



## COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

### Annex P

Name of Administrative Staff: **ANDREO P. VILLOCINO**

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	4.25	30%	1.28
<b>TOTAL NUMERICAL RATING</b>			<b>4.63</b>

TOTAL NUMERICAL RATING: 4.63

Add: Additional Approved Points, if any:                     

TOTAL NUMERICAL RATING: 4.63

FINAL NUMERICAL RATING 4.63

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

ANDREO P. VILLOCINO  
Name of Staff

Reviewed by:

RUTH O. ESCASINAS  
Department/Office Head

Recommending Approval:

VICTOR B. ASIO  
Dean/Director

Approved:

BEATRIZ S. BELONIAS  
Vice President for Academic Affairs

Visayas State University  
College of Agriculture Food and Science  
**DEPARTMENT OF AGRONOMY**  
Visca, Baybay City, Leyte

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**

I, ANDREO P. VILLOCINO, Administrative Aide III of the Department of Agronomy, 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 2022.

**ANDREO P. VILLOCINO**

Administrative Aide III

Date: 1/6/2023

**Ruth O. Escasinas**

Head, Department of Agronomy

Date: 1/6/2023

MFO No.	MFO Description	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO 6. General Administration and Support Services (GASS)										
OVPI MFO 1. Administrative and Facilitative Services										
	Number of trips/travels made			30	20	4	5	5	4.67	
	Number of repairs and maintenance made on DOA vehicle and equipment	Maintains and do minor repairs of the DOA vehicle, tractor, grass cutter and sprayers		10	8	5	5	5	5.00	
	Number of DOA classrooms, lawn and buildings premises cleaned and maintained	Cleans and maintains DOA classrooms and its premises		10	8	4	5	5	4.67	
Total Over-all Rating										
Average Rating						4.33	5.00	5.00	4.78	
Adjectival Rating								OUTSTANDING		
Comments and Recommendations for Development Purpose:									1- Quality 2- Efficiency 3- Timeliness 4- Average	
He has to undergo refresher course.										

Evaluated and Rated by:

**RUTH O. ESCASINAS**

Head, Department of Agronomy

Date: 1/11/23

Recommending Approval:

**VICTOR B. ASIO**

College Dean

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date: \_\_\_\_\_





## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-December 2022

Name of Staff: ANDREO P. VILLOCINO

Position: Administrative 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
Score	Total 51				
<b>B. Leadership &amp; Management (For supervisors only to be rated by higher supervisor)</b>	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	51				
Average Score	4.25				

Overall recommendation : He always delivers output expected of his assigned job.

MUTHU O. BOORINAP  
 Printed Name and Signature  
 Head of Office

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ANDREO P. VILLOCINO

Performance Rating: OUTSTANDING

Aim: To sustain the outstanding rating

Proposed Interventions to Improve Performance:

Date: January 2022

Target Date: December 2022

First Step:

To attend trainings and seminars to improve skills and be able to assess TESDA- related courses

Result:

Attended trainings & improved skills

Target Date: December 2022

Next Step:

To enhance skills other than being a driver

Outcome: Improved skills

Final Step/Recommendation:

Prepared by:



**RUTH O. ESCASINAS**  
Unit Head

Conforme:



**ANDREO P. VILLOCINO**  
Name of Ratee Faculty/Staff