

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCRF) SUMMARY SHEET

Teacher I-III, SPET I-IV, Special Science Teacher I-III (Proficient Teacher)

Name of Employee: PATILLA, GIDEON LOUIE C.	Name of Rater: BORINAGA, LUCILO G.
Position: Teacher I	Position: Master Teacher I
Bureau/Center/Service/Division: PILAR NATIONAL HIGH SCHOOL - Cebu Pro	Date of Review: August 7, 2022
Rating Period: SY 2020-2021	

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	24%	Objective 1	8%	5			5.000	0.400	Outstanding
		Objective 2	8%	5			5.000	0.400	Outstanding
		Objective 3	8%	5			5.000	0.400	Outstanding
KRA 2	24%	Objective 4	8%	5			5.000	0.400	Outstanding
		Objective 5	8%	5			5.000	0.400	Outstanding
		Objective 6	8%	5		2	3.500	0.280	Very Satisfactory
KRA 3	16%	Objective 7	8%	5			5.000	0.400	Outstanding
		Objective 8	8%	5			5.000	0.400	Outstanding
		Objective 9	8%	5	5		5.000	0.400	Outstanding
KRA 4	24%	Objective 10	8%	3	3		3.000	0.240	Satisfactory
		Objective 11	8%	3	3		3.000	0.240	Satisfactory
		Objective 12	12%	5	5		5.000	0.600	Outstanding
Plus Factor	12%								
FINAL PERFORMANCE RESULTS		Accomplishments of KRAs and Objectives						Final Rating	4.560
								Adjectival Rating	Outstanding

PATILLA, GIDEON LOUIE C.

Ratbee

BORINAGA, LUCILO G.

Rater

FERNANDEZ, ARIEL S.

Approving Authority

Name of Employee:	PATILLA, GIDEON LOUIE C.		Name of Rater:	BORINAGA, LUCILO G.	
Position:	Teacher I		Position:	Master Teacher I	
Bureau/Center/Service/Division:	PILAR NATIONAL HIGH SCHOOL - Cebu Province		Date of Review:	August 7, 2022	
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PART II: COMPETENCIES

Instructions: Please indicate the number of competency indicators that you demonstrated during the performance cycle.

CORE BEHAVIORAL COMPETENCIES

Self-Management	3	Teamwork	4
1. Sets personal goals and directions, needs and development. 2. Undertakes personal actions and behavior that are clear and purposive and takes into account personal goals and values congruent to that of the organization. 3. Displays emotional maturity and enthusiasm for and is challenged by higher goals. 4. Prioritizes work tasks and schedules (through Gantt charts, checklists, etc.) to achieve goals. 5. Sets high quality, challenging, realistic goals for self and others.	3	1. Willingly does his/her share of responsibility. 2. Promotes collaboration and removes barrier to teamwork and goal accomplishment across the organization. 3. Applies negotiation principles in arriving at win-win agreements. 4. Drives consensus and team ownership of decisions. 5. Works constructively and collaboratively with others and across organizations to accomplish organization goals and objectives.	4
Professionalism and Ethics	4	Service Orientation	4
1. Demonstrates the values and behavior enshrined in the Norms and Conduct and Ethical Standards for Public Officials and Employees (RA 6713). 2. Practices ethical and professional behavior and conduct taking into account the impact of his/her actions and decisions. 3. Maintains a professional image: being trustworthy, regularity of attendance and punctuality, good grooming and communication. 4. Makes personal sacrifices to meet the organization's needs. 5. Acts with a sense of urgency and responsibility to meet the organization's needs, improve system and help others improve their effectiveness.	4	1. Can explain and articulate organizational directions, issues and problems. 2. Takes personal responsibility for dealing with and/or correcting customer service issues and concerns. 3. Initiates activities that promote advocacy for men and women empowerment. 4. Participates in updating office vision, mission, mandates and strategies based on DepEd strategies and directions. 5. Develops and adopts service improvement program through simplified procedures that will further enhance service delivery.	4
Results Focus	3	Innovation	2
1. Achieves results with optimal use of time and resources most of the time. 2. Avoids rework, mistakes and wastage through effective work methods by placing organizational needs before personal needs. 3. Delivers error-free outputs most of the time by conforming to standard operating procedures correctly and consistently. Able to produce very satisfactory quality work in terms of usefulness/acceptability and completeness with no supervision required. 4. Expresses a desire to do better and may express frustration at waste or inefficiency. May focus on new or more precise ways of meeting goals set. 5. Makes specific changes in the system or in own work methods to improve performance. Examples may include doing something better, faster, at a lower cost, more efficiently, or improving quality, customer satisfaction, morale, without setting any specific goal.	3	1. Examines the root cause of problems and suggests effective solutions. Foster new ideas, processes and suggests better ways to do things (cost and/or operational efficiency). 2. Demonstrates an ability to think "beyond the box". Continuously focuses on improving personal productivity to create higher value and results. 3. Promotes a creative climate and inspires co-workers to develop original ideas or solutions. 4. Translates creative thinking into tangible changes and solutions that improve the work unit and organization. 5. Uses ingenious methods to accomplish responsibilities. Demonstrates resourcefulness and the ability to succeed with minimal resources.	2

Note: The assessment in the demonstration of competencies shall not be reflected in the final rating. These competencies are monitored to inform professional development plans (DepEd Order No. 2, s. 2015, p. 9).