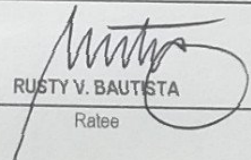
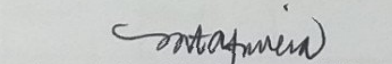


Basic Education Services	5. Plus Factor	13. Performed various related works/activities that contribute to the teaching-learning process.	10.00%	Quality	Consistently performed various related work/activities that contribute to the teaching learning process as shown in the MOV submitted	Frequently performed various related work/activities that contribute to the teaching learning process as shown in the MOV submitted	Occasionally performed various related work/activities that contribute to the teaching learning process as shown in the MOV submitted	Rarely performed various related work/activities that contribute to the teaching learning process as shown in the MOV submitted	No acceptable evidence was shown	5	3	3		3	0.3
				Efficiency	Submitted at least 4 different kinds of acceptable MOV	Submitted 3 different kinds of acceptable MOV	Submitted 2 different kinds of acceptable MOV	Submitted any 1 of the acceptable MOV	No acceptable evidence was shown	5					
				Timeliness											
RATING FOR OVERALL ACCOMPLISHMENTS															4
ADJECTIVAL RATING												Very Satisfactory			

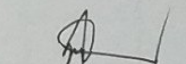
ADJECTIVAL RATING EQUIVALENCES	
RANGE	ADJECTIVAL RATING
4.500 - 5.000	Outstanding
3.500 - 4.499	Very Satisfactory
2.500 - 3.499	Satisfactory
1.500 - 2.499	Unsatisfactory
Below 1.499	Poor


RUSTY V. BAUTISTA

Ratee


MARIA TERESITA A. RIVERA

Rater


ELVIRA M. DE LEON

Approving Authority

ACCOMPLISHMENTS

4.06

Very Satisfactory

ADJECTIVAL RATING EQUIVALENCIES

SCORE RANGE	ADJECTIVAL RATING
4.0-5.000	Outstanding
3.0-4.499	Very Satisfactory
2.0-3.499	Satisfactory
1.0-2.499	Unsatisfactory
0.0-1.499	Poor

RUSTY V. BAUTISTA

Ratee

CECILIA T. ANO-OS

Rater

RUTH V. PARRILLA
Approving Authority

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCRF) SUMMARY SHEET **Teacher I-III, SPET I-IV, Special Science Teacher I-II (Proficient Teacher)**

Name of Employee: RUSTY V. BAUTISTA	Name of Rater: CECILIA T. ANO - OS
Position: Teacher I	Position: Master Teacher I
Bureau/Center/Service/Division: Domonar Elementary School - Ormoc City	Date of Review: June 11, 2020
Rating Period: SY 2019-2020	

PART III. SUMMARY OF RATINGS FOR DISCUSSION

KRA	Weight per KRA	Objectives	Weight per Objective	Numerical Ratings				Score	Adjectival Rating
				Q	E	T	Ave		
KRA 1	22.5%	Objective 1	7.5%	4	5		4.500	0.337	Outstanding
		Objective 2	7.5%	4	5		4.500	0.337	Outstanding
		Objective 3	7.5%	4	4		4.000	0.300	Very Satisfactory
KRA 2	22.5%	Objective 4	7.5%	4	5		4.500	0.337	Outstanding
		Objective 5	7.5%	4	4		4.000	0.300	Very Satisfactory
		Objective 6	7.5%	5	5		5.000	0.375	Outstanding
KRA 3	22.5%	Objective 7	7.5%	4	5		4.500	0.337	Outstanding
		Objective 8	7.5%	4	4		4.000	0.300	Very Satisfactory
		Objective 9	7.5%	4	4		4.000	0.300	Very Satisfactory
KRA 4	22.5%	Objective 10	7.5%	5	5		5.000	0.375	Outstanding
		Objective 11	7.5%	4	5	4	4.333	0.325	Very Satisfactory
		Objective 12	7.5%	5	4	4	4.333	0.325	Very Satisfactory
Plus Factor	10%	Objective 13	10%	4	4		4.000	0.400	Very Satisfactory
FINAL PERFORMANCE RESULTS		Accomplishments of KRAs and Objectives				Final Rating		4.348	
						Adjectival Rating		Very Satisfactory	

RUSTY V. BAUTISTA
Ratee

CECILIA T. ANO - OS
Rater

JULIO A. CANEGA
Approving Authority