



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **ERLINDA S. VALENZONA**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.98	70%	3.486
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.96	30%	1.475
TOTAL NUMERICAL RATING			4.96

TOTAL NUMERICAL RATING:

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

FINAL NUMERICAL RATING

ADJECTIVAL RATING:

Prepared by:

ERLINDA S. VALENZONA

Name of Staff

Reviewed by:

BEATRIZ S. BELONIAS

Department/Office Head

Recommending Approval:

N/A

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, ERLINDA S. VALENZONA, of the OVPA commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July-December 2022.

ERLINDA S. VALENZONA
Ratee

APPROVED:

BEATRIZ S. BELONIAS
Head of Unit

MFO Major Final Outputs	Success Indicators	Tasks Assigned	Target	Actual Accomplish- ment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
UMFO 1: Advanced Education Services									
OVPI MFO 1: Graduate Degree Program Management Services									
PI 1: Graduate degree program offered	No. of offered graduate degree programs compiled and updated status of each file folders per BOR and CHED acted documents	Compiled/updated status of each file folders of the existing degree programs offered by VSU per BOR and CHED acted documents	15	28	5	5	5	5.00	
OVPI MFO 2: Graduate Student Management Services									
P1 1: Graduate students awarded with scholarship/ assistantship	No. of claims of graduate student scholars facilitated for immediate signature and release	Facilitated graduate student claims for stipend, book/thesis allowances need for immediate signature and release	50	119	5	5	5	5.00	Agreed with CAFS
	No. of recommendation letter for graduate research/teaching assistantship facilitated for action/signature	Facilitated letter recommendation for graduate assistantship assigned in the different academic departments for action/signature	5	8	5	5	5	5.00	
UMFO 2: Higher Education Services									
OVPI MFO 1: Curriculum Program Management Services									
P1 2: Undergrad curricular programs approved/offered	No. of compiled/updated status of undergraduate curricular programs per acted documents received	Compiled/updated status of undergraduate curricular programs per acted documents received	15	19	5	5	4	4.67	Include 4 campuses
	No. of undergraduate degree programs facilitated payment of monitoring/ evaluation services by CHED, etc	Facilitated payment of monitoring/ evaluation services by CHED and other agencies	5	-	-	-	-	-	No request received
	No. of faculty attended CHED/PASUC orientation on policies/standards/ guidelines of degree programs	Facilitated faculty attendance request, claims, funding of travel expenses for curriculum development purposes	5	6	5	5	5	5.00	

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MFO Major Final Outputs	Success Indicators	Tasks Assigned	Target	Actual Accomplish- ment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
OVPI MFO 2: Student Management Services									
PI 2: Students request re: academic deficiencies	No. of requests regarding academic deficiencies facilitated for immediate action/approval by the VPAA	Facilitated requests regarding academic deficiencies for immediate action/ approval by the VPAA	10	18	5	5	5	5.00	
PI 3: Students awarded with honors and distinction	No. of payments prepared for incentives of students with outstanding/excellent academic performance including board exam top 10 placers	Prepared payment of incentives for students with outstanding/excellent academic performance including board exam top 10 placers	10	9	5	5	5	5.00	
UMFO 5: Support To Operations (STO)									
OVPI MFO 1: Faculty Development Services									
PI 1: Faculty pursuing advanced studies and attending webinars	No. of recommendations/endorsements, contracts, clearances and all related documents facilitated for action/signature	Facilitated recommendations/endorsements, contracts, clearances and all related documents facilitated for action/signature	100	105	5	5	5	5.00	
	No. of vouchers for payment of school fees, thesis financial support and other related expenses while pursuing graduate studies, and registration/ training fees facilitated for signature	Facilitated vouchers for payment of school fees, thesis financial support, and other related expenses while pursuing graduate studies, and training fees for signature	10	12	5	5	5	5.00	
OVPI MFO 2: Faculty Renewal/Recruitment/Hiring Services									
PI 1: Faculty renewal/ recruitment/hiring of full and part-time faculty	No. of request/ recommendations and appointments and notices for hiring facilitated for action/signature	Facilitated requests/recommendations appointments and notices for hiring for action/signature	50	103	5	5	5	5.00	
	No. of certifications of total contact hours and payrolls for payment of services of part-time instructors facilitated for signature and its immediate release	Facilitated certifications and payrolls for payment of services rendered of part-time instructors for signature and immediate release	100	156	5	5	5	5.00	

MFO Major Final Outputs	Success Indicators	Tasks Assigned	Target	Actual Accomplish- ment	Rating				Remarks					
					Q ¹	E ²	T ³	A ⁴						
UMFO 5: General Administration and Support Services (GASS)														
OVPI MFO 1: Administrative and Facilitative Services														
PI 1: Colleges, academic departments/institute and support units under OVPAA	No. of documents received from different colleges, departments, institute and support units under OVPAA checked/reviewed/counter signed for appropriate action by the OIC or VP for Academic Affairs	Checked/reviewed/countersigned documents received such as DTRs, leave applications, accomplishment reports. clearances, travel claims, OPCR/IPCR, OIC designations and others for appropriate action by the OIC or VP	10000	5076	5	5	5	5.00						
	No. of department requests on leave applications and time log appeals checked/approved per uploaded travel request/logbook at HRIS	Checked/approved leave applications and time log appeals based on uploaded travel request and logbook at HRIS	250	306	5	5	5	5.00						
OVPAA operations and services	No. of OVPAA documents prepared incurred by the OVPAA staff and procurement of supplies & materials	Prepared/processed claims/payments incurred by the OVPAA staff and procurement of supplies & materials	20	38	5	5	5	5.00						
	No. of transaction processed as petty cash custodian of the OVPAA	Purchased petty supplies urgently needed and prepared replenishment	10	27	5	5	5	5.00						
OVPI MFO 2: Efficient Customer-Friendly Assistance Services														
PI 1: Liaising services	No. of facilitated documents to/from VSU main & component campuses	Liaised documents between VSU main and its component campuses	250	306	5	5	5	5.00						
Customer Assistance Services	No. of Certificate of Appearance issued to clients/visitors	Issued Certificate of Appearance to clients/visitors	100	199	5	5	5	5.00						
TOTAL OVERALL RATING					85.00	85.00	84.00	84.67						
AVERAGE RATING					5.00	5.00	4.94	4.98						
FINAL RATING					4.98									
ADJECTIVAL RATING														
Comments & Recommendations for Development Purposes:														
/ Learn to grow budget & maintain healthy plants keep up the good work!														
Evaluated and Rated by:					APPROVED									
BEATRIZ S. BELONIAS Office Head					BEATRIZ S. BELONIAS Vice President for Academic Affairs									
Date: _____					Date: _____									

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



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-December 2022

Name of Staff: **ERLINDA S. VALENZONA**

Position: **Admin. Asst. II**


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 59				
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					
Average Score	4.916				

Overall recommendation : _____


BEATRIZ S. BELONIAS
 Printed Name and Signature
 Head of Office

PERFORMANCE MONITORING AND COACHING JOURNAL

NAME OF OFFICE : OVPAA
 HEAD OF OFFICE : BEATRIZ S. BELONIAS
 NAME OF PERSONNEL : ERLINDA S. VALENZONA

	1 ST	Q U A R T E R
	2 ND	
	3 RD	
	4 TH	

ACTIVITY	MECHANISM				
	MEETING		MEMO	OTHERS (Pls. specify)	REMARKS
	ONE-ON-ONE	GROUP			
<u>Monitoring</u>	✓	✓			
<u>Coaching</u>	✓	✓			

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

Conducted by:


 BEATRIZ S. BELONIAS
 Immediate Supervisor

EMPLOYEE DEVELOPMENT PLAN

NAME OF EMPLOYEE : ERLINDA S. VALENZONA
PERFORMANCE RATING : _____

AIM: To efficiently and accurately deliver the needed services to clienteles according to the standard operating procedure set by the office

Proposed Interventions To Improve Performance

Date : Jul 2022

Target Date: Jul-Dec 2022

First Step : Identify the problems encountered frequently met in performing the assigned tasks

Result : Discuss the occurrence and make/suggest/propose solutions of the problems

Date : Jul 2022

Target Date: Jul-Dec 2022

Next Step : Be updated on existing procedures and policies to answer queries, facilitate and validate documents for appropriate action by the Vice President for Academic Affairs

Outcome : No errors, knowledgeable and articulate in answering queries, consistent and accurate in reviewing documents, and avoid delay and time-saving

Final Step/

Recommendation: Participate in short term training & conference-workshop on existing policies sponsored by accredited agencies; and give promotion to the next rank position

Prepared by:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

CONFORME:


ERLINDA S. VALENZONA
Administrative Assistant II