

# INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCRF) SUMMARY SHEET

Regular Teachers in the Proficient Stage

|                                 |                                          |                 |                    |
|---------------------------------|------------------------------------------|-----------------|--------------------|
| Name of Employee:               | EUNICE B. GARCIA                         | Name of Rater:  | ABGEL L. LALAMONAN |
| Position:                       | Teacher II                               | Position:       | Master Teacher I   |
| Bureau/Center/Service/Division: | Bayawan National High School - Senior HS | Date of Review: | July 31, 2023      |
| Rating Period:                  | SY 2022-2023                             |                 |                    |

## 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                     | 21%            | Objective 1                            | 7%                   | 5                 | 5 |                   | 5.000 | 0.350       | Outstanding       |
|                           |                | Objective 2                            | 7%                   | 5                 | 5 |                   | 5.000 | 0.350       | Outstanding       |
|                           |                | Objective 3                            | 7%                   | 5                 | 5 |                   | 5.000 | 0.350       | Outstanding       |
| KRA 2                     | 21%            | Objective 4                            | 7%                   | 5                 | 5 |                   | 5.000 | 0.350       | Outstanding       |
|                           |                | Objective 5                            | 7%                   | 5                 | 5 |                   | 5.000 | 0.350       | Outstanding       |
|                           |                | Objective 6                            | 7%                   | 5                 | 5 |                   | 5.000 | 0.350       | Outstanding       |
| KRA 3                     | 21%            | Objective 7                            | 7%                   | 4                 | 5 |                   | 4.500 | 0.315       | Outstanding       |
|                           |                | Objective 8                            | 7%                   | 5                 |   | 5                 | 5.000 | 0.350       | Outstanding       |
|                           |                | Objective 9                            | 7%                   | 4                 | 5 |                   | 4.500 | 0.315       | Outstanding       |
| KRA 4                     | 21%            | Objective 10                           | 7%                   | 4                 | 5 |                   | 4.500 | 0.315       | Outstanding       |
|                           |                | Objective 11                           | 7%                   | 4                 |   | 5                 | 4.500 | 0.315       | Outstanding       |
|                           |                | Objective 12                           | 7%                   | 5                 |   | 5                 | 5.000 | 0.350       | Outstanding       |
| KRA 5                     | 14%            | Objective 13                           | 7%                   | 5                 |   | 5                 | 5.000 | 0.350       | Outstanding       |
|                           |                | Objective 14                           | 7%                   | 5                 | 5 | 5                 | 5.000 | 0.350       | Outstanding       |
| Plus Factor               | 2%             | Objective 15                           | 2%                   | 5                 | 5 | 5                 | 5.000 | 0.100       | Outstanding       |
| FINAL PERFORMANCE RESULTS |                | Accomplishments of KRAs and Objectives |                      |                   |   | Final Rating      |       | 4.860       |                   |
|                           |                |                                        |                      |                   |   | Adjectival Rating |       | Outstanding |                   |

EUNICE B. GARCIA  
Ratee

ABGEL L. LALAMONAN  
Rater

JANET P. TABUNDA  
Approving Authority

**INDIVIDUAL PERFORMANCE COMMITMENT REVIEW FORM (IPCRF) SUMMARY SHEET**  
**Teacher I-III (Proficient Teacher)**

|                                        |                                      |                        |                        |
|----------------------------------------|--------------------------------------|------------------------|------------------------|
| <b>Name of Employee:</b>               | EUNICE B. GARCIA                     | <b>Name of Rater:</b>  | ABGEL . LALAMONAN, EdD |
| <b>Position:</b>                       | TEACHER II                           | <b>Position:</b>       | MASTER TEACHER I       |
| <b>Bureau/Center/Service/Division:</b> | BAYAWAN CITY DIVISION                | <b>Date of Review:</b> | JULY 21, 2022          |
| <b>Rating Period:</b>                  | SY 2021-2022 (August 2021-July 2022) |                        |                        |

| KRA               | Weight per KRA | Objectives   | Weight per Objective | Numerical Ratings |   |       |             | Score |
|-------------------|----------------|--------------|----------------------|-------------------|---|-------|-------------|-------|
|                   |                |              |                      | Q                 | E | T     | Ave         |       |
| KRA 1             | 20%            | Objective 1  | 5%                   | 5                 |   | 5.000 | 0.250       |       |
|                   |                | Objective 2  | 5%                   | 5                 |   | 5.000 | 0.250       |       |
|                   |                | Objective 3  | 5%                   | 5                 |   | 5.000 | 0.250       |       |
|                   |                | Objective 4  | 5%                   | 5                 |   | 5.000 | 0.250       |       |
| KRA 2             | 20%            | Objective 5  | 5%                   | 5                 |   | 5.000 | 0.250       |       |
|                   |                | Objective 6  | 5%                   | 5                 |   | 5.000 | 0.250       |       |
|                   |                | Objective 7  | 5%                   | 5                 |   | 5.000 | 0.250       |       |
|                   |                | Objective 8  | 5%                   | 5                 |   | 5.000 | 0.250       |       |
| KRA 3             | 20%            | Objective 9  | 5%                   | 4                 |   | 4.000 | 0.200       |       |
|                   |                | Objective 10 | 5%                   | 4                 |   | 4.000 | 0.200       |       |
|                   |                | Objective 11 | 5%                   | 5                 |   | 5.000 | 0.250       |       |
|                   |                | Objective 12 | 5%                   | 5                 |   | 5.000 | 0.250       |       |
| KRA 4             | 30%            | Objective 13 | 5%                   | 5                 |   | 5.000 | 0.250       |       |
|                   |                | Objective 14 | 5%                   | 4                 |   | 4.000 | 0.200       |       |
|                   |                | Objective 15 | 5%                   | 5                 |   | 5.000 | 0.250       |       |
|                   |                | Objective 16 | 5%                   | 5                 |   | 5.000 | 0.250       |       |
|                   |                | Objective 17 | 5%                   | 5                 |   | 5.000 | 0.250       |       |
|                   |                | Objective 18 | 5%                   | 5                 |   | 5.000 | 0.250       |       |
| KRA 5             | 10%            | Objective 19 | 10%                  | 5                 |   | 5.000 | 0.500       |       |
| Final Rating      |                |              |                      |                   |   |       | 4.850       |       |
| Adjectival Rating |                |              |                      |                   |   |       | Outstanding |       |

  
**EUNICE B. GARCIA**  
 Ratee

  
**ABGEL . LALAMONAN, EdD**  
 Rater

  
**JANET R. TABUNDA**  
 Approving Authority



## CERTIFICATION

This is to certify that Eunice B. Garcia, Teacher II, has been with Cansumalig High School in the School Year 2019-2020 with the following Individual Performance Commitment and Review Form (IPCRF) Rating:

| Name             | Final Rating | Adjectival Rating |
|------------------|--------------|-------------------|
| Eunice B. Garcia | 4.797        | Outstanding       |

Issued upon the request of Ms. Garcia for whatever legal purpose.

Signed this 25<sup>th</sup> day of October 25, 2022 in Bayawan City, Negros Oriental.

  
**LEAH MARIE V. PALMERO**  
School Head  
SY 2019-2020