



**COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF**

**Annex P**

Name of Administrative Staff: **REYNANTE G. MACAPANAS**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.86	70%	3.40
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.33	30%	1.29
<b>TOTAL NUMERICAL RATING</b>			<b>4.69</b>

TOTAL NUMERICAL RATING: 4.69

Add: Additional Approved Points, if any:                     

TOTAL NUMERICAL RATING: 4.69


FINAL NUMERICAL RATING 4.69

ADJECTIVAL RATING: Outstanding


Prepared by:

  
**VANESSA MAY B. MILAN**  
Name of Staff


Reviewed by:

  
**JEROME O. ARRIBADO**  
Director, Eco-FARMI

Recommending Approval:

  
**ROSA OPHELIA D. VELARDE**  
Director for Research

Approved:

  
**DENNIS P. PEQUE**  
VP for REI

"Exhibit B"

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, REYNANTE G. MACAPANAS, an administrative staff of the **Ecological Farm Resources and Management Institute (Eco-FARMI)** commits to deliver and agrees to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July 2023 to December 2023.

REYNANTE G. MACAPANAS

Ratee

Date: Jan. 5, 2024

Approved:

JEROME O. ARRIBADO

Unit Head

Date: Jan. 8, 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
MFO 3. Research Services										
	PI 2. Number of research outputs presented in regional/ national/int'l fora/conferences									
	In institutional fora/conferences (In-house review)	Prepares/reproduces paper for presentation	1							
		Prepares/consolidates project/study report for RDE In-house Review and Evaluation	1							1 consolidated project report in the 1st half of the year.
		Serves as facilitator during In-house Review, encode research outputs and evaluation	1							
		Assists/prepares PowerPoint presentations	1							assisted in making power point presentation in the 1st half of the year



	PI 3. Number of research projects conducted and/or completed on schedule	Prepares/encodes research reports and budget	1						
<b>MFO 4.</b>	<b>Extension/Production Services</b>								
	<b>Extension Activities</b>								
	PI 1. Number of person-days trained weighted by length of training	Facilitates training / lecture; hands-on	50	50	5	5	5	5	56 in the 1st half of the year
		Prepares Power Point presentation	1						prepared one power point presentation in the 1st half of the year
		Prepares logbook of attendance	1						one logbook prepared in the 1st half of the year
	PI 2. Number of IEC materials/ technoguides developed/used	Prepares/reproduces brochures and leaflets	2						
	PI 3. Number of IEC materials distributed	Distributes IEC materials to trainees, clients, etc.	50	14	5	5	5	5	
	<b>Production Activities</b>								
	PI 1. Production of vermicast (no. of bags)	Monitors production and selling of vermicast	400	109	5	4	5	4.47	186 bags produced in the 1st half of the year
	PI 2. Production of IMO 2	Produces IMO2 for rapid decomposition of substrates	4	6	5	5	5	5	4 bottles produced in the 1st half of the year
	PI 3. Preparation of monthly financial report	Prepare and submit monthly financial report	12	6	5	5	4	4.47	6 financial report in the 1st half of the year
	PI 4. Expansion of vermiculture area; number of beds	Monitors construction of beds							
<b>MFO 5.</b>	<b>Support to Operation (STO)</b>								
	PI 1. Monthly production of vermitea	Produces and monitors production of vermitea	15	7	5	5	5	5	10 in the 1st half of the year

	PI 2. Utilization of organic inputs in vegetable production	Production of vegetables using organic inputs	8	4	5	5	4	4.47	5 vegetable planted using organic inputs in the 1st half of the year
	Total Over-all Rating							34.01	
	Average Rating							4.86	
	Adjectival Rating							0	

Evaluated and rated by:

  
JEROME O. ARRIBADO

Director

Date: Jan. 8, 2024


Recommending Approval:

  
ROSA OPHELIA D. VELARDE

Director, Research

Date: Jan. 17, 2024

Approved by:

  
DENNIS P. PEQUE

Vice President for REI

Date: Jan. 17, 2024

Comments and Recommendation for Development Purpose:

Attend and participate training related to Organic Agriculture.





## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **July to December 2023**

Name of Staff: **REYNANTE G. MACAPANAS**

Position: **SRA**

**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.**

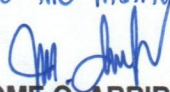
Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job 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		52				



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		4.33				

Overall recommendation : Keep on developing the vermicast production project and continued support to the Institute's faculty and staff.

  
**JEROME O. ARRIBADO**  
 Printed Name and Signature  
 Head of Office

**PERFORMANCE MONITORING & COACHING JOURNAL**

Rating Period: July to December 2023

	1st	Q U A R T E R
	2nd	
√	3rd	
√	4th	


Name of Employee: **REYNANTE G. MACAPANAS**Head of Office : **JEROME O. ARRIBADO**

Number of Personnel: 1


Activity Monitoring	MECHANISM					Remarks
	Meeting		Memo	Others (Pls. Specify)		
	One-on-One	Group				
<b>Monitoring</b> Discussion on farm updates, specifically on the vermicast project: vermicast, worms, vermitea production, and crop production		July 4,2023 Aug. 2, 2023 Sept. 15, 2023 Oct. 12, 2023 Nov. 15, 2023 Dec. 14, 2023				
<b>Coaching</b>  Conduct meeting with farm and extension staff  Conduct consultations		once every 6 months  July and August 2023				

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

Conducted by:

  
**JEROME O. ARRIBADO**  
Immediate Supervisor

Noted by:

  
**DENNIS P. PEQUE**  
Next Higher Supervisor

**EMPLOYEE DEVELOPMENT PLAN**

Rating Period: July-December 2023

Name of Employee : REYNANTE G. MACAPANAS  
Performance Rating : \_\_\_\_\_

Aim: To continuously enhance knowledge in conducting field experiments in crop production and vermicomposting/organic agriculture.

**Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:**

Date: July Target Date: within 3rd Quarter of 2023

**First Step:**

Look for training/workshops related to Organic Agriculture

**Result:**

Attend relevant training workshop on crop production through organic farming approach.

Date: October Target Date: within 4th Quarter of 2023

**Next Step:**

Application of the knowledge and concepts gained from the training/workshop attended to the vermi facility/demo farm.

**Outcome:**

Develop the skill to perform crop production and becoming equipped and capable of functioning as a resource person for vermicomposting and organic farming training sessions.

**Final Step/Recommendation:**

Prepared by:

  
**JEROME O. ARRIBADO**

Unit Head

Conforme:

  
**REYNANTE G. MACAPANAS**

Name of Ratee