

Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: **Federico P. Godoy**

| Particulars (1) | Numerical Rating (2) | Percentage Weight (3) | Equivalent Numerical Rating (2x3) |
|--|----------------------------|--------------------------|---|
| 1. Numerical Rating per IPCR | 4.78 | 70% | 3.35 |
| 2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments | 4.36 | 30% | 1.31 |
| TOTAL NUMERICAL RATING | | | 4.66 |

TOTAL NUMERICAL RATING: _____

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

FINAL NUMERICAL RATING: **4.46**

ADJECTIVAL RATING: **Outstanding**

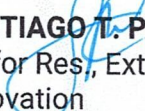
Prepared by:


PRECILA C. BELMONTE
Temp. Administrative Officer
12/2/24

Reviewed by:


MARLON M. TAMBIS/ ALAN B. LORETO
Assistant Director/ Director
12/2/24

Approved:


SANTIAGO T. PEÑA JR.
VP for Res., Ext., &
Innovation

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)


I, **FEDERICO P. GODOY JR.** of the PhilRootcrops accomplished the following targets in accordance with the indicated measures for the Period
January 1 - June 30, 2024.


FEDERICO P. GODOY JR.

Ratee

12/2/24

Approved:


DILBERTO O. FERRAREN

Project leader

12/2/24

| MFO/PAPS | Success Indicators | Target | Actual Accomplishment | RATING | | | | Remarks |
|----------------------|--|---------|--------------------------|--------|----|----|------|---------|
| | | | | Q1 | E2 | T3 | A4 | |
| Research Services | 1.No.of sweetpotato parents planted for the Polycross Breeding Nursery | 10 | 12 | 5 | 5 | 5 | 5 | |
| | 2.No. of trials conducted | 2 | 3 | 5 | 5 | 4 | 4.67 | |
| | 3.Number of sweetpoptato varieties planted for production | 4 | 6 | 5 | 5 | 5 | 5 | |
| | 4.No.of promising genotypes propagated | 10 | 12 | 5 | 5 | 5 | 5 | |
| | 5.No. of reports submitted | 3 | 6 | 5 | 4 | 4 | 4.33 | |
| Other duties | 7.Total land area planted In support to Cassava production | 200sqm. | 250sqm. | 5 | 5 | 4 | 4.67 | |

| | | |
|---|--|-------------|
| Average Rating (Total Over-all rating divided by 4) | | |
| Additional Points: | | |
| | | |
| Punctuality | | |
| Approved Additional points (with copy of approval) | | |
| FINAL RATING | | 4-78 |
| ADJECTIVAL RATING | | Outstanding |

Comments & Recommendations for Development Purpose:

to prepare MRS notes before retirement

Evaluated & Rated by:


ALAN B. LORETO
Director

Date: 12/21/24

MARLON M. TAMBIS
Asst. Director


Date: 12/21/24

Recommending Approval:

IVY C. IMNACE
Director for Research

Date: 12/21/24

Approved by:

SANTIAGO T. PENA
VP, Research, Extension & Innovation

Date: 12/21/24

1 – Quality 2 – Efficiency 3 – Timeliness 4 – Average 5 –

PERFORMANCE MONITORING & COACHING JOURNAL

| | | |
|---|-----------------|---------------------------------|
| X | 1 st | Q U A R T E R |
| X | 2 nd | |
| | 3 rd | |
| | 4 th | |

Name of Office: PHILROOTCROPS

Head of Office: ALAN B. LORETO & MARLON M. TAMBIS

Name of Faculty/Staff: FEDERICO P. GODOY JR. Signature: _____

Date: _____

| Activity Monitoring | | | | | Remarks |
|------------------------------|--|---|------|-----------------------|--|
| | Meeting | | Memo | Others (Pls. specify) | |
| | One-on-One | Group | | | |
| Monitoring | | | | | |
| A. Research project meetings | One on one discussion with project leader and constant follow-up of activities | Special meetings with the project leader, field workers for immediate issues and concerns. Consolidation of data for completion of quarterly and annual reports | | | Problems and concerns were addressed |
| B. Report writing | One on one discussion to draft progress and annual reports | | | | Submission of quarterly report and annual In-House reports |
| Coaching | | | | | |
| A. On-going projects | One on one planning and scheduling of monthly activities with supervisor | | | | Laid out plan and schedule of activities for the projects |
| B. Proposal writing | One on one sharing of ideas for future proposal | | | | Submission of proposals for review and approval |

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Prepared/Conducted by

DILBERTO O. FERRAREN
Immediate Supervisor

Verified by:

MARLON M. TAMBIS
Asst.. Director

ALAN B. LORETO
Director

cc: OVPI
ODAHRD
PRPEO

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Federico P. Godoy Jr.

Signature: _____

Performance Rating:

Aim: To assist and help the project leader on the development of new Sweetpotato varieties.

Proposed Interventions to Improve Performance:

Date: January 1, 2024

Target Date: June 30, 2024

First Step:

-
- Coordination with project leader for specific tasks and project activities.
 - To develop sweet potato genotypes with high yield and good eating or processing and quality.
 - Meeting with field workers regarding propagation of sweet potato planting materials to meet the demands of stakeholders especially the farmers.
 - Conduct sweet potato trials ; single row , double row trial and supervision on the re-establishment and maintenance of sweet potato polycross breeding nursery.
 - Prompt preparation of purchase requests of office and field supplies needed for the project as well as reports.
 - Observation of field worker safety and quality of work.
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Result:

-
- By the end of the third quarter, the sweet potato polycross breeding nursery re-established .Catered the needs and concerns of walk-in clients regarding sweet potato planting materials not only the research community but also other agencies and farmers from other regions.
-

Date: July 1, 2024

Target Date: December 31, 2024

Next Step:

-
- Continue in maintaining the sweet potato polycross breeding nursery , collection of seeds , weeding, fertilizer application and spraying.
 - Continue in maintaining the sweet potato evaluation trials by weeding hilling-up and under brushing the area.
 - Continue planting the new F1 seeds of selected sweet potato parent materials result of sweet potato breeding.
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Outcome:

-
- Served the research community of VSU and other SUC's, LGUs, government agencies, NGOs, individual farmers and farmers' association and sweet potato industries for the need of good quality planting materials.
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Final Step/Recommendation:

To maintain the production of good quality sweetpotato planting materials.

Prepared by:



ALAN B. LORETO
Unit Head

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January-June 2024

Name of Staff: Federico P. Godoy

Position: Science Aide

Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

| Scale | Descriptive Rating | Qualitative Description |
|-------|--------------------|---|
| 5 | Outstanding | The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model |
| 4 | Very Satisfactory | The performance meets and often exceeds the job requirements |
| 3 | Satisfactory | The performance meets job requirements |
| 2 | Fair | The performance needs some development to meet job requirements. |
| 1 | Poor | The staff fails to meet job requirements |

| A. Commitment (both for subordinates and supervisors) | | Scale | | | | |
|--|---|-------|---|---|---|---|
| 1. | Demonstrates sensitivity to client's needs and makes the latter's experience in transacting business with the office fulfilling and rewarding. | 5 | 4 | 3 | 2 | 1 |
| 2. | Makes self-available to clients even beyond official time | 5 | 4 | 3 | 2 | 1 |
| 3. | Submits urgent non-routine reports required by higher offices/agencies such as CHED, DBM, CSC, DOST, NEDA, PASUC and similar regulatory agencies within specified time by rendering overtime work even without overtime pay | 5 | 4 | 3 | 2 | 1 |
| 4. | Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time. | 5 | 4 | 3 | 2 | 1 |
| 5. | Commits himself/herself to help attain the targets of his/her office by assisting co-employees who fail to perform all assigned tasks | 5 | 4 | 3 | 2 | 1 |
| 6. | Regularly reports to work on time, logs in upon arrival, secures pass slip when going out on personal matters and logs out upon departure from work. | 5 | 4 | 3 | 2 | 1 |
| 7. | Keeps accurate records of her work which is easily retrievable when needed. | 5 | 4 | 3 | 2 | 1 |

| | | | | | | |
|---|---|-------|---|---|---|---|
| 8. | Suggests new ways to further improve her work and the services of the office to its clients | 5 | 4 | 3 | 2 | 1 |
| 9 | Accepts additional tasks assigned by the head or by higher offices even if the assignment is not related to his position but critical towards the attainment of the functions of the university | 5 | 4 | 3 | 2 | 1 |
| 10. | Maximizes office hours during lean periods by performing non-routine functions the outputs of which results as a best practice that further increase effectiveness of the office or satisfaction of clientele | 5 | 4 | 3 | 2 | 1 |
| 11. | Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment | 5 | 4 | 3 | 2 | 1 |
| 12. | Willing to be trained and developed | 5 | 4 | 3 | 2 | 1 |
| Total Score | | | | | | |
| B. Leadership & Management (For supervisors only to be rated by higher supervisor) | | Scale | | | | |
| 1. | Demonstrates mastery and expertise in all areas of work to gain trust, respect and confidence from subordinates and that of higher superiors | 5 | 4 | 3 | 2 | 1 |
| 2. | Visionary and creative to draw strategic and specific plans and targets of the office/department aligned to that of the overall plans of the university. | 5 | 4 | 3 | 2 | 1 |
| 3. | Innovates for the purpose of improving efficiency and effectiveness of the operational processes and functions of the department/office for further satisfaction of clients. | 5 | 4 | 3 | 2 | 1 |
| 4. | Accepts accountability for the overall performance and in delivering the output required of his/her unit. | 5 | 4 | 3 | 2 | 1 |
| 5. | Demonstrates, teaches, monitors, coaches and motivates subordinates for their improved efficiency and effectiveness in accomplishing their assigned tasks needed for the attainment of the calibrated targets of the unit | 5 | 4 | 3 | 2 | 1 |
| Total Score | | 48 | | | | |
| Average Score | | 4.34 | | | | |
| Overall recommendation: | | | | | | |


ALAN B. LORETO
 Director