


COMPUTATION OF FINAL INDIVIDUAL RATING FOR  
ADMINISTRATIVE STAFF

Name of Administrative Staff : ANTONIETA D. ISRAEL

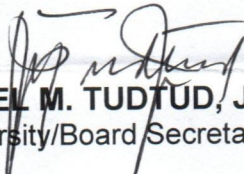
Particulars  (1)	Numerical Rating  (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.58	x 70%	3.21
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	x 30%	1.45
TOTAL NUMERICAL RATING			4.66

TOTAL NUMERICAL RATING : 4.66  
ADD: Additional Approved Points, if any : -  
TOTAL NUMERICAL RATING : 4.66  
  
ADJECTIVAL RATING : OUTSTANDING

Prepared by:

  
**ANTONIETA D. ISRAEL**  
Admin Aide III

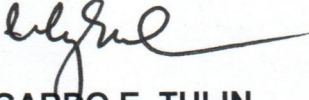
Reviewed by:

  
**DANIEL M. TUDTUD, JR.**  
University/Board Secretary

Recommending Approval:

  
**REMBERTO A. PATINDOL**  
Chairman, PMT

Approved:

  
**EDGARDO E. TULIN**  
President



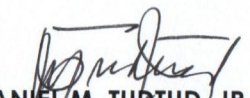
## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ANTONIETA D. ISRAEL, staff of the OFFICE OF THE UNIVERSITY/BOARD SECRETARY commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December, 2016.

  
ANTONIETA D. ISRAEL

Ratee

Approved:

  
DANIEL M. TUFTUD, JR.

Head of Unit

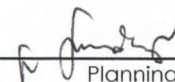
MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Efficient and customer friendly frontline service	Zero percent complaint from client served	-	0%	0%	5	NA	NA	5	
Meetings Organized and Facilitated	Number of meetings successfully undertaken	Facilitating University and Board Meetings	4 meetings	6	5	4	4	4.33	
	- Board of Regents								
	- University Administrative Council								
	- University Academic Council								
Documents Prepared attendant to Meetings:  * Minutes of meetings	Number of completed documents prepared within 7 working days before scheduled meeting	Photocopying/Riso printing of the Minutes of Meetings	2,500 pages/copies	3,200	5	4	4	4.33	
	- Board of Regents								
	- University Administrative Council								
	- University Academic Council								
* Other documents	Number of completed documents prepared within 7 working days before scheduled meeting	Photocopying/Riso printing of materials for distribution to all BOR/UADCO/UAC Members	5,000 pages/copies	7,200	5	4	4	4.33	
	- Board of Regents								
	- University Administrative Council								
	- University Academic Council								
		Recording of incoming/outgoing documents	300 copies	300	5	4	4	4.33	
		Preparation of Standard Government Forms	500 copies	520	5	5	5	5.00	

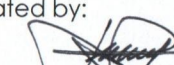


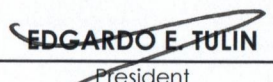
MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Information Dissemination	Number of BOR resolutions and materials disseminated to appropriate offices within 5 working days from date of meeting	Releasing of approved BOR materials with BOR resolutions	500 copies/pages prepared & released	800	5	4	4	4.33	
Performance of Other Functions Assigned by the President	Number of pages lay-outed/ reproduced in the Annual Report of the University	Lay-outing VSU Annual Report	85 pages	92	5	5	5	5.00	
Total Over-all Rating					40	30	30	36.67	

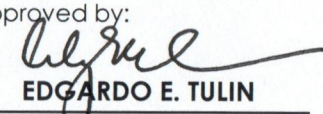
Average Rating (Total Over-all rating divided by 8)		4.58
Additional Points:		
Punctuality		-
Approved Additional points (with copy of approval)		-
FINAL RATING		4.58
ADJECTIVAL RATING		Very Satisfactory

Comments & Recommendations for Development Purpose:

Received by:  
  
 Planning Office  
 Date: \_\_\_\_\_

Calibrated by:  
  
**REMBERTO A. PATINDOL**  
 PMT  
 Date: \_\_\_\_\_

Recommending Approval:  
  
**EDGARDO E. TULIN**  
 President  
 Date: \_\_\_\_\_

Approved by:  
  
**EDGARDO E. TULIN**  
 President  
 Date: \_\_\_\_\_

- 1 - Quality
- 2 - Efficiency
- 3 - Timeliness
- 4 - Average



## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JULY to DECEMBER 2016

Name of Staff: ANTONIETA D. ISRAEL

Position: ADMIN. AIDE III

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.

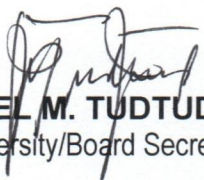
Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job 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		4.83				



B. Leadership & Management ( <i>For supervisors only to be rated by higher supervisor</i> )	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					
Average Score	4.83				

Overall recommendation : \_\_\_\_\_

  
**DANIEL M. TUDTUD, JR.**  
University/Board Secretary