



NORTHWEST SAMAR
STATE UNIVERSITY
Resilience • Integrity • Service • Excellence

Revised NwSSU Strategic Plan 2018 – 2022

*(Based on Midterm Performance Review and Evaluation conducted
on June 24-26, and 30, 2020 via Zoom)*





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REVISED NwSSU STRATEGIC PLAN 2018 -2022

INTRODUCTION

The Strategic Plan of the University is formulated and designed to chart the directions toward leveling up the university services along its thrusts on instruction, research, extension, production, and governance covering the period 2018-2022. Through quality and excellence in these functions, the University hopes to face the challenges of internationalization and global competitiveness brought about by the ASEAN integration and broadening academic landscape.

In crafting the NwSSU Strategic Development Plan, all targets and objectives have been aligned vis-à-vis the broader frameworks of the Philippine Development Plan (Ambisyon Natin 2040), Roadmap for Public Higher Education Reform -2017-2022 and the Eastern Visayas Regional Development Plan. Such strategy was adopted in order to ensure that all efforts of the University are geared towards the contribution to a greater end as mandated by the government, in particular, and of the country, in general.

In compliance to the University Quality Management System (QMS) (ISO 2001:2015), regular performance review and evaluation of the Strategic Plan was conducted. Yearly, the university is conducting operational planning. This activity, is one way of monitoring the strategic plan and target setting for the following year, by slicing a pie from the long-term plan (strategic plan). Moreover, Midterm Performance Review and Evaluation is also essential requirement of the procedure. Last June 24 – 26 and 30, 2020 via Zoom platform, the Planning Office initiated a Workshop for Midterm Performance Review and Evaluation of the University Strategic Plan. The following strategic plan is already revised based on the result of the Management Review Committee (MRC) using PESTLE-SWOT Analysis, new Requirements of Interested Parties (RIPs) and the updated Risk and Opportunities (ROs) of the different processes.

The plan consists of University Vision, Mission, and identified Core Values, Strategies and Goals and plan consisting of programs, projects and activities in the different functions and thrusts. Particularly, the plan covers major strategic directions of the different areas with corresponding identification of material and human resources that would facilitate the attainment of targets set.



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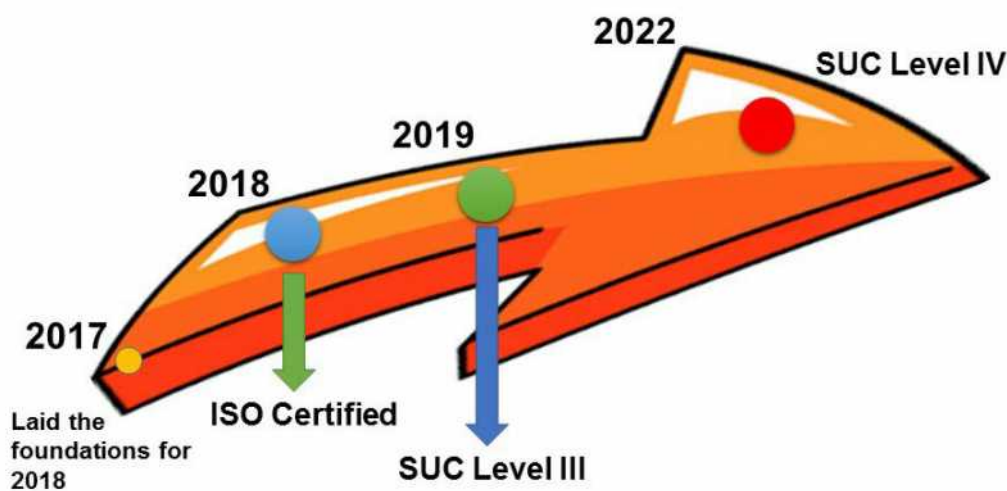
NwSSU Vision:

A provider of relevant and quality education to a society where citizens are competent, skilled, dignified, and community -oriented.

NwSSU Mision:

An academic institution providing technological, professional, research and extension programs to form principled men and women of competencies and skills responsive to local and global development needs

Journey of NwSSU to 2022



NwSSU Core Values:

Resilience; **I**ntegrity ; **S**ervice; **E**xcellence

Strategic Goals:

1. A level 4 university with a highly competitive education and instruction responsive to ASEAN standards
2. Accreditation of all academic programs, targeted SUC level 4, ISO Certification and targeted Institutional Awards through effective monitoring and evaluation
3. Human and material resources develop through quality Research Development Extension activities thereby enhancing productivity and quality of life in the NwSSU service areas
4. Student life cycle of each and every student is pleasant and productive.
5. Safe, Secure, Smoke-free, Drug-Free, Beautiful and Green University



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6. Needs-based Learning and Development to ensure credible and competent faculty and staff
7. HR systems Strategic Recruitment Selection and Placement, Performance Management and Rewards and Recognition systems are integrated and support each other
8. Efficient, Effective, Interoperability and Sustainability IT System
9. Safe, secure, efficient and ethical management of student record
10. Ethical, Economical, and efficient management of finance assets and resources
11. Efficient, Automated and Ethical Cashier Services
12. Ethical, Efficient and Strict compliance to RA 9184
13. Automated, Effective and Ethical supply and property management
14. Modernizing Physical Facilities and Infrastructures.
15. Aligned learning institutional values. RESILIENCE, INTEGRITY, SERVICE, EXCELLENCE



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MIDTERM PERFORMANCE REVIEW AND EVALUATION OF NwSSU STRATEGIC PLAN 2018 – 2022

NwSSU STRATEGIC PLAN 2018 - 2022												
PERSPECTIVE	OBJECTIVES	MEASURE	LEAD	LAG	BASE	2018	2019	2020	2021	2022	Responsible Person /Unit	Remarks
ACADEMIC AFFAIRS												
	A level 4 university with a highly competitive education and instruction responsive to ASEAN standards	SUC Level IV		/	Level II	ISO Certification of Student Frontline services	SUC Level III	NA	NA	SUC Level IV	ISO Committee All department	SUC Level 3 was achieved based on self-survey evaluation
	Promote equitable and rationalized access to quality tertiary education	Implementation of R.A. No. 10687- Unified Students Financial Assistance for Tertiary Education Act.		/	50% implementation	75% implementation	100% implementation	100% implementation	100% implementation	100% implementation	VP Academic; VP Admin	



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NwSSU STRATEGIC PLAN 2018 - 2022												
PERSPECTIVE	OBJECTIVES	MEASURE	LEAD	LAG	BASE	2018	2019	2020	2021	2022	Responsible Person /Unit	Remarks
	Accreditation of all academic programs, targeted SUC level IV, ISO Certification and targeted Institutional Awards through effective monitoring and evaluation	Accreditation of all academic programs	x		71.43% Baccalaureate Programs	100% Programs Accredited (at least level 1)	100% Level 2 Accredited	25% Level 3 Accredited	50% Level 3 Accredited	100% Level 3 Accredited	VP Acad, Deans, Faculty, QA	Accreditation visits were rescheduled because of the pandemic (Level 3 Reaccredited = 2 (8%), Level 2 Reaccredited = 11 (42%), Level 1 Accredited = 11 (42%))
					50 % Masters Programs	70% Programs Accredited (at least level 1)	100% Level 2 Accredited	25% Level 3 Accredited	50% Level 3 Accredited	100% Level 3 Accredited	VP Acad, Deans, Faculty, QA	Level 2 Reaccredited = 4 (44%), Level 1 Accredited = 2 (22%), Candidate = 1 (11%)
					0 % Doctorate Programs	50% Programs Accredited (at least level 1)	100% Level 2 Accredited	25% Level 3 Accredited	50% Level 3 Accredited	100% Level 3 Accredited	VP Acad, Deans, Faculty, QA	Level 1 Accredited = 2 (100%)



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PERSPECTIVE	OBJECTIVES	MEASURE	LEAD	LAG	BASE	2018	2019	2020	2021	2022	Responsible Person /Unit	Remarks
		Certification of COD/COE	X		No COD	Compliance of COD Criteria	COD Awarded	Sustain COD	Compliance of COE Criteria	COE Awarded	VP Acad, Deans, Faculty, QA	No Call for COD/COE Submission (CMO No. 3, s. 2019)
		Certificate of Program Compliance	X		No OBE Curriculum	OBE Compliant	Rationalization of curricular programs for both campuses; School calendar synchronized with ASEAN	Enhance all curricula	Review and enhance curricula	Curriculum Assessment	VP Acad, Deans, Faculty, QA	As of this review, we received 9 COPCs (27% accomplishment). Programs without PSGs are not included.
		Quality Assurance Measures: ISA,	X		No ISA	Preparatory Activities	25% Compliance of Criteria	50% Compliance of Criteria	75% Compliance of Criteria	100% Compliance of Criteria	VP Acad, Deans, Faculty, QA	



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PERSPECTIVE	OBJECTIVES	MEASURE	LEAD	LAG	BASE	2018	2019	2020	2021	2022	Responsible Person /Unit	Remarks
		Membership with Asian University Network	x		Non-AUN member	Membership to AUN	MOA/MOU with member universities	Benchmarking	Exchange Programs	Transnational Education for niche programs	VP Acad, Deans, Faculty, QA	



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NwSSU STRATEGIC PLAN 2018-2022

OBJECTIVES	MEASURE	LEAD	LAG	BASE	2018	2019	2020	2021	2022	Responsible Person/Unit	Remarks
RESEARCH AND DEVELOPMENT SERVICES											
1. Establish Research Centers	Number of research centers		/	0	1 Research Center established "Center for Future Building Materials and Structures (CFBMS)"	1 Research Center established "Center for Information and Emerging Technology (CIET)"	1 Research Center established "Center for Agricultural Research and Development (CARD)"	1 Research Center established "Center for Business, Education, Arts, Sciences, and Management (CBEASM)"	100%	R&DS, Faculty, College Dean, External Campus Director	Already established the "Center for Future Building Materials and Structures (CFBMS)"
2. Increase research productivity of faculty members and staff.	Number of productive faculty members and staff		/	20%	30% faculty members and staff are research productive	30% faculty members and staff are research productive	30% faculty members and staff are research productive	40% faculty members and staff are research productive	40% faculty members and staff are research productive	R&DS, Faculty	Lined-up several need-based trainings on research productivity
3. Publish research outputs in ISI or CHED accredited journals and/or books.	Number of published research outputs in ISI or CHED accredited journals and/or books.		/	2	5 papers published in ISI or CHED accredited	5 papers published in ISI or CHED accredited	5 papers published in ISI or CHED accredited	5 papers published in ISI or CHED accredited	5 papers published in ISI or CHED accredited	R&DS, Faculty	Published 2 journal papers as of May 2017



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4. Present research outputs in international/national research fora	Number of presented research outputs in international/national research fora	/		5	journals, and/books. 15 research papers presented in international/national research fora	journals, and/books. 15 research papers presented in international/national research fora	journals, and/books. 15 research papers presented in international/national research fora	journals, and/books. 15 research papers presented in international/national research fora	journals, and/books. 15 research papers presented in international/national research fora	R&DS, Faculty	Presented 5 conference papers as of May 2017
5. Increase the number of research grants.	Number of research grants.		/	1	3 research projects funded by external funding agencies	3 research projects funded by external funding agencies	3 research projects funded by external funding agencies	3 research projects funded by external funding agencies	3 research projects funded by external funding agencies	R&DS, Faculty	Already have 1 research grant as of May 2017
6. Produce patents for inventions/new technologies	Number of patents		/	0	0 Research project patented	0 Research project patented	1 Research project patented	1 Research project patented	1 Research project patented	R&DS, Faculty	On the process of establishing an ITSO
7. Improve citations of published journal papers and books	Number of citations of published journal papers and books		/	2	10 journal papers cited	10 journal papers cited	10 journal papers cited	20 journal papers cited	20 journal papers cited	R&DS, Faculty	Already 2 citations as of May 2017
8. Conduct research projects that can be utilized by the industry or by other beneficiaries	Number of research projects that can be utilized by the industry or by other beneficiaries		/	0	5% of the completed research projects are utilized by the industry or by other beneficiaries	5% of the completed research projects are utilized by the industry or by other beneficiaries	7% of the completed research projects are utilized by the industry or by other beneficiaries	8% of the completed research projects are utilized by the industry or by other beneficiaries	10% of the completed research projects are utilized by the industry or by other beneficiaries	R&DS, Extension Services, Faculty	There are on-going research projects currently monitored



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9. Receive research awards and recognitions	Number of research awards and recognitions	/		2%	5% of the presented projects received "Best Paper Awards"	5% of the presented projects received "Best Paper Awards"	5% of the presented projects received "Best Paper Awards"	5% of the presented projects received "Best Paper Awards"	5% of the presented projects received "Best Paper Awards"	R&DS, Faculty	Already have 2 awards received for research project as of May 2017
10. Create database systems of research resources and outputs	Database systems of research resources and output	/		0	1 database program developed	1 enhanced database program developed	1 enhanced database program developed	1 enhanced database program developed	1 enhanced database program developed	R&DS, MIS	Working with MIS on the needed database program from implementation

NwSSU STRATEGIC PLAN 2018-2022

OBJECTIVES	MEASURE	LEAD	LAG	BASE	2018	2019	2020	2021	2022	RESPONSIBLE UNIT	REMARKS/JUSTIFICATION ON ADJUSTMENTS
EXTENSION SERVICES											
Establish active linkages/partnership to organization and/or educational institutions	Number of linkages/partnerships with MOU/MOA			7 linkages <i>(*from 13 linkages)</i>	7 linkages <i>(*from 14 linkages)</i>	7 linkages <i>(*from 16 linkages)</i>	14 linkages <i>(*from 17 linkages)</i>	14 linkages <i>(*18 linkages)</i>	16 linkages <i>(*20 linkages)</i>	Office of Extension Services	OPCRs of the previous Extension Director indicated only 7 MOAs as target. This was followed by the present extension Director and was reconciled with what is required in the GAA. Thus, there is a decrease of target considering that target number of linkages is too high.
Conduct demand driven and research-based extension projects	Number of persons trained weighted by the length of training			2,860 persons trained weighted by the length of training <i>(*from 9,206)</i>	2,865 persons trained <i>(*from 10,000)</i>	2,900 persons trained <i>(*from 10,200)</i>	2,950 persons trained <i>(*from 10,500)</i>	3,000 persons trained <i>(*from 11,500)</i>	3,050 persons trained <i>(*from 12,000)</i>	Office of Extension Services	From 9,206 indicated in the SDP, adjustments are made to reconcile with what is mandated/indicated in the GAA target which is 2,860. The 9,206 target is too high considering that extension projects are no longer one shot deals but rather aimed to address long term/strategic needs of the community members which require intensive and more focused delivery of projects to smaller number of beneficiaries to create impact. In addition, the emergence of COVID 19 in the year 2019-2020 hampered the delivery of trainings to intended beneficiaries and as such, the previous number is not feasible to be achieved.

	Number of adopters of technology			1 adopter of technology	5 adopters	5 adopters	6 adopters (*from 25 adopters)	6 adopters (*from 30 adopters)	7 adopters (*from 40 adopters)	Office of Extension Services	Adjustments are made since the University need to cope with the constraints of time, especially with the advent of pandemic (COVID 19) in developing technologies that could be transferred to the community for adoption by certain beneficiaries or adopters. Thus, the increase of five adopters per year is not feasible. GAA also requires a maximum of five (5) adopters of technology in every year. Thus, instead of increase of five per year, the Office increases the target to 1 or 2 adopters only from the base.
Establish viable demonstration projects	Number of viable demonstration projects with a positive return of investment (ROI) and Internal rate of Return) - (*in red ink is added phrase which is not indicated in the previous SDP			1 viable demonstration project	2 viable demonstration project (*from 3)	2 viable demonstration project (*from 3)	2 viable demonstration project (*from 4)	3 viable demonstration project (*from 5)	5 viable demonstration projects (*from 6)	Office of Extension Services	Small adjustments are made to cope with constraints of time due to pandemic (Covid 19) which hampers the establishment of viable demo projects in barangays. Thus, from 4 in 2020, the Office only retains its target of 2 viable demonstration projects and increases the same with only one (1) in 2021 and 2 demonstration projects in 2022, respectively considering too that there is a variable on increase of ROI and IRR which was not considered then in the old SDP.
Strengthen the capacity of extension agents of the University	Number of faculty awarded			0	2 awardees for best extension agents/project	2 awardees for best extension agent/project	2 awardees for best extension agent/project (*from 3 awardees)	3 awardees for best extension agent/project (*from 4 awardees)	4 awardees for best extension agent/project (*from 5 awardees)	Office of Extension Services	There's a decrease of target from old SDP since it is projected that there would be minimal holding of search for best extension projects/agents for the year 2019 brought about by the pandemic. Thus, all other targets from 2020 up to 2022 are also decreased

	Number of benchmarking activity			1 benchmarking activity	1 benchmarking activity (*from 2 benchmarking)	2 benchmarking activity (*From 3 benchmarking)	2 benchmarking activity (*from 4 benchmarking)	2 benchmarking activity (*from 5 benchmarking)	2 benchmarking activity (*from 6 benchmarking)	Office of Extension Services	Benchmarking activities are reduced to give way to more important projects/programs, i.e. extension projects since funds from government are reduced with the advent of Covid 19 in 2019.
	Number of extension agents provided with capability trainings		2 faculty trained	12 faculty trained	15 faculty trained	17 faculty trained	18 faculty trained	20 faculty trained		Office of Extension Services	Retained

STRATEGIC PLAN

PERSPECTIVE	OBJECTIVES	MEASURE	LEAD	LAG	BASE	2018	2019	2020	2021	2022	Responsible Person/Unit	Remarks
General Administration and Support Services												
	Safe, Secure, Smoke-free, Drug- Free, Beautiful and Green University	Compliance with Relevant CSC and other agency's Rules and Regulations		/	50% of Compliance	60%	70%	80%	90%	100%	VP Admin, SPFIDO, Security Services, HRMO	
	Needs-based Learning and Development to ensure credible and competent faculty and staff	Percentage of faculty members holding doctoral degree holders	x		27 faculty / 136	Enhance faculty and Staff Training and Development Program	Implementation of the FSTDP	1. Hiring of New Faculty members with doctorate degree; 2. Monitoring of implemented L&D activities	24.47% (46/188)	28.72% (54/188)	VP Admin/ VP Acad/Deans/ HRMO/ HRDO	

		Percentage of employee provided with a need based learning and development intervention	x		78	Enhance faculty and Staff Training and Development Program	Implementation of the FSTDP	100%	100%	100%	VP Admin/Unit Heads/HRMO/HRDO	
	HR systems Strategic Recruitment Selection and Placement, Performance Management and Rewards and Recognition systems are integrated and support each other Efficient, Effective, Interoperability and Sustainability IT System	NWSSU Compliant with PRIME-HRM Level Indicators	x		RSP/R&R Level II; PMS/L&D Level I	HRIS 50% Operational; Benchmarking of the best HR practices	HRIS 75% Operational	HRIS 100% Operational/integrated	Level II in all systems	Level III	President/VPs/Deans/Unit Heads/HRMO/HRDO/ L&D Committee/MIS/, Faculty Asso./duly elected First & Second level rank-n- file representative	
		Number of applications, modules, or Information Systems that are operational. (Stand-alone, LAN-based, SMS-Based, Internet-Based)	/		1	2	2	2	2	1	VP Admin/ MIS	
	Safe, secure, efficient and ethical management of student record	Internet bandwidth/speed	/		50 mbps internet connectivity	75mbps	100mbps	200 mbps	300mbps Dedicated Line	400 mbps Dedicated Line	VP Admin MIS Budget	

		Government Expenditures											
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<p align="center">Modernizing Physical Facilities and Infrastructure</p>	<p align="center">To improve the building structures and facilities needed to sustain quality and increase opportunity for faculty, staff, and students' development</p>	Approved campus site development plan.			<i>70% Preparation of campus site development plan</i>	80%	100%	-	-	-	VP Admin, SPFIDO	
		100% Implemented the approved development plan of campus buildings, facilities, and other structures.			<i>60% Repaired and maintained serviceability of existing buildings and facilities.</i>	70%	80%	90%	95%	100%	VP Admin, SPFIDO	
					<i>50% Improved/renovated existing buildings and facilities, to include upgrading of academic laboratories.</i>	60%	70%	80%	90%	100%	VP Admin, SPFIDO	
					<i>12 out of 41 Proposed Infrastructure Projects Implemented</i>	20/41	25/41	30/41	35/41	41/41	VP Admin, SPFIDO	
		100% Implemented the approved water supply system development plan.			<i>50% Implementation of Water supply system development</i>	60%	70%	80%	90%	100%	VP Admin, SPFIDO	
		100% Implemented the approved electrical and electronics			<i>50% Implementation of electrical and electronics system development</i>	60%	70%	80%	90%	100%	VP Admin, SPFIDO	

	system development plan.										
	100% Implemented the approved drainage and sewerage system development plan.			50% <i>Implementation of Drainage and sewerage system</i>	60%	70%	80%	90%	100%	VP Admin, SPFIDO	
	80% Implemented the approved industrial pollution control management plan.			30% <i>Implemented pollution control projects</i>	40%	50%	60%	70%	80%	VP Admin, SPFIDO	

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