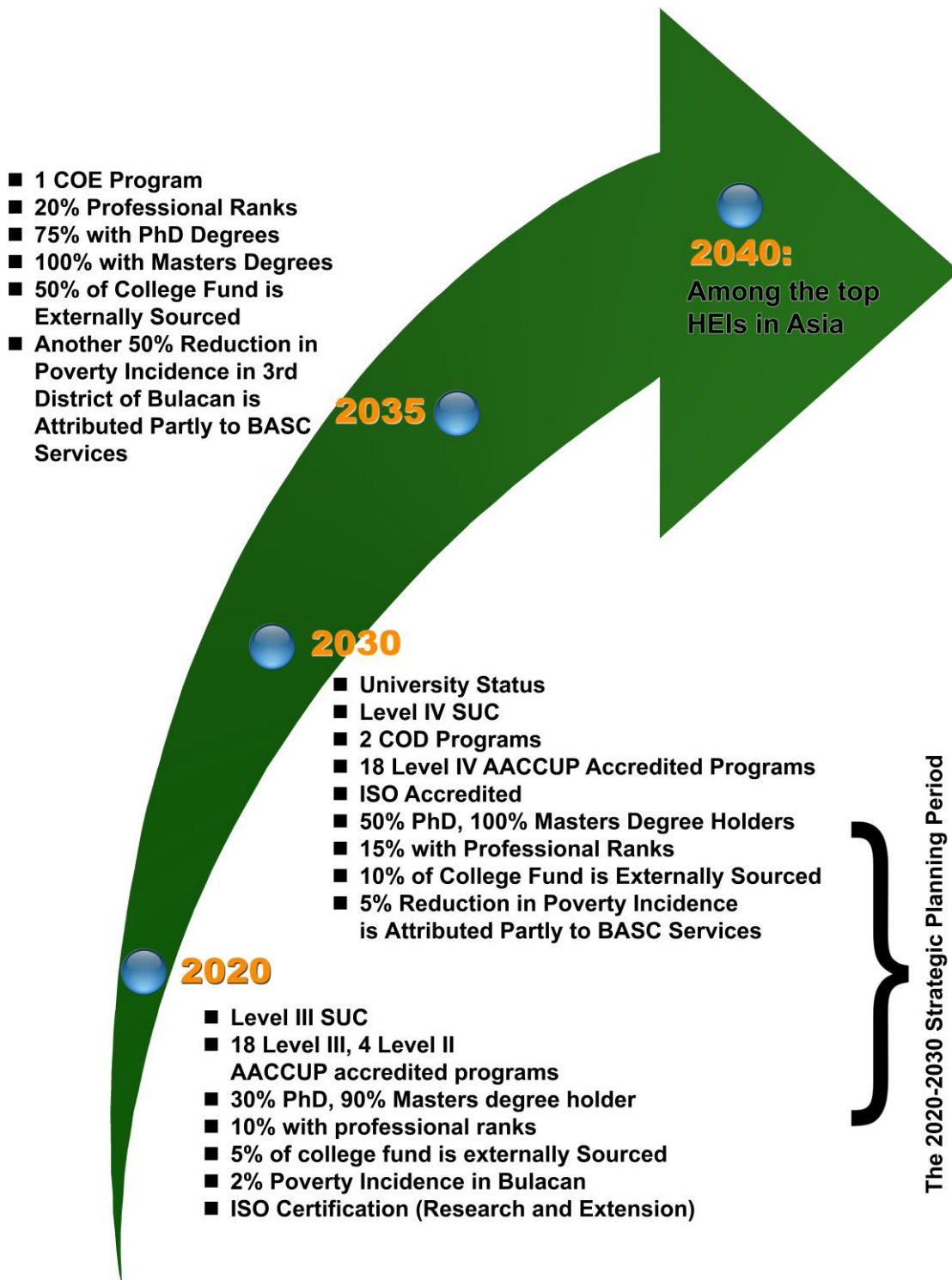
BASC has three vice presidents; the VP for Academic Affairs, the VP for Administrative Affairs and the VP for Research, Extension, Production and Development. Its Academic Units are headed by five (5) Deans of Institutes and one Campus Directors.

The Roadmap towards an Agricultural University

The road to an agricultural university requires careful planning and strategic implementation of plans. These plans require constant revisiting to be responsive to the changing environment.

All succeeding plans require continuous momentum and focus -- that is towards attaining international standards. The following diagram illustrates the long-term plan of the College and its 20-year development roadmap towards university status and internationalization.

The 20-Year Bulacan Agricultural State College Development Roadmap



BASC 20-Year Development Roadmap

The College

College Alignment

BASC is committed to respond positively to the challenges of CHED and to make its existence more relevant to local demands. It shall devote all its effort to become one of the best in the Philippines and ultimately be included in the list of the top agricultural universities in the country. Paving the way to its long-term goal, the College shall use the CHED SUC Levelling as guide in development. The first five years of the roadmap shall look closely at the four Key Result Areas (KRAs) stipulated in the SUC Levelling, namely:

KRA1:	Quality and relevance of instruction
KRA2:	Research capability and output
KRA3:	Services to the community

Management of resources

Compliance to these KRAs, targeting the highest possible level will place the College ahead of the majority. Most of the key indicators identified are also important indicators for agricultural universities. Aligning its efforts to comply with these KRAs will pave the way to national and in the future international recognition.

As it dreams to be an institution with international qualities, it must not forget its prime duty, enshrined in its vision, and mandate in its name. Carrying the name of the province, BASC shall strive to be true to its vision, "an outstanding higher education institution in the nation with provision of excellent education and quality service". The BASC vision is aligned to the Province of Bulacan dream, "a community that is disaster resilient, well-sustained environment, stable economy with hospitable, healthy and God-loving people managed by a responsive, accountable and transparent government"

Strategic Plan Goals

The College strategic goal is to become nationally known through excellent accomplishments in instruction, research, and community engagements. As it envisions of becoming one of the best agricultural HEIs in the country, it shall also ensure that its services will directly benefit its serviced clientele. The following shall be the indicators that the planned targets are achieved:

- 1) Improved SUC Level from Level III to Level V
- 2) Improved agricultural productivity in the third district of Bulacan by at least 5% attributable to the services of the College.

The said major targets shall be achieved through the five strategic goals with the following objectives and directives:

1. Preparing the foundation of an agricultural university;
2. Building an environment that encourages excellence in instruction, research and community engagements; Attracting and retaining the best talent; and,
3. Leading organizational effectiveness
4. Strengthening partnership with stakeholders for mutual benefit

Core Values

The College core values which have been formulated by various stakeholders are very critical characteristics needed in achieving the herein plans.

Leadership. We will lead in the realization of the dreams of our stakeholders - A liveable community, an excellent workforce for the industry, and a conducive workplace for employees.

Discipline. We deal with rules and regulation seriously. We will exhibit self-control and is able to deal with goal conflicts effectively and efficiently. As an academic institution, we value rational decisions without feeling overly stressed or upset.

Excellence. We go above and beyond what is normally expected to achieve excellence in our instruction, research and community engagements. We will accomplish this by maintaining high standards, strong competencies and committed partnerships, and by being responsive and accessible.

Service. We are a client-oriented College. We give premium to what the client has to say to us in terms of our service. We will strive to meet the expectation of the client we serve. The same shall also be exhibited by our alumni as they engaged themselves in their respective workplaces and community. We are an institution with people and who produce professionals who are inclined to serve not only for their family but for the good of many.

The following goals were extracted from the College/Institute/Department/Unit level strategic plans developed. These were grouped to five goals directed towards a long-term goal of making BASC an internationally recognized agricultural university and an effective agent for change in Bulacan and nearby provinces.

PRIORITIES

- **Academic programs and instructional methods must be enhanced to adapt to changing needs of students and the external environment**

It is apparent that the educational institutions has many curricular programs that do not match with the manpower, financial, and physical resources. There is a need therefore to enhance academic programs as some of them have lost their relevance. The academic programs must be reviewed in the light of a declining demand and the need in the academic marketplace.

- **There is a need to enhance the learning environment**

There is a need to maintain and renovate facilities (including sports and socio-cultural facilities) in a systematic manner. In the College of Agriculture Campus, for example, some buildings such as the Agriculture Building I which have been constructed in 1981 have neither been repaired nor renovated. There is no structure constructed for the

College of Agriculture Library. The College of Agriculture and DRT Campus are in need of better laboratories To better implement and enhance the programs that are gaining ground in terms of BASC's role in this part of the region, complementary amenities have to cope with the academic gains in order to attain higher targets.

- **There is a need to expand RDE programs**

The College's research culture is more developed only in agriculture, and less extent, in engineering, education, environment and natural resources.

With respect to extension activities, it is also evident that majority of the Institutes have less number of extension services. There is a need, therefore, to encourage faculty members to pursue research and extension as areas for professional growth.

- **Organizational structure has to be rationalized**

The present organizational structure of the College has to be rationalized in the next ten years and improved given that the College will be highly complex and extensive, due to the additional campuses.

- **The human resource management system of the College has to be enhanced**

Although the College has adequate HRD documents, a sound human resource management system has to be put in place for a more effective implementation of plans and policies.

- **The need to expand student services**

The lack of personnel to deliver services that will redound to better, well-adjusted students is very pronounced in some offices, e.g., the nurse based in the Main Campus is also expected to deliver services in College of Agriculture and DRT Campuses. It is noted that there were years when neither medical nor dental services were rendered in College of Agriculture and DRT Campuses. The invitation is for the BASC to explore other means with which to deliver the service. If utility services have been out-sourced, medical and dental services may also be provided using the same mode.

In terms of guidance services, only few take advantage of it e.g., in AY 2019-2020, only 2.4 % availed. The dearth of personnel in the guidance and counselling office limits the service the office can render. Currently, there is only one personnel in the guidance and counseling office in BASC.

- **BASC landholdings are underutilized**

The College has to develop its resources, such as its vast landholdings. The Main campus, for instance, has a total area of about 100 hectares but only a small portion is actually used. The idle land may instead be developed as demo farms since the said campuses specialize in agriculture. Through this, the College may be able to generate more income and provide students with actual training or exposure. As authorized under Republic Act 8292 or the Higher Education Modernization Act, the College may venture into business activities to increase revenues.

- **The need to improve access of students to library services**

There is a need for the College to improve the library and its services as well as increase its library resources particularly in the College of Agriculture and DRT Campuses. The students at both campuses cited in particular the lack of library.

- **Competition from other HEIs**

BASC can provide quality education. However, a study revealed graduates of so-called universities are perceived to be better than graduates in "College". This perception somehow is eroding BASC's strategic advantage of providing college education as most parents and students put premium on quality education. Competition from other HEIs also come in terms of their ability to offer programs that are responsive to emerging trends allowing them to capture bigger student markets.

STRATEGIC ACTIONS

The seven strategic actions are in alignment with the mandated services of the College (Instruction, Research, Extension and Production) and contribute to the attainment of the higher education sub-sector goals, to wit: the formation of high-level human resource, and generation, adaptation, and transfer of knowledge and technology for national development and global competitiveness.

The plan is anchored on three Key Results Area namely KRA 1. Instruction; KRA 2. Research, Development and Extension and KRA 3. Resource Management and captured in seven strategic goals: Quality Education, Competitive Science and Technology, Empowered Communities, Sustainable Resource Generation, Client-Centered Governance, Versatile Spaces for Innovation, and Strong Alumni Engagement.

GOAL 1- QUALITY EDUCATION

KEY INITIATIVES

Obtain national accreditation of agriculture, engineering and agroforestry degree programs
Develop centers of development in priority programs
Operationalize an integrated online portal of BASC

Bulacan Agricultural State College (BASC) will be recognized as one of the premier higher agricultural education institutions in the country, offering affordable world-class education to produce highly competent manpower in science and technology (S&T), especially for agriculture, environmental management and agri-industries.

KEY AREAS

- Curriculum development
- Faculty development
- Knowledge sharing
- Mobility
- Quality assurance
- Support to Students

a. Curriculum Development

BASC needs to constantly update its curricula to be able to address the needs of the fast changing society. Specifically, it needs to strengthen and enhance its graduate and undergraduate curricular programs, and institute measures to improve students' performance.

Strategies

- Align graduate and undergraduate degree programs with outcomes-based curricula
- Ensure that all programs comply with the minimum requirements of CHED, PRC and other regulatory bodies
- Offer additional graduate degree programs
- Conduct regular review and monitoring of curricular programs to address the needs of the local and global communities

- Implement programs/activities for interactive learning and free exchange of ideas outside the classroom
- Collaborate with industries, alumni and other institutions to finance student research projects that are aligned with industry/ community needs.
- Ensure high graduation rate and employability of graduates
- Implement short courses in communication and foreign languages to improve language proficiency of students

Metrics

- Number of programs aligned to the OBE-curricula
- Number of OBE-compliant instructional materials prepared and published
- Number of students enrolled in the various degree programs
- Number of programs compliant with the requirements of CHED, PRC and other regulatory bodies
- Number of programs accredited by national/ international quality assurance bodies
- Number of degree programs recognized as CODs by CHED
- Number of curricular reviews and monitoring activities conducted
- Number of programs/activities for interactive learning conducted
- Number of student theses funded by industries, alumni and other funding institutions
- Percentage of graduates graduating within the prescribed period
- Improved performance in licensure examinations (institutional passing percentage higher than the national passing percentage)
- Percentage of graduates employed within 6 to 12 months after graduation

b. Faculty Development

BASC aims to continuously upgrade its pool of faculty members to improve their competitive stance in terms of teaching effectiveness, research productivity, and delivery of quality extension services.

Strategies

- Allocate more funds for faculty development (including funds for graduate studies, training and short courses, seminars, workshops, postdoctoral training, visiting professorships, benchmarking activities, and other sabbatical engagements)
- Enhance teaching and research capabilities of faculty by sending them for graduate studies in reputable institutions here and/or abroad
- Intensify recruitment of highly qualified/competent faculty, even from abroad
- Institute a more attractive faculty recruitment package
- Require all regular faculty members to conduct research and extension projects
- Require regular faculty members to publish papers in peer-reviewed publications
- Encourage faculty members to present papers in national/international scientific and professional for a
- Institutionalize a vibrant mentoring program for junior faculty

Metrics

- Increased budget allocation for faculty development
- Number of faculty members sent for graduate studies to reputable institutions
- Number of faculty member-scholars who have completed their graduate studies
- Number of faculty members attending trainings, workshops, etc.
- Number of functional MOAs/MOUs/contracts signed by and between BASC and universities (local and abroad) for graduate studies and/or academic exchange
- Number of highly competent faculty from reputable institutions hired
- Institutionalization of a policy for a more attractive faculty recruitment package
- Number of faculty conducting research and extension programs
- Number of faculty publications in refereed journals
- Number of papers presented in scientific and professional fora
- Number of junior faculty mentored

c. Knowledge Sharing

BASC will position itself as a niche player in the academic and industry arena whose graduates are capable of driving the country's economy forward. BASC will achieve this by engaging in a dynamic knowledge sharing environment with other universities and key industries. Specifically, it will seek to strengthen its knowledge-sharing programs with topnotch universities/institutions, and to improve students' access to updated learning resources and spaces for interactive learning.

Strategies

- Establish more academic collaborations with topnotch universities and institutions in the Philippines and abroad
- Get institutional subscription to more journals
- Acquire additional library materials like more recent editions of books and other instructional materials
- Provide study rooms for students in each academic department, the area: student occupancy ratio of which are compliant to CHED standards

Metrics

- Number of functional bilateral agreements on knowledge exchange with national and international universities/institutions
- Number of curricular programs implemented in partnership with international universities
- Number of institutional subscriptions to journals, books, and other learning materials
- Number of updated library materials available for students' use.

d. Mobility

Internationalization of education at BASC need to be ironed out. These include conflicts in the academic calendars between schools and the lack of credit transfer policies, among other weaknesses. The BASC, therefore, aims to enhance mobility of BASC faculty and students by creating an enabling mechanism that makes a two-way international mobility accessible to more faculty members and students.

Strategies

- Devise enabling policies and guidelines for admission of foreign students; and for mobility of local and foreign students and faculty members
- Invite visiting professors and foreign researchers to conduct research or teach students in BASC
- Secure scholarships from science and technology consortia for students and faculty

Metrics

- Institutionalization of a credit transfer mechanism for transnational admissions
- Number of full-time foreign students enrolled in degree programs at BASC
- Number of local students enrolled in programs offered in other topnotch universities abroad
- Number of foreign exchange students
- Number of faculty members participating in mobility programs
- Number of MOUs signed by and between BASC and partner institutions
- Number of students and faculty members with scholarships funded by S&T organizations.
- Number of visiting professors from other universities
- Number of students and faculty members with scholarships funded by S&T organizations.

e. Quality Assurance

BASC puts prime emphasis on producing highly competent graduates who can respond to the demands of the workplace. Thus, we have to make sure that our programs meet national and international standards.

Strategies

- Align all degree programs with outcomes-based curricula
- Apply for accreditation/certification of programs by national and international accrediting bodies
- Apply programs for COD status
- Enhance admission and retention policies
- Institute more effective programs to improve performance in licensure examinations
- Implement a fully functional user-friendly database of faculty and students records
- Operationalize fully online enrolment system
- Reconfigure academic units to attain a more efficient delivery of functions and responsibility

Metrics

- Number of programs compliant to the OBE curricula
- Number of programs accredited by national/ international quality assurance bodies (e.g. AACUP, CHED-ISA, ISO, etc.)
- Number of programs awarded by CHED with COD status
- Number of students who took and passed the admission exam
- Number of students who graduated within the prescribed period

- Institutional passing percentage higher than the national passing percentage
- Availability of functional user-friendly database of faculty and students records
- Online enrolment system fully operationalized

f. Support for Students

We strive to develop well-rounded students at BASC. While emphasizing curricular activities, we encourage our students to engage in co-curricular programs that provide them first-hand experience in applying theories and principles learned in class. To be able to do this, we seek to implement a more vibrant academic support system for our students.

Strategies

- Institutionalize a system for peer support for students
- Facilitate students' engagement in community-oriented activities and participation in scientific and academic gatherings
- Strengthen on-the-job or apprenticeship program
- Institutionalize a Student Success Center for coping learners, career guidance services, OJT engagements, and others.

Metrics

- Institutionalized peer support system for students
- Number of students engaged in community-oriented activities
- Number of students who participated in scientific and academic gatherings
- Quality of the on-the-job or apprenticeship experiences of the students
- Number of degree programs with OJT or apprenticeship as part of the curriculum
- Student Success Center established
- Number of student support activities (e.g. tutorials, seminars, etc.) conducted
- Number of coping learners assisted

GOAL 2: GLOBALLY COMPETITIVE SCIENCE & TECHNOLOGY

KEY INITIATIVES

Address issues of global importance such as climate change, renewable energy, poverty alleviation, gender and development, and peace.

Support cutting-edge technology that will yield competitive niches such as biotechnology and other emerging fields.

Institutionalize intellectual property protection and publications as key components of research among faculty, staff, and students

Strengthen mobility through faculty and student exchange programs

Research is the engine of innovation. Technologies and information generated by research improve the socio-economic status and build the resilience of vulnerable groups.

As a research institution, BASC will continuously design and implement research responsive to the needs of its clientele including farmers, businessmen, women and the industry. The focus will be on the development of technologies and processes that can improve productivity and capacities to mitigate and adapt to the impacts of climate change.

KEY AREAS

- Research Relevance
- Partnerships
- Knowledge Protection, Transfer and Commercialization
- Capability Development

a. Ensuring Research Relevance

Impacts of climate are now felt across the globe. BASC research will focus on developing technologies and knowledge to help people and communities mitigate and adapt to these impacts.

Strategies

- Gear research agenda towards issues of global importance such as climate change, renewable energy, poverty alleviation, gender and development, and peace.
- Support emerging science and technology that will yield competitive niches such as biotechnology, etc.
- Provide funds for competitive innovations that address the needs of the region and the country and will produce technology of global application and importance.

Metrics

- Number of participatory consultations on research agenda
- Number of updated research priorities
- Number of funded and implemented research projects
- Number of research projects implemented on emerging S&T
- Amount of state college funds invested for research
- Amount of funding generated externally

b. Partnerships

There is strength in collaboration. At BASC, we believe that we achieve more by working hand-in-hand with agencies, institutions and groups that share our vision of developing sustainable and resilient communities.

Strategies

- Establish linkage with research agencies or institutions.
- Engage the community and other stakeholders in crafting REPD agenda and priorities of the BASC.
- Establish a mechanism where industry can freely collaborate with researchers without compromising the interests of the BASC.

Metrics

- Number of MOAs signed
- Number of joint research conducted

- Number of consultations with key stakeholders conducted

c. Strengthening Knowledge Protection, Transfer and Commercialization

We uphold the value and propriety of technologies and information churned out by conscientious research. BASC will strive to protect, transfer and commercialized the technologies, models and processes generated through research and encourage our researchers to embrace the culture of knowledge protection by providing incentives for filed patent and utility model applications.

Strategies:

- Provide enabling environment for researchers to imbibe the culture of knowledge protection.
- Provide better incentive system for faculty, staff and students with patents and utility model applications/registrations.
- Institutionalize a mechanism for technology transfer and commercialization.

Metrics:

- Number of IPR related trainings, seminars, workshops conducted
- Number of technologies disclosed
- Number of technologies and creative works with intellectual property protection (patents, utility models, copyright etc.)
- Number of copyrighted publications
- BOT approved IPR Incentive System
- BOT approved Technology Transfer and Commercialization Guidelines
- Number of technologies transferred and commercialized

d. Capability Development

We believe in building the capacity of our researchers. We will continue to develop the competence of our researchers on highly technical and specialized fields to enable us to respond to the emerging challenges and trends.

Strategies:

- Send researchers/scientists for training and postdoctoral studies to institutions that have a culture for research and technology transfer.
- Invite experts to do advance research.
- Mentor junior researchers in developing research proposals, implementing research and publishing result.
- Develop a program to enhance research capability (research academy).
- Improve research facilities.
- Establish state of the art facilities for emerging technologies.
- Integrate graduate research into the BASC's research program.
- Provide research seed money for returning scholars.

Metrics:

- Number of researchers and scientists for training and postdoctoral studies to institutions that have a culture for research and technology transfer
- Number of BASC researchers awarded with post-doctoral fellowships in reputable institutions
- Number of research projects conducted by experts together with BASC researchers
- Number of research projects implemented by junior researchers
- Number of research papers published by BASC researchers
- Number of enrollees in the program
- Number of upgraded laboratories and research facilities
- Number of state of the art facilities for emerging technologies established
- Number of completed graduate thesis integrated into the BASC's research program
- BOT approved guidelines on the provision of research seed money for returning scholars

e. Communication of Research Results

Research at BASC is geared towards contributing to the body of knowledge. Research papers published in reputable journals, books, and other publications serve as measure for research productivity of a state college. We will make that our research results are shared to other scientists by encouraging faculty members and researchers to publish in internationally-indexed journals and publications by providing incentives and an enabling environment.

Strategies

- Provide enabling environment for researchers to publish internationally-indexed journals and publications.
- Require faculty members to publish at least one paper in every two years.
- Require doctoral students to publish at least one research paper before graduation.
- Organizing research forums and symposia at the national and international levels.
- Provide support for participation in research scientific forums and symposia.
- Design and develop research-based knowledge products.

Metrics

- Number of research papers published in internationally-indexed journals and publications
- Number of books, manuals, teaching guides, student workbooks and other instructional materials published
- BOT approved policy requiring faculty/researchers to publish at least one paper in every two years
- BOT approved policy requiring doctoral students to publish at least one paper before graduation
- Number of dissertations published
- Number of research forums and symposia organized at the national and international levels

- Number of researchers provided support for participation in research scientific forums and symposia
- Number of research-based knowledge products designed and published
- Accreditation of the Annals of Tropical Research by reputable international accrediting bodies

GOAL 3- EMPOWERED COMMUNITIES

KEY INITIATIVES

Enhance extension administration
Forge enduring partnerships among stakeholders
Promote inclusive community participation in the development process
Enhance communities' capacity for self-governance for sustainable development
Nurture sustainable entrepreneurship
Enhance environmental integrity and resiliency

The instruction and research programs of BASC contribute to societal progress, but it is through its extension programs that the university brings about direct and immediate effect on society. In the next 10 years, BASC will strengthen its community engagement for community empowerment. Empowered communities capable to effectively manage the present and confidently master the future are the key to true development. Empowered communities are potent development partners of BASC. Empowered communities will be the distinctive footprints as it journeys forward. Community empowerment, therefore, is both a goal and integral part of BASC's institutional culture.

Enhanced capacities of faculty, staff and students to engage in extension. Extension programs offer rich learning opportunities for development professionals. Thus, BASC will support its faculty, staff, and students' community engagement to broaden their expertise.

Strategies

- Enhance extension administration
- Increase allocation for extension
- Capacitate faculty, staff and students in extension.
- Provide incentive to faculty, staff and students engaged in extension.
- Produce publications from extension programs
- Enhance monitoring and evaluation system

Metrics

- Number of personnel assigned in extension support activities
- Number of meetings of research, extension and commodity team
- Percentage increase of budgetary allocation for extension
- Number of faculty, staff and students trained in extension
- Number of faculty, staff and students awarded
- Nature and value of awards for extension

- Percentage increase in workload points for extension
- Number of extension publications produced and copyrighted
- Number of papers presented in professional and scientific fora
- Number of instructional materials utilizing extension outputs used in instruction, research and policy
- REDP MIS installed
- Number of projects monitored and evaluated
- Number of impact studies conducted
- Percentage of extension projects evaluated with a rating of Good or Better

a. Community empowerment

BASC's extension endeavor will be designed to increase productivity and profitability, to improve community welfare, to increase citizen engagement and to enhance environmental integrity and resiliency.

Strategies

- Forge enduring partnerships among stakeholders
- Promote inclusive community participation in the development process
- Enhance communities' capacity for self-governance for sustainable development
- Nurture sustainable entrepreneurship
- Promote well-being and improve quality of life of the marginalized sectors
- Enhance environmental integrity and resiliency

Metrics

- Number of partnerships established/sustained (MOA/MOU)
- Value of resources generated
- Number of stakeholders participating in development programs and project
- Number of sectors represented
- Number of project beneficiaries disaggregated by sex
- Number of beneficiaries trained disaggregated by sex
- Number of communities organized and capacitated
- Number of organizations registered/ accredited with DOLE, SEC, and other accrediting bodies
- Number of barangays/ organizations with complete records such as minutes, resolutions, etc.
- Number of barangays/ organizations with development plans and approved project proposals
- Number and value of projects implemented
- Number of entrepreneurs engaged in sustainable enterprises
- Number of entrepreneurs utilizing BASC S and T products
- Percent increase in income of entrepreneurs
- Percentage increase in literacy level
- Number of adopters of sustainable agriculture and Climate Smart Agriculture

GOAL 4: SUSTAINABLE RESOURCE GENERATION

KEY INITIATIVES

Promote and formalize the College as an agro-tourism destination and as a venue for conferences and special events

Commercialize BASC's intellectual property assets

Pursue joint ventures with public and private entities for income generating activities

The College is endowed with natural resources and pool of experts vital for creating income generating projects that will help augment the resources provided by government. The challenge is to strike a balance between continuing the pursuit of excellence while maintaining environmental conditions that will support present and future generations. By evaluating feasible options available for the College and taking advantage of its green campus, the College can serve as a model in sustainable resource generation.

KEY AREAS

- Promoting and formalizing the university as an agro-tourism destination and as a venue for conferences and special event
- Commercializing BASC's intellectual property assets
- Pursuing joint ventures with public and private entities for income generating activities
- Policing existing and future business concessionaires
- Professionalizing financial management of income generating activities

a. Promoting and formalizing the College as an agro-tourism destination and as a venue for conferences and special event

Strategies

- Identify agro-tourism products
- Develop events packages
- Identify personnel for agro-tourism activities
- Develop appropriate infrastructure and facilities
- Establish mechanism to ensure availability of quality foods and services

Metrics

- Number of events packages developed
- Number of trained and certified personnel
- Number of infrastructure constructed / improved
- Number of facilities and infrastructures accredited by Department of Tourism
- Diversified food / menu available
- Number of trained and certified food handlers

b. Commercializing BASC's intellectual property (IP) assets

Strategies

- Identify commercializable intellectual property assets
- Collaborate or business contracting with IP owners
- Commercialize IP assets (production and marketing)

Metrics:

- Number of commercializable intellectual property assets
- Number of customers identified
- Number of contracts signed
- Peso value of contracts
- Income from commercialized IP assets

c. Pursuing joint ventures with public and private entities for income generating activities

Strategies

- Identify public/private entities for income generating activities
- Identify business enterprises

Metrics

- Number of public / private entities of income generating activities
- of business contracts signed
- Number of business enterprises established
- Peso value of contracts

d. Policing existing and future business concessionaires

Strategies

- Diligent implementation of policies for compliance

Metrics

- Number of compliant concessionaires vis-à-vis physical, material, safety and sanitation standards

e. Professionalizing financial management of income generating activities

Strategies

- Improve transaction journals, data processing and analytics (standard business financial reporting)
- Monitor and evaluate financial administration

Metrics

- Number of streamlined books of accounts and financial statements
- Number of audit and feedback reports
- Number of trained personnel

GOAL 5: CLIENT-CENTERED GOVERNANCE

KEY INITIATIVES

Establish a management information support system office for systematic data filing and centralized data retrieval
Prioritize collegiality through intra- and inter-office communication and collaboration
Strengthen the International Affairs Office as gateway for engagement with foreign entities

More exciting opportunities in exchange of information in science and technology come in positioning BASC in the arena of ASEAN integration. We embrace the responsibility as a research institution to build up experts engaged in effectively serving our clients – parents, students, farmers, entrepreneurs, policy makers and technologists by making our science and technological products more accessible.

a. Quality Frontline Services

BASC will enhance the creative and dynamic administrative support staff to embrace the philosophy and principles of civil service through continuous capability development and consciousness of the ethics in government service. The success of the College will be better when the professional administrative staff achieves high standard in their performance.

Strategies

- Recruitment and retention of high quality administrative staff
- Massive capability building for young qualified staff
- Systematic mentoring of younger staff with potential
- Enhanced and calendared in-house trainings
- Improved health and safety benefits and rewards system
- Enhanced feedback mechanisms

Metrics

- Number of orientations on BASC policies, CSC and DBM rules and regulations
- Number of skills trainings conducted
- Number of seminar workshops conducted/facilitated
- Provident fund established and operational
- Employees covered with group health insurance
- Number of additional medical personnel of BASC Clinic and external campuses
- Number of College awardees given cash incentive
- Number of monthly report on analysis of feedbacks received.
- New feedback mechanism introduced

b. Responsive management information system

Strategies

- Purchase and design of MIS Software
- Hiring and retention of qualified and competent IT personnel
- Training of the end users of the new system
- Dry run and full implementation of the system

Metrics

- New software designed and installed
- Competent IT personnel hired, retained and retrained
- Number of users of the system trained
- All users actively using/updating his/her account
- Number of reports generated from the system

c. Functional international gateway services

BASC will engage in efforts with international nature such as advertising and recruitment of foreign students and research projects, faculty, staff and student exchange programs.

Strategies

- Securing official approval of the creation of the International Office with staffing requirement
- Provision of resources in terms of budget, facilities, and personnel to the International Office
- Continuous updating of the BASC web page
- Linking the International Office to the MIS
- Benchmarking activities of the International Office staff in big agricultural universities overseas
- Scouting for new universities and org. for possible international linkages and collaboration

Metrics

- Fully operational international office with sufficient Number of qualified staff, equipment, fast internet connection and budget for operation
- Updated BASC web page
- MIS has an International office portal
- Number of benchmarking activities
- Number of visitors coming from international office of foreign universities
- Fast WiFi connectivity installed in all campuses
- Number of seminars attended by BASC campuses
- Increased budget and additional personnel for two campuses based on actual need (new buildings)
- Number of new international linkages forged
- Number of new mobilities facilitated

d. Quality assurance compliance support services

BASC will continually raise its academic and professional performance and standard through quality assurance evaluation.

Strategies

- Compliance of administrative units/offices to 5s
- Manualization of various policies, processes, procedures and work instructions
- Orientation of users of manuals
- Conduct of internal assessment of existing process for accreditation
- Compliance to deficiencies and introduction of new improvements
- Submission to external audit and assessment
- Compliance to external findings and sustain compliance to established standards in manuals and work instructions

Metrics

- Manuals prepared/revised, approved, printed and distributed
- Number of orientation conducted
- Number of participants attended
- Number of internal audit and management review reports prepared and submitted
- Number of deficiencies complied
- Number of new improvements introduced
- External accreditation passed (i.e. ISO, CHED ISA, AACCCUP, PRIME HRM)
- Correction of 100% of findings
- Passing the surveillance audit

e. Proactive risk and disaster management

Strategies

- Establishment of a well-equipped and fully staffed Risk Reduction Management Office
- Identification of possible risks, disasters and hazards in all campuses
- Designing specific procedures to mitigate risks, reduce hazards and effects of disasters
- Identification of possible areas for evacuation and dissemination of information on protocols in responding to disasters
- Capacitating individuals, families, groups in response to incidence of disasters.

Metrics

- Number of needed positions created
- Number of trained on-call responders
- Procurement of rescue equipment and facilities
- Mapping of risk areas and causes of risks, disasters and hazards
- Manual for mitigation distributed and disseminated
- Buildings identified as evacuation areas
- Number of trainings conducted

- Number of other risk and disaster prevention and management trainings workshop conducted

f. Safe and peaceful environment

Strategies

- Improving security, peace and order protocols
- Improving Security Services through upgraded equipment and quality of personnel
- Collaborating with neighboring barangay and municipality peace and order personnel
- Establishing parameter fences and guard posts in key areas

Metrics

- Security protocols already in place and disseminated to constituents
- Each security personnel provided with working communications and other basic equipment
- Number of LGU units collaborated with
- Strengthened collaboration with PNP, etc.
- Repair of all damaged fences
- Number of additional guard posts constructed and used

GOAL 6: VERSATILE SPACES FOR INNOVATION

KEY INITIATIVES

*Upgrade learning and research facilities
Develop and implement a comprehensive land use plan for the BASC
Provide high speed internet connectivity in the College
Establish an integrated student center and faculty lounges*

Spaces are important for innovation. We would like to build upon the lessons of BASC's visionary leaders: versatile spaces are conducive for deliberate and serendipitous encounters where great ideas brew and flow. BASC will invest in well-planned and well-designed infrastructure that are human-centered.

This means we will improve the places not only where students learn and professors teach, but also where administrative staff work, and where scientists make new discoveries. This means we take care of the places other than work: food, leisure, accommodation, and even traffic. This means we all so consider "third places"—spaces outside of work and home in the university that engender social interaction.

a. Campus Development Plan

As the College continues to expand, we will make sure that the construction of new buildings and physical systems should reflect our long-time appreciation for beautiful and human-centered design.

Strategies

- Review and survey existing land use of all campuses
- Propose zones for expansion and development
- Review and revisit BASC's campus development blueprint
- Create an updated design blueprint for BASC buildings and landscapes for all campuses

Metrics

- Number of campuses reviewed
- Number of hectares surveyed versus total land area of BASC campuses
- Number of land use plans /master plans created
- Evaluation results of the review
- Updated campus development blueprint
- Number of satellite campuses with new design blueprint

b. Upgrade Learning Facilities

Learning is at the core of BASC's mandate as a state university. For students and other constituents to maximize learning opportunities, BASC will invest in the upgrading of its learning facilities to meet global standards.

Strategies

- Convert existing lecture rooms and lecture halls to smart classrooms
- Upgrade laboratories and multimedia rooms to be compliant with relevant global standards
- Provide functional and conducive working areas for faculty and staff
- Furnish high-end laptop computers for each faculty and selected staff

Metrics

- Number of lecture rooms and lecture halls converted
- Number of laboratories and multimedia rooms upgraded
- New Building constructed
- Number of renovated / upgraded office areas for faculty and staff
- Number of laptop computers provided to faculty and staff

c. Facilities for Tech Generation and Promotion

Our researchers will developed technologies that would helped farmers and other stakeholders. We plan to do this by making the necessary facilities available for technology generation and promotion.

Strategies

- Construct BASC Technology Business Incubator Building
- Offer BASC generated technologies for sale online
- Construct additional green/screen houses
- Establish a chemical supply storage facilities

Metrics

- Number of upgraded facilities
- Number of technologies featured online
- Number of technologies produced with IEC materials
- Number of existing greenhouses renovated
- Number of additional greenhouses constructed
- Chemical supply storage facility constructed
- Number of new farm tools purchased
- Number of machineries purchased

d. Living Spaces

BASC will make sure that staff houses and dormitory in the College remain livable.

Strategies

- Renovate dormitory to comply with existing building codes
- Construct additional dormitories for freshmen
- Institute an accreditation and monitoring scheme for boarding houses outside of the College
- Provide fast internet connection to the dormitory
- Develop a policy for a shared investment mechanism for staff housing
- Construct new housing units for single professionals

Metrics

- Student dormitory renovated
- Number of additional dormitories constructed
- Number of boarding houses accredited and monitored
- Student dormitory provided with internet
- Policy created on shared investment mechanism
- Number of housing units provided to unmarried faculty and staff

e. Socio-Cultural Spaces

Outside of school and work, people in the College need to keep up with other aspects of life, including opportunities for leisure and social interaction. We will make this possible by providing spaces for fun and recreation.

Strategies

- Upgrade accommodation and agro-tourism facilities to be compliant to Department of Tourism (DoT) standards
- Develop sports and farm tourism sites
- Rubberize the BASC Athletic Oval
- Expand the BASC Gymnasium
- Construct retractable canopies to cover sport's courts
- Construct office spaces for student organizations at the student center

- Construct sanitary food and dining stalls in strategic locations in the College
- Construct a Culture and Arts office with studios for visual, literary, music, dance, and performing arts to be integrated in the Student Center
- Construct a large convention center equipped with an auditorium good for 1,000-person seating capacity and with provision for parallel rooms
- Establish a museum to feature BASC's rich history and the evolution of agriculture as a field of discipline
- Construct a one-stop visitor's lounge for tourist guests
- Purchase a visitor's electronic kiosk to be placed in strategic locations of the College

Metrics

- Number of upgraded accommodation facilities
- Number of upgraded ecotourism sites
- Number of sports facilities constructed
- Rubberized track oval constructed
- Expanded BASC Gymnasium
- Number of retractable canopies constructed
- Student center offices constructed
- Number of constructed food stalls in strategic locations
- Culture and Arts office constructed
- New convention center/auditorium constructed
- New museum building constructed
- Guest lounge constructed
- Number of electronic visitor's kiosks installed

f. ICT for Productivity

Internet connectivity is important for College work. The faculty and staff need access to email and online tools to communicate and collaborate faster, for the College to be globally competitive.

Strategies

- Subscribe to high speed internet plans for all BASC campuses
- Provide free internet for faculty, staff, and students within the main and satellite campuses
- Provide backbone fiber optic networks between all buildings in each campus in the College system
- Request Telco providers to provide the latest cellular coverage to all campuses

Metrics

- Presence of high speed internet
- Free internet to faculty, staff and students in strategic locations
- Fiber optic network to interconnect the whole College
- Increased coverage of mobile signal within the campus

g. Auxiliary Services

Providing efficient auxiliary services and support infrastructure is very important in the operations of a world class College.

Strategies

- Construct a solar farm within the BASC Main Campus as a sustainable source of electricity
- Install solar-powered street lights
- Develop a new potable water source to meet increasing demand in the campus
- Improve drainage systems to avoid flooding in BASC campuses
- Purchase air-conditioned College bus for BASC DRT Campus
- Purchase new diesel-based vehicles to replace old units
- Purchase biocars as transport loop vehicle within the BASC campus
- Purchase a new fire truck
- Purchase security cameras (CCTVs) in strategic locations within the campus

Metrics

- Number of solar panels installed
- Number of solar-powered street lights installed
- New water source
- Improved drainage systems
- Improved drainage systems
- Number of new diesel-based vehicles purchased
- Number of biocars purchased
- New fire truck purchased
- Number of CCTVs installed

h. Waste Management

The College will make sure that as work continues in the College, the waste produced are disposed with care for the environment.

Strategies

- Establish a material recovery facility (MRF) for all BASC campuses
- Secure Environmental Compliance Certificate (ECC) for all MRFs
- Modify all laboratory drainage systems
- Enforce proper solid waste segregation in all units in the College
- Schedule regular collection and proper disposal of septic tank waste
- Establish a waste water treatment facility
- Purchase garbage trucks for waste collection in campus

Metrics

- Number of MRFs installed
- Environmental Compliance Certificate
- Number of lab drainage systems constructed
- Solid waste management policy
- Number of trash bins provided in strategic locations

- Collection schedule
- Constructed waste water treatment facility
- Garbage truck purchased

i. Traffic Management

The transportation needs of the people in the College have changed. We will make sure the streets in BASC will be future-proof the next few decades.

Strategies

- Develop a functional and efficient transport loop system for vehicles within the College
- Implement a new street design and traffic system, friendly to pedestrians, commuters, and car owners alike, compliant to the Global Street Design Guide
- Coordinate with local government to establish specialized traffic policies in and around BASC
- Establish additional parking spaces for vehicles
- Allocate bike lanes in major road networks of BASC

Metrics

- Transport loop plan
- Number of vehicles purchased for the transport loop
- Traffic system plan
- Traffic policy
- Number of parking spaces constructed
- Number of bike lanes constructed

j. Health Service Facilities

The College will make sure that its constituents are healthy by making medical facilities available and accessible to everyone.

Strategies

- Construct a College infirmary building
- Purchase a state-of-the-art ambulance
- Provide necessary dental facilities
- Purchase basic emergency room equipment
- Purchase a mobile hospital clinic that can service both the main and satellite campuses

Metrics

- College Infirmary established
- Ambulance purchased
- Number of dental facilities purchased
- Number of emergency room equipment purchased
- Mobile hospital clinic purchased

GOAL 7 : STRONG ALUMNI ENGAGEMENT

KEY INITIATIVES

*Involve alumni in the crafting and design of College program and projects, College promotion, and fund sourcing
Institutionalize an endowment fund for alumni
Recognize outstanding alumni in various fields*

BASC alumni are college graduates of BNAS, BNASC as well as secondary school graduates of BNAS, all organized into the BASC Alumni Association. We will enhance our efforts to tap our proficient and enthusiastic BASC alumni as a significant resource in support of BASC's aspiration to become globally competitive in science, technology, and environmental conservation. A large number of alumni hold diverse positions in the country. They can apparently offer propelling support to the College if meaningful engagements with them are developed, enhanced, and nurtured.

KEY AREAS

- Organizational strengthening
- Academic partnership
- Resource generation
- Awards and promotion
- Monitoring

a. **Organizational Strengthening**

A strong alumni association is a prerequisite to a sustainable and successful partnership with the College as the latter gears toward world class education and scientific leadership while performing its governance and social responsibility roles. BASC will create opportunities to strengthen the alumni association as a sustainability mechanism for forged partnerships.

Strategies

- Create ways for in-campus alumni to forge closer relationship within the BASC Alumni Association.
- Bridge local and international alumni to the College.
- Formally organize alumni chapters.

Metrics

- Number of social gathering conducted for BASC-based alumni
- Number of colleges hosting social gatherings
- Number of alumni projects conducted by in-campus alumni
- Percentage of in-campus alumni participating in alumni activities
- Number of orientation programs for newly hired alumni at BASC
- Number of suggestions generated from alumni and addressed by the BASCAA Board of Directors
- Alumni webpage regularly updated
- Number of alumni reconnecting through the Alumni webpage
- Number of alumni chapters visited by BASCAA BOD

b. Academic Partnership

A wholesome relationship will firm up alumni's commitment to help BASC as it strives to provide world-class education and effective research and extension.

Strategies

- Establish collaboration with alumni for curriculum development and updating.
- Involve alumni for capability building for BASC faculty, staff, and students.
- Establish linkage with alumni in local and international establishments for on-the-job training and student graduate internship.
- Involve alumni in crafting RDEP agenda and priorities of the College.

Metrics

- Alumni webpage managed and updated regularly
- Technical personnel for alumni matters hired or appointed
- Alumni database updated annually
- Number of alumni tracer studies conducted by the colleges
- Number of alumni occupying key positions in private and public institutions/ establishments identified
- Number of alumni identified in different sectors (academic institutions, industry, NGOs, and government agencies)
- Number of alumni contributing inputs for curricular program enhancement
- Number of curricular programs updated with inputs from alumni
- Number of alumni serving as visiting professors, researchers, and resource persons in trainings, seminars, and conferences
- Number of MOA/MOU forged with local and international research universities for faculty and student exchange and for mentorship of faculty members through alumni
- Number of faculty members and students sent for academic exchange program through alumni
- Number of alumni providing access to establishments for OJT and internship of students
- Number of students sent for OJT or internship through alumni
- Number of faculty members mentored by alumni in other establishments and institutions
- Number of alumni participating in planning workshops and inhouse review sessions
- Number of planning workshops and inhouse review sessions involving alumni

c. Resource Generation

Many alumni have the willingness to share their resources either individually or collectively to help BASC become the university it desires to be. BASC will organize resource generation activities with the alumni's involvement.

Strategies

- Involve the BASC Alumni Association in the College's promotion and fund sourcing projects.
- Source funds for BASC Alumni Association scholars.

- Design and implement the Alumni Endowment Fund project to support alumni and university projects

Metrics

- Number of newsletters promoting Alumni projects published in Alumni webpage
- Number of projects supported by alumni
- Number of alumni supporting projects
- Number of students enjoying alumni scholarship
- Number of fund raising activities conducted
- Endowment Fund project designed and implemented
- Number of MOAs/MOUs forged with individual alumni and alumni chapters for the proposed Endowment Fund project

d. Awards and Promotion

While a large number of alumni have attained outstanding success in their respective fields of endeavor, not many are recognized by the College and other alumni. Honoring these notable alumni will stimulate pride and loyalty among other alumni as well as students of BASC. It will also promote the College as an institution of excellence in education, research, and extension.

Strategies

- Recognize and award notable alumni at convocation programs.
- Recognize alumni during convocation programs.

Metrics

- Number of alumni awarded for their outstanding contributions to the College
- Number of alumni attending BASC Anniversary convocation programs

e. Monitoring

Awareness of relevant events involving geographically dispersed alumni and alumni chapters enhances the partnerships among BASC, alumni, and other stakeholders. Participatory monitoring will be employed as a mechanism to gather up-to-date and relevant information on alumni and alumni affairs in the different parts of the country and abroad.

Strategies

- Collect regular reports from alumni chapter communicators.
- Publish significant reports in Alumni website.

Metrics

- Number of reports submitted by alumni chapter communicators
- Number of reports published in the Alumni website

PLAN IMPLEMENTATION AND COMMUNICATION

This section articulates the procedures for the implementation of the strategic plan for the Bulacan Agricultural State College. The manner of communicating the plan to the College stakeholders and constituency is also presented here. This part also outlines the specific means of implementing the identified strategic actions under the eight strategic areas of concern.

Implementing Mechanisms

The College's top management headed by the President shall take the lead in implementing the programs, activities and projects of the 10-Year Strategic Plan for BASC. It is expected that actions by College President relative to the affairs of the College are anchored on the strategies and directions as outlined in BASC Strategic Plan, 2020-2029.

To ensure the effective implementation of the Plan, the College's management shall develop a culture of partnership. As such, collaboration among College campuses and departments shall be strengthened so that they complement one another and provide students and faculty greater space to learn to sustain the College's competitive advantages. Further, intelligent linkages with universities nationwide and even in the world outside shall be established and sustained. BASC shall take on strategic roles in consortium and partnership arrangements that will continually strengthen synergies in the creation, transmission and exploitation of knowledge. For the implementation of various projects under the key result areas (instruction, research and extension, and resource management), linking with the local government units, national agencies, members of congress and multilateral agencies will be pursued and/or strengthened.

To orchestrate the implementation of the proposed changes under this plan, an institutional mechanism shall be established. This institutional mechanism shall have a Project Management Team that shall directly undertake the implementation of the Plan.

This project management team shall be called the Institutional Development Group (IDG). The IDG shall be composed of eight (8) improvement teams (ITs) to cover the eight (8) strategic areas of concern of BASC, and a Communication Team. The IDG shall work directly under a Quality Council (QC), a body that shall provide the overall direction of plan implementation. The QC report, in turn, shall be regularly report by the College President to the Board of Trustees on the progress of the strategic plan implementation.

MONITORING AND EVALUATION

Three sets of changes have been planned to be achieved during the plan period to realize BASC's vision of becoming an Agricultural University. Firstly, the College planned to introduce changes in its programs and services and the manner in which these will be implemented to make them more responsive to the needs of its diverse groups of stakeholders. Secondly, the College planned to put in place flexible mechanisms and structures making them consistently relevant to the changing needs of the College's stakeholders. Lastly, as a result of the first two sets of changes, the College envisioned to achieve the following desired final outcomes: a) produced globally competitive and morally upright graduates, b) developed strong RDE culture, and c) effective and efficient in resource mobilization.

To ensure the achievement of the aforementioned changes, a monitoring and evaluation (M & E) mechanism should be established to provide the College decision makers with the necessary information for the effective and efficient management of the envisioned change process. Specifically, the implementation of strategies has to be monitored and evaluated regularly and periodically for many essential reasons among other are as follows: to improve its chances of success; to incorporate the lessons of experience; to identify possible changes, such as modifications in guidelines and procedures; and to suggest changes in policies, because of evidence – in practice – of alternative approaches.

SCOPE AND FOCUS

1. Effectiveness Measures

In the monitoring and evaluation of the plan, one major focus is the achievement of desired long-term goals. It shall cover the following indicators:

Performance in standardized board examinations

Percentage of graduates employed and who are successful in their employment endeavors

SUCs Levelling Status

Program Accreditation Status

Percentage of researches commercialized

Percentage of researches given recognition

Percentage of BASC generated income to total funds

Number of published books and instructional materials produced by faculty

2. Efficiency Measures

The other major focus of the plan M & E is the achievement of strategic objectives that have been set to realize the long-term goals. It shall cover the following performance indicators:

Percent increase in enrollment (annually or by school year)

Increase level of stakeholders satisfaction in the university programs, teaching resources and instruction, and other services

Increase in the number of POT and ICT materials prepared yearly

Increase in the number of research patents acquired yearly

Increase in the amount of resources generated yearly by RDE

Organization and Management Structure in place by 2024

Responsive and efficient operational systems, such as the MIS, TQM, enrollment and financial systems are in place by 2023

Increase in the number of teaching and non-teaching staff who have availed of capability building programs

Increase in the number of library users

STRATEGIES

Generation of required information from other monitoring and evaluation studies.

- » Some of the data required to be able to measure the effectiveness and efficiency of plan implementation may be obtained from results of studies conducted by external partners and agencies, such as the SUCs' Levelling Studies and Program Accreditation Studies.
- » Inclusion of required research studies in the College research agenda.
- » Conduct of required research studies shall be included in the College's priority research agenda.
- » Enhancement of existing College monitoring and evaluation systems.
- » The existing College's monitoring and evaluation mechanisms shall be enhanced to incorporate the M & E requirements of the plan.
- » Outsourcing of major M & E activities to allow external parties in the review of plan implementation.

M & E DELIVERABLES

Reports on various evaluation studies as inputs to plan implementation reviews such as Tracer Studies of Graduates and Stakeholders' Satisfaction Surveys, among others.

Reports on Annual Plan Implementation Progress Review - The College shall undertake plan implementation assessment yearly to ascertain the plan's progress and identify bottlenecks and their corresponding solutions.

Short-term Plan Implementation Assessment Report - After five (5) years of plan implementation, the College shall conduct a plan implementation assessment to ascertain among others, the following:

- a) achievement of targets set for the period,
- b) identify possible changes in the plan strategy design,
- c) identify possible modifications in guidelines and procedures, and
- d) possible changes in policies.

Reports on Midterm Plan Review. After five years of plan implementation, a plan review should be undertaken to determine the likelihood of achieving the longterm goals set by the end of the plan period. If as a result of this review, it was found out that achievement of goals may not be realized on time, a catch up program has to be formulated to ensure their attainment.

Report on Terminal Implementation Review - A comprehensive review of plan implementation should be made to assess both its efficiency and effectiveness to serve as basis for the successor plan to be formulated.

INSTITUTE OF EDUCATION

1. ACADEMIC PROGRAMS, CURRICULUM, AND INSTRUCTION

Strategic Objective

Establish accessible academic programs and mechanisms that ensure continuing improvement in the quality of teaching and learning responsive to changing student needs.

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets									
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Enhanced Academic Programs	Frequency of OBTL re-visit	1	1	1	1	1	1	1	1	1	1
	Frequency of review or refresher course	1	1	1	1	1	1	1	1	1	1
	Number of develop instructional materials, manuals and books		2		3		4		5		6
	Number of feasibility study for additional program		1	1							
	New Program Offering based on the results of feasibility study	1	1		2	1	1				1
	Curriculum review and revision		1		1		1		1		
	Percentage of increase in the	10%	12%	14%	16%	18%	20%	22%	24%	26%	28%

	licensure examination passing rate of BSEd program										
	Percentage of increase in the licensure examination passing rate for BEEd program	10%	12%	14%	16%	18%	20%	22%	24%	26%	28%
	Level 1 Accreditation					BSE major in Mathematics				BSE major in Social Studies	Bachelor of Early Childhood Education
	Level 2 Accreditation										BSE major in Mathematics
	Level 3 Accreditation		BSE BEED								
	Level 4 Accreditation					BSE BEED (Phase 1)		BSE BEED (Phase 2)			
	Certificate of Program Compliance (COPC)		1								
	Application for COD										BSE BEEd
Establish Resource Centers	Name of Resource Center Establish					Review Center for Licensure Examination for Teachers		Training Center for Continuing Education			Training Center for Applied Linguistics and

								for Educators			Language Studies
Strengthen Instructional Management and Competence of Faculty	Number of Faculty Attended Seminar on Instructional Competence or related seminars	5	7	9	11	12	13	14	15	15	15
Develop Instructional Materials for Alternative Delivery Modes of Learning	Number of Learning Materials Developed for Alternative Delivery Modes of Instruction	1	1	1	1	1	1	2	2	2	2

2. RESEARCH, DEVELOPMENT, AND EXTENSION

Strategic Objective

Improve Research, Development, and Extension (RDE) capacity

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets									
		2020-2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Improved RDE Programs	Number of Researches Presented to Regional Research Conference	3	3	3	3	3	4	4	4	4	5
	Number of Researches	1	1	1	1	2	2	2	2	3	3

	Presented to National Research Conference										
	Number of Researches Presented to International Research Conference	1	1	1	1	2	2	2	2	3	3
	Number of Researches Utilized		1		1		1		1		1
	Number of Researches Commercialized					1					1
	Number of Refereed Articles Published					1					1
	Number of Prepared Packages of Technology (POT) and Information, Education, and Communication (IEC) Materials			1		1		1			2

	Number of Research Patents Acquired			1		1		1			1
	Amount of Resources to Fund Researches Generated	P100,000	P150,000	P175,000	P200,000	P225,000	P250,000	P275,000	P300,000	P325,000	P350,000
	Number of Extension Activities Conducted		1		1		1		2		2
	Number of Utility Model Developed				1			1			1
	Number of Patent Registered					1		1			2

3. PHYSICAL PLANT AND FACILITIES

Strategic Objective

Create a safe and conducive environment for all.

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets									
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Upgrade existing facilities	Number of equipment purchase to attain Higher Accreditation Level (please specify equipment need to purchase that is/are requirement(s) in accreditation and amount if possible)		2 Photocopiers Machines Sound System Projector and Big White Screen	4 LED Television Set LED panels Speakers Elevated seats	5 desktop computers 3 Licensed Statistical Programs Tables and Chairs	5 Air-condition units Couch Sofa Hammock Bookshelves Tables and Chairs 2 sets of 4 in 1 printers	Cafeteria Equipment Study Tables and Chairs	Conference Table with Chairs Smart Board Sound System	Teacher's Table and Chairs Speech Booth	Intercom System Lighting System Audio-Visual system Projector Sound System	
Construction of new facilities (specify what your institutes wants to construct in your respective institute				Amphitheatre	Social Science Research Laboratory	Institute Library	Student's Lounge	Conference Room		Speech Laboratory	

4. HUMAN RESOURCE DEVELOPMENT

Strategic Objective

Improve Human Resource Management in the College

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets									
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Faculty Development Program	Number of faculty to finish doctorate program		2	1		1	1				
	Number of Scholarship Grantees		1	1	1	1	1	1	1	1	1
	Faculty Exchange recipients					1	1				
	Percentage of faculty who attended seminars/trainings for the development of their craft locally and internationally	20%	30%	40%	50%	60%	70%	80%	90%	100%	100%
	Percentage of faculty who was able to pursue post doctorate degree programs					10%				20%	
	Percentage of faculty who was able to present research in the international fora	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%
	Number of additional faculty hired	2	2	2	3	5	3	3	3	4	4

5. FINANCIAL RESOURCES

Strategic Objective

Increase availability, accessibility and utilization of financial resources to enhance delivery of services

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets										
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	
Establish review and training center or testing center						1	1				1	1

INSTITUTE OF ARTS AND SCIENCES

1. ACADEMIC PROGRAMS, CURRICULUM, AND INSTRUCTION

Strategic Objective

Establish accessible academic programs and mechanisms that ensure continuing improvement in the quality of teaching and learning responsive to changing student needs.

STRATEGIES (Programs/ Activities/Project s	PERFORMANCE INDICATORS	Targets									
		2020 - 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Enhanced Academic Programs	Frequency of OBTL re-visit	1	1	1	1	1	1	1	1	1	1
	Departmentalization of General Education (GE) subjects		Dept. of Mathematics and Physics	Dept. of Chemistry, Biological and Environmental Sciences	Dept. of English and Developmental Education	Dept. of Psychology and Humanities					
	Number of develop instructional materials, manuals and books		2		3		4		5		6
	Number of feasibility study for additional program			1						1	
	New Program Offering based on the results of feasibility study				BS Statistics				BS Psychology		

	Curriculum review and revision						1				
	Percentage of increase in the licensure examination passing rate of BSEd program										
	Percentage of increase in the licensure examination passing rate for BEEd program										
	Level 1 Accreditation									1	
	Certificate of Program Compliance (COPC)							1			
	Application for COD										1
Establish Resource Centers	Name of Resource Center Establish										BASC Statistical Center
Strengthen Instructional Management and Competence of Faculty	Number of Faculty Attended Seminar on Instructional Competence or related seminars	17	15	12	10	10	10	10	10	10	10

Develop Instructional Materials for Alternative Delivery Modes of Learning	Number of Learning Materials Developed for Alternative Delivery Modes of Instruction		Worktext in Mathematics in the Modern World	Worktext in Purposive Communication	Worktext in Understanding the Self	Worktext in Science, Technology and Society	Worktext in Readings in the Philippine History	Worktext in The Contemporary World			
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2. RESEARCH, DEVELOPMENT, AND EXTENSION

Strategic Objective

Improve Research, Development, and Extension (RDE) capacity

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets									
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Improved RDE Programs	Number of Researches Presented to Regional Research Conference	1	2	2	2	2	3	3	3	3	3
	Number of Researches Presented to National Research Conference			1	2	1	2	2	2	2	2
	Number of Researches Presented to International				1			1			1

	Number of Patent Registered										1
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3. PHYSICAL PLANT AND FACILITIES

Strategic Objective

Create a safe and conducive environment for all.

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets										
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	
Upgrade existing facilities	Number of equipment purchase to attain Higher Accreditation Level (please specify equipment need to purchase that is/are requirement(s) in accreditation and amount if possible)		Lab. Equipment for Chemistry (P1,500,000) a) Analytical Balance b) Single Door Biological Refrigerator c) Hot Plate d) distilling apparatus e) Desiccator f) distillation set up g) Centrifuge h) pH meter			Lab. Equipment for Physics (P500,000)		Lab. Equipment for Biology (P500,000)				

			i) Laboratory Oven j) moisture meter k) Binocular Microscope								
Construction of new building for lecture rooms that can accommodate large classes					1						

4. HUMAN RESOURCE DEVELOPMENT

Strategic Objective

Improve Human Resource Management in the College

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets									
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Faculty Development Program	Number of faculty to finish doctorate program	1	1	1					2		2
	Number of Scholarship Grantees		2			2					2
	Faculty Exchange recipients										
	Percentage of faculty who attended		6%			6%					6%

Establish Resource Centers	Name of Resource Center Establish				Microsoft Learning Center						
Strengthen Instructional Management and Competence of Faculty	Number of Faculty Attended Seminar on Instructional Competence or related seminars	4	4	4	4	6	6	6	6	6	6
Develop Instructional Materials for Alternative Delivery Modes of Learning	Number of Learning Materials Developed for Alternative Delivery Modes of Instruction	2	2	2	2	3	3	3	3	3	3

2. RESEARCH, DEVELOPMENT, AND EXTENSION

Strategic Objective

Improve Research, Development, and Extension (RDE) capacity

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets									
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Improved RDE Programs	Number of Researches Presented to Regional Research Conference	2	2	2	2	3	3	3	3	4	4
	Number of Researches Presented to National Research Conference	1	1	2	2	2	2	2	3	3	3
	Number of Researches Presented to International Research Conference	1	1	1	2	2	2	2	2	3	3
	Number of Researches Utilized			1		2		2		2	
	Number of Product to be Developed			1			1				
	Number of Researches Commercialized				1			1			
	Number of Refereed Articles Published			2			2				2
	Number of Prepared Packages of Technology (POT) and Information, Education, and Communication (IEC) Materials				1				1		

	Number of Research Patents Acquired						1				1
	Amount of Resources to Fund Researches Generated	100,000	350,000	400,000	200,000	150,000	450,000	400,000	200,000	350,000	250,000
	Number of Extension Activities Conducted	1		1		1		1		1	
	Number of Utility Model Developed			1		1		1		1	
	Number of Patent Registered		1		1		1		1		1

3. PHYSICAL PLANT AND FACILITIES

Strategic Objective

Create a safe and conducive environment for all.

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets									
		2020-2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Upgrade existing facilities	Number of equipment purchase to attain Higher Accreditation Level (please specify equipment need to purchase that is/are requirement(s) in accreditation and amount if possible)	<ul style="list-style-type: none"> • Agricultural Machinery & Equipment for RMO (4W & 2W Tractor) (Php 5M) • Furniture for new IT Lab Bldg (Php 100,000) • Equipment for ACCRE Room, Research and Extension Room 	<ul style="list-style-type: none"> • Surveying and Geodesy Equipment (Php 4M) • Agricultural Bioprocess Laboratory Equipment (Php 5M) • Furniture and equipment for Old It Bldg (Php 500,000) 	<ul style="list-style-type: none"> • Computer Laboratory Equipment for Cartography, Photogrammetry, Remote Sensing and Geographic System (Php 2M) • Soil & Water Engineering Laboratory Equipme 	<ul style="list-style-type: none"> • Hydrographic Surveying Laboratory Equipment (Php 1M) • Aquaculture Engineering Laboratory (Php 5M) • Equipment for Meat, Poultry 	<ul style="list-style-type: none"> • Equipment for Food Analysis and Food Chemistry 1&2 (Php 3,000,000) • Additional Computer Laboratory equipment for Microsoft Learning Center 	<ul style="list-style-type: none"> • Equipment for Food Processing 1 & 2, and Baking Technology (Php 2M) 	<ul style="list-style-type: none"> • Equipment for General and Food microbiology (Php 1,000,000) 	<ul style="list-style-type: none"> • Equipment for Sensory analysis (Php 1M) 	<ul style="list-style-type: none"> • Equipment for Product Development and Innovation subject (Php 1M) 	<ul style="list-style-type: none"> • Equipment for food packaging and Labelling and Food Engineering (Php 2M)

		<ul style="list-style-type: none"> • (PhP 500,000) 		<ul style="list-style-type: none"> • nt (Php 5M) • Equipme nt for the Fruit &Vegeta ble processi ng) (Php 1M) 	<ul style="list-style-type: none"> and Fish Proces sing (Php 2M) 	<ul style="list-style-type: none"> (Php 5M) 					
<p>Construction of new facilities (specify what your institutes wants to construct in your respective institute</p>		<ul style="list-style-type: none"> • Upgradin g of RMO Facility • Grills for IT lab. Bldg. • Renovati on of IEAT 101 to Fluid Mech. Lab. 	<ul style="list-style-type: none"> • RMO Center • Engineeri ng Bldg. (BSGE and BSABEn) composed of 12 classroom) • Food Technolog y building composed of 6 classroom 	<ul style="list-style-type: none"> • Food Pilot plant/Food processi ng laboratory • Computer Laborator y for Cartograp hy, Photogra mmetryre mote Sensing and Geograph ic System 	<ul style="list-style-type: none"> • Physic ochemi cal laborat ory • 	<ul style="list-style-type: none"> • Microbi ology laborat ory 	<ul style="list-style-type: none"> • Sensor y evaluat ion room/la borator y 	<ul style="list-style-type: none"> • Produ ct Devel opmen t laborat ory 	<ul style="list-style-type: none"> • Techn ology comme rcializa tion center 	<ul style="list-style-type: none"> • Chemica ls/suplie s Storage room 	<ul style="list-style-type: none"> • Instru ment room

4. HUMAN RESOURCE DEVELOPMENT

Strategic Objective

Improve Human Resource Management in the College

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets									
		2020-2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Faculty Development Program	Number of faculty to finish doctorate program	2	2	1	1	2	2	2	2	1	2
	Number of Scholarship Grantees		2	3	2	1	2	1			
	Faculty Exchange recipients			1			1			1	
	Percentage of faculty who attended seminars/trainings for the development of their craft locally and internationally	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%
	Percentage of faculty who was able to pursue post doctorate degree programs										10%
	Percentage of faculty who was able to present research in the international fora	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%
	Number of additional faculty hired	2 Food Technology, 2 Agricultural and	1 Food Technology, 1 Geodetic Engineer, 1 Agricultural	1 Geodetic Engineer, 1 Agricultural and	1 Geodetic Engineer				2 Information System		

		Biosystem Engineer	and Biosystem Engineer 1 Information Technology	Biosystem Engineer							
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5. FINANCIAL RESOURCES

Strategic Objective

Increase availability, accessibility and utilization of financial resources to enhance delivery of services

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS										
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Establish review and training center or testing center					Microsoft Learning Center						

INSTITUTE OF MANAGEMENT

1. ACADEMIC PROGRAMS, CURRICULUM, AND INSTRUCTION

Strategic Objective

Establish accessible academic programs and mechanisms that ensure continuing improvement in the quality of teaching and learning responsive to changing student needs.

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets									
		2020-2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Enhanced Academic Programs	Frequency of OBTL re-visit	1				1					1
	Frequency of review or refresher course										
	Number of develop instructional materials, manuals and books		4		4		4		4		4
	Number of feasibility study for additional program	1 BSTourism				1 BS Entrep					
	New Program Offering based on the results of feasibility study	1					1				
	Curriculum review and revision		1		1		1		1		1
	Percentage of increase in the	20%	22%	24%	26%	28%	30%	32%	34%	36%	38%

	licensure examination passing rate of BSAM program										
	Level 1 Accreditation					1 BST				1 BS Entrep	
	Level 2 Accreditation							1 BST			
	Level 3 Accreditation		2 (BSBA & BSHM)	2 (BSBA & BSHM)							
	Level 4 Accreditation						2 (BSBA & BSHM)				
	Certificate of Program Compliance (COPC)-BS Tourism	1 BST				1 BS Entrep					
	Application for COD										
Establish Resource Centers	Name of Resource Center Establish										
Strengthen Instructional Management and Competence of Faculty	Number of Faculty Attended Seminar on Instructional Competence or related seminars		2		2		2		2		2

Develop Instructional Materials for Alternative Delivery Modes of Learning	Number of Learning Materials Developed for Alternative Delivery Modes of Instruction		9		9		9		9		9
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2. RESEARCH, DEVELOPMENT, AND EXTENSION

Strategic Objective

Improve Research, Development, and Extension (RDE) capacity

STRATEGIES (Programs/ Activities/Projec ts	PERFORMANCE INDICATORS	Targets									
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Improved RDE Programs	Number of Researches Presented to Regional Research Conference	2		2		2		2		2	
	Number of Researches Presented to National Research Conference		1		1		1		1		1
	Number of Researches Presented to International Research Conference					1					1
	Number of Researches Utilized					1					

	Number of Researches Commercialized					1					
	Number of Refereed Articles Published					1					1
	Number of Prepared Packages of Technology (POT) and Information, Education, and Communication (IEC) Materials				1						1
	Number of Research Patents Acquired				1						
	Amount of Resources to Fund Researches Generated										
	Number of Extension Activities Conducted	1		1		1		1		1	

3. PHYSICAL PLANT AND FACILITIES

Strategic Objective

Create a safe and conducive environment for all.

STRATEGIES (Programs/ Activities/Proje cts	PERFORMANCE INDICATORS	Targets									
		2020-2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Upgrade existing facilities	Number of equipment purchase to attain Higher Accreditation Level (please specify equipment need to purchase that is/are requirement(s) in accreditation and amount if possible)	1 unit full-automatic plastic cup sealer machine 2 units meat grinder 2 units sausage maker for longabbit production 2 High Pressure Gas Stove 2 Low Pressure Gas Stove	3 Standing Electric Mixer 6 Hand mixer 1 Griller 1 Deep Fryer 1 Steamer 1 Meat Grinder 1 Carpet Sweeper 1 Hydro Vacuum Cleaner	4 Stainless Demo Table 6 Kitchen table with sink 10 Food Warmer 1 Carpet Extractor 1 Carpet Sweeper	2 Automatic Washing Machine 2 Vacuum Cleaner 2 Floor Polisher 2 Steam Presser 2 Unit Desktop 2 Printer with Fax Machine	1 Point of Sale (POS) System 20 Electronic Key Card Installation 2 LCD Projector 5 LED Smart TV 1 Vacuum cleaner 1 Ironing Board	10 Long tables 10 round tables 30 tiffany chairs 3 caddy box 3 set cleaning tools 5 working tables	2 Front Office Trolley 2 Housekeeping Carts 2 Water dispenser 2 Microwave oven 1 Floor Polisher 1 Vacuum cleaner 1 Automatic Washer	5 pressure cooker 10 blender 3 Food processor 4 Gas Range with Oven 1 Carpet sweeper 1 carpet extractor	Pressure Gas Stove 2 Low Pressure Gas Stove 4 Gas Range with Oven 1 Industrial Oven 1 Range Hood with Installation	Long tables 10 round tables 30 tiffany chairs 4 Stainless Demo Table 6 Kitchen table with sink 10 Food Warmer

		4 Gas Range with Oven	1 meat slicer	1 bain marie	1 Front Office System	1 Flat iron	1 meat slicer	2 set Standard Bed	2 set Beddings	3 set cleaning tools	1 vacuum cleaner
		1 Industrial Oven	4 shelves		1 Front Desk Counter	2 set bedding	5 shelves	25 pcs Dinner knife	1 Room boy's cart		1 Ironing board
		1 Chest Freezer	25 pcs Dinner knife			1 Room boy's cart	10 sets cutting boards (red, blue, yellow, green, white)	25 pcs Charger plates			1 Flat iron
		1 Upright Refrigerator	25 pcs Charger plates				20 kitchen knife	25 pcs salad plate			3 caddy box
		1 Range Hood with Installation	25 pcs salad plate				20 paring knife	25 pcs soup bowl			
		1 Coffee Machine	25 pcs soup bowl				5 cleaver	25 pcs bread plate			
		1 Floor Polisher	25 pcs bread plate				5 bread knife	25 pcs water goblet			
		2 Vacuum Cleaner	25 pcs water goblet					25 pcs highball glass			
			25 pcs highball glass					25 pcs red wine glass			
								25 pcs white wine glass			

4. HUMAN RESOURCE DEVELOPMENT

Strategic Objective

Improve Human Resource Management in the College

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets									
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Faculty Development Program	Number of faculty to finish doctorate program		1	2	2		1	1			1
	Number of Scholarship Grantees	2		1	1			1			
	Faculty Exchange recipients										
	Percentage of faculty who attended seminars/trainings for the development of their craft locally and internationally	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%
	Percentage of faculty who was able to pursue post doctorate degree programs					2%					
	Percentage of faculty who was able to present research in the international fora					1%					

	Number of additional faculty hired	1 CPA 1 BSBA 3 BST					2 BSEntrep				
	Number of needed trainings that the faculty should undertake for the establishment of skills training assessment center.		3 (Food and Beverages Services, Housekeeping, Cookery)	3 (Bread and Pastry, Travel Promotion, Front office Services)	3 (Tourism Promotion Services, Bar Tending and Events Management)						
	Number of manpower to be handling the proposed training assessment center				4	4	4	4	4	4	4

5. FINANCIAL RESOURCES

Strategic Objective

Increase availability, accessibility and utilization of financial resources to enhance delivery of services

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets									
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Establish review and training assessment center or testing center						1					

COLLEGE OF AGRICULTURE

1. ACADEMIC PROGRAMS, CURRICULUM, AND INSTRUCTION

Strategic Objective

Establish accessible academic programs and mechanisms that ensure continuing improvement in the quality of teaching and learning responsive to changing student needs.

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets									
		2020-2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Enhanced Academic Programs	Frequency of OBTL re-visit	1				1					1
	Frequency of review or refresher course	1				1					1
	Number of develop instructional materials, manuals and books	3			4			4			4
	Number of feasibility study for additional program	1 Veterinary Medicine 1 Ph.D in Agricultural Sciences				1 BSA major in Economics					
	New Program Offering based on the results of feasibility study	2					1				

	Research Conference										
	Number of Researches Utilized	1				1					
	Number of Researches Commercialized					1					
	Number of Refereed Articles Published		1		1		1		1		1
	Number of Prepared Packages of Technology (POT) and Information, Education, and Communication (IEC) Materials		1		1		1		1		1
	Number of Research Patents Acquired		1								
	Amount of Resources to Fund Researches Generated										
	Number of Extension Activities Conducted	1	1	1	1	1	1	1	1	1	1
	Number of Utility Model Developed					1					
	Number of Patent Registered		1	1	1	1					

3. PHYSICAL PLANT AND FACILITIES

Strategic Objective

Create a safe and conducive environment for all.

STRATEGIES (Programs/ Activities/Projec ts	PERFORMANC E INDICATORS	Targets									
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Upgrade existing facilities	Number of equipment purchase to attain Higher Accreditation Level (please specify equipment need to purchase that is/are requirement(s) in accreditation and amount if possible)	1 Solar Submer sible Pump 1 Feed Mixer 1 Feed Pelletizer 5 LED Smart Televisio n 1 Unit Portable Sound System 1 unit CCTV Camera	1 IMACIMU S 10 Multi ION Nutrient Analyser 5 sets Soils Testing Kit 1 unit Desk Top Computer with Printer 5 LED Smart Television	1 Liquid Nitrogen Tank 1 unit Desk Top Computer with Printer Refrigerat or	1 unit Stericlave 1 Veterinary Anesthesi a Machine 1 Veterinary Blood Coagulatio n Monitor 1 Microscop e with Monitor 1 Lab Centrifuge 1 Portable Veterinary Ultrasonic	1 Electric Breast Pump Cow Milking Machine Oven 1 Upright Refrigerat or 1 Laboratory Table 5 LED Smart TV 1 10 cc Metal/Fibe r Glass Syringe	1 unit Egg Incubat or 1 unit Egg Sorting Machine	1 Tracto r 1 Hand Tracto r 1 Rotar y Tiller	1 Transplant er 1 Rice Reaper	1 Rice Thresh er	1 grain Moistur e Meter 1 Seed Counte r

					Imaging System						
Construction of new facilities (specify what your institutes wants to construct in your respective institute	Construction of four storey Veterinary Medicine building with 20 classrooms	1									
	Construction of Rabbit Housing facilities	1									
	Construction of Soil Analytical Laboratory Facilities		1								
	Construction of Artificial Insemination Laboratory Facilities			1							
	Rehabilitation of Existing Greenhouses				1						
	Construction of Dairy Product					1					

4. HUMAN RESOURCE DEVELOPMENT

Strategic Objective

Improve Human Resource Management in the College

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets									
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Faculty Development Program	Number of faculty to finish doctorate program	2	1		6		1	1	1	1	1
	Number of Scholarship Grantees	8	8		1	1	1	1	1	1	1
	Faculty Exchange recipients										
	Percentage of faculty who attended seminars/trainings for the development of their craft locally and internationally	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%
	Percentage of faculty who was able to pursue post doctorate degree programs										
	Percentage of faculty who was able to present research in the international fora					1%					
	Number of additional faculty hired	2 BSA Animal Science Major			2 DVM						

BULACAN AGRICULTURAL STATE COLLEGE – DOÑA REMEDIOS TRINIDAD CAMPUS

1. ACADEMIC PROGRAMS, CURRICULUM, AND INSTRUCTION

Strategic Objective

Establish accessible academic programs and mechanisms that ensure continuing improvement in the quality of teaching and learning responsive to changing student needs.

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets									
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Enhanced Academic Programs	Frequency of OBTL re- visit	1	1	1	1	1	1	1	1	1	1
	Frequency of review or refresher course	1	1	1	1	1	1	1	1	1	1
	Number of develop instructional materials, manuals and books		1	1	2	1	3	1	3	2	4
	Number of feasibility study for additional program	1		1		1					
	New Program Offering based on the results of feasibility study		1 BSE Social Studies		1 BSA Horti			1 BS F			
	Curriculum review and revision		1		1		1		1		
	Percentage of increase in the licensure examination passing				5%	8%	10%	12%	14%	16%	18%

	rate of BEEd program										
	Percentage of increase in the licensure examination passing rate for BSAf program						10%	12%	14%	16%	18%
	Preliminary Survey Accreditation				1 BEEd				1 BSE-Social Studies	1 BSA-Horti	
	Level 1 Accreditation							1 BEEd			
	Level 2 Accreditation					1 BSAf	1 BEEd				1 BEEd
	Level 3 Accreditation								1 BSAf		
	Level 4 Accreditation										
	Certificate of Program Compliance (COPC)		1 BEEd	1 BSE-Social Studies		1 BSA-Horti			1 BS F		
	Application for COD										
Establish Resource Centers	Name of Resource Center Establish			Agroforestry (Bamboo-based AFS)			Agroforestry (Coffee-based AFS)		Review Center for Licensure Examination for Teachers		Agroforestry (Fruit-based AFS)
Strengthen Instructional Management and	Number of Faculty Attended Seminar on Instructional		1	1	2	2	2	3	3	3	4

Competence of Faculty	Competence or related seminars											
Develop Instructional Materials for Alternative Delivery Modes of Learning	Number of Learning Materials Developed for Alternative Delivery Modes of Instruction			1	1	1	1	2	2	2	2	

2. RESEARCH, DEVELOPMENT, AND EXTENSION

Strategic Objective

Improve Research, Development, and Extension (RDE) capacity

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets									
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Improved RDE Programs	Number of Researches Presented to Regional Research Conference	1	2	2	2	3	3	3	3	4	4
	Number of Researches Presented to National Research Conference	1	1	1	1	2	2	2	2	3	3

	Number of Researches Presented to International Research Conference	1	1	1	1	2	2	2	2	3	3
	Number of Researches Commercialized					1 Production and Mgt. System for Agroforestry					1 Postharvest Handling and Processing of Agroforestry Products
	Number of Refereed Articles Published					1					1
	Number of Prepared Packages of Technology (POT) and Information, Education, and Communication (IEC) Materials				1 Agroforestry Nursery Production		1 Bamboo-based AF Production Manual		1 Coffee & Cacao-based AF production Manual		1 Fruit Tree-based AF Production Manual

					Manua I						
	Number of Research Patents Acquired										1
	Amount of Resources to Fund Researches Generated	100,000	150,000	175,000	200,000	225,000	250,000	275,000	300,000	325,000	350,000
	Number of Extension Activities Conducted			1			1			1	
	Number of Utility Model Developed				1			1			1
	Number of Patent Registered					1			1		

		1 Soil Penetrometer 1 Total Station			for Education						
Construction of new facilities (specify what your institutes wants to construct in your respective institute		Improvement of Water Source	Addition al Lecture Rooms with Faculty Lounge	Construct ion of Agroforestry Laboratory	Construct ion of Integrated Sciences Laboratory w/ complete furniture and fixtures	Campus Library w/ complete furniture and fixtures	Constructio n of Campus Canteen w/ complete furniture and fixtures	Constru ction of Addition al Lecture Rooms w/ complet e furniture and fixtures	Improve ment of the Campus Gymnasium w/ complete furniture and fixtures	Integrat ed Multimedia and Speech Laboratory w/ complet e furniture and fixtures	Construct ion of Building for Agroforestry Research Center w/ complete furniture and fixtures
							Constructio n of Campus Dormitory w/ complete		Construct ion of Faculty Quarters		

							furniture and fixtures		w/ complete furniture and fixtures		
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4. HUMAN RESOURCE DEVELOPMENT

Strategic Objective

Improve Human Resource Management in the College

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS	Targets									
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Faculty Development Program	Number of faculty to finish doctorate program		1				1				2
	Number of Scholarship Grantees		1				1				1
	Faculty Exchange recipients				1				1		
	Percentage of faculty who attended seminars/trainings for the development of their craft locally and internationally	25%	25%	50%	50%	50%	50%	50%	50%	50%	50%
	Percentage of faculty who was able to pursue post doctorate degree programs					5%				5%	
	Percentage of faculty who was able to			2%			5%			5%	

	present research in the international fora										
	Number of additional faculty hired	1 BSE 1 BSAf	1 BSE 1 BSAf 1 BSF	1 GS 1 TLE 1 Eng	1 GS 1 TLE 1 Eng	2 BSBA	1 BSBA	1 BSA	2 AnSc	1 BSEM	2 BSEM

5. FINANCIAL RESOURCES

Strategic Objective

Increase availability, accessibility and utilization of financial resources to enhance delivery of services

STRATEGIES (Programs/ Activities/Projects)	PERFORMANCE INDICATORS										
		2020- 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Establish review and training center or testing center											
	Agroforestry (Bamboo-based AFS)				1						
	Agroforestry (Coffee-based AFS)						1				
	Agroforestry (Fruit-based AFS)								1		
	Review Center for Licensure Examination for Teachers					1					
	Agroforestry Tourism Park							1			

Trainings and Seminars needed to be undertaken prior to establishment of the proposed centers:

Skills Enhancement and Competency Upgrading Program	Year									
	2020-2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
1. Methods of Research and Techniques (Workshop/Writeshop, Proposal Writing)	All									
2. Trainings and Seminars for BEEd Faculty and Staff										
a. Effective Teaching Strategies for Far Flung Areas		4								
b. Digital Literacy (Digital-based Instructions)			4							
c. Outcomes-based Education Training sp. Syllabi Making			4							
d. Benchmarking to some well-known University to Improve Quality of Instruction				4						
3. Trainings and Seminars for Agroforestry Faculty and Staff										
a. Training on Bamboo Production and Management	3									
b. Planning and Development of Agroforestry	3									
c. Agroforestry Farming Systems and Practices		3								
d. Vermiculture Production		3								
e. Community Based Forest Management			2							
f. GIS for Natural Resource Management				2						

