

Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: **Michelle E. Gumba**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.75	70%	3.33
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.55	30%	1.37
TOTAL NUMERICAL RATING			4.70

TOTAL NUMERICAL RATING: _____

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

FINAL NUMERICAL RATING: **4.70**

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

12/3/24

Approved:


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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

EXHIBIT B

I, MICHELLE E. GUMBA of PhilRootcrops accomplished the following targets in accordance with

the indicated measures for the period January 2, 2024 to June 31, 2024

MICHELLE E. GUMBA

RATEE

12/2/24

APPROVED:

DILBERTO O. FERRAREN

Project Leader

12/2/24

MFO and PAPS	SUCCESS INDICATORS	TASK ASSIGNED	TARGET *	ACTUAL ACCOMPLISHMENT	Rating				REMARKS
					Q1	E2	T3	A4	
Research service	Number of maintained cassava accessions in the germ plasm	1. Monitor filed stand of the collection to new area 3. Supervised laborer activities (weeding, replanting of low germinating accession and application of necessary chemicals such as fertilizer and pesticides) in maintaining the germplasm accession 5. Assist in evaluation of collection	256	256	5	5	5	5	
	Number of HCN analysis and dry matter content analysis of all cassava hybrid and introduced varieties conducted	1. Prepared samples for HCN and DM method analysis from the field method 3. Read and interpret results	300	200	5	4	4	4.33	
	Land area (hectare) devoted for cassava propagation of 48 selected varieties using 2 nodes technology	1. Supervise establishment of the experimental area 2. Supervise laborers in planting, weeding, fertilizer application and harvesting of propagated varieties 3. Supervised laborers in the field maintenance of all propagated varieties	2500 sq.m.	2500 sq.m.	5	5	5	5	
	Number of cassava genotypes rated for pest and diseases	1. Monitoring of pest and diseases of cassava germplasm	300	305	5	4	4	4.33	

Extension services	Number of distributed clean planting materials (cutting)	1. Entertained walk in clientele asking for planting materials 2. Supervised distribution of clean planting materials 3. Kept intensive record of distributed planting materials and recipients	10 10,000	5 5,000	5 5	5 5	4 4	4.67 4.67	
	Number of facilitated cassava training	1. Resource person 2. Assist in extension training sponsored by the center	2	2	5	5	3	5	
Other duties needed by the center	Number of contact hours devoted for putting up exhibit and entertain walk-in-clientele	1. Assist in putting up exhibit 2. Entertain walk-in-clientele asking cassava technology	5 10	3 6	5 5	5 5	5 5		
Total Rating									38.00

Average Rating (Total Over-all rating divided by 4)	4.75	
Additional points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING	4.75	
ADJECTIVAL RATING	Outstanding	

Comments & Recommendations for Development Purpose:

Exposure to other institution (in cassava breeding) activities at research.

Evaluated and Rated by:

ALAN B. LORETO

Director, PhilRootcrops

Date 12/2/24

MARLON M. TAMBIS

Assistant Director, PhilRootcrops

Date 12/2/24

Recommending Approval:

IVY C. EMNACE

Director for Research

Date 12/2/24

Approved by:

SANTIAGO T. PEÑA, JR

VP in Research, Extension and Innovation

Date: _____

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

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 Personnel: **Michelle E. Gumba**

Signature: 

Date: **June 28, 2024**

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 center director, project leader, staff and field workers for immediate issues and concerns			Problems and concerns were addressed
B. Report writing	One on one discussion to draft progress and annual reports	Consolidation of data for completion of quarterly and annual reports			Submission of quarterly and semi-annual reports
Coaching					
A. On-going projects	One on one planning and scheduling of monthly activities with supervisor				Laid out plan and schedule of activities of the projects

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

Prepared/Conducted by:



DILBERTO O. FERRAREN
Immediate Supervisor

Verified by:


ALAN B. LORETO
Next Higher Supervisor

cc: OVPI
ODAHRD
PRPEO

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Michelle E. Gumba**

Performance Rating:

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

Proposed Interventions to Improve Performance:

Date: January 2024

Target Date: June 2024

First Step:

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- Coordination with project leader for specific tasks and project activities.
 - Selection of cassava varieties through analyses specifically tubers with low HCN content and high starch yield properties.
 - Meeting with field workers regarding propagation of cassava planting materials to meet the demands of stakeholders especially the farmers.
 - Constant supervision on the re-establishment and maintenance of cassava germplasm collection and cassava breeding blocks.
 - 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:

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- Cassava germplasm collection and cassava breeding blocks was maintained through weeding, fertilizer application, hilling up and under brushing for optimum growth.
 - Land preparation of the area was scheduled and coordinated with the land prep incharge for another set up.
 - Catered the needs and concerns of walk-in clients regarding cassava planting materials not only the research community but also other agencies and farmers from other regions.
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Date: July 2024

Target Date: December 2024

Next Step:

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- Continue in maintaining the cassava germplasm collection and cassava breeding blocks through weeding, fertilization application, hilling up and under brushing for optimum growth.
 - Sowing of new set of selected cassava seeds as a result of cassava breeding.
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Outcome:

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

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- To maintain the production of good quality cassava planting materials.
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Prepared by:

MARLON M. TAMBIS / ALAN B. LORETO
Assistant Director / Director

Conforme:

MICHELLE E. GUMBA
Name of Ratee/Staff



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January-June 2024

Name of Staff: Michelle E. Gumba

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		50				
Average Score		4.55				
Overall recommendation:						


ALAN B. LORETO
 Director