



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: RANDY S. VALENZONA


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	4.94	30%	1.48
TOTAL NUMERICAL RATING			4.81

TOTAL NUMERICAL RATING: 4.81
Add: Additional Approved Points, if any: 0
TOTAL NUMERICAL RATING: 4.81


FINAL NUMERICAL RATING 4.81

ADJECTIVAL RATING: Outstanding


Prepared by:


MARIA PRECILLA P. BALO
Name of Staff


Reviewed by:


JOEL Q. MABALHIN
Head, Department of Teacher Education

Recommending Approval:


BAYRON S. BARREDO
Dean, College of Education

Approved:



BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, RANDY S. VALENZONA, of the DEPARTMENT OF TEACHER EDUCATION commits to deliver and agree to the rated on the attainment of accomplishments of the following targets in accordance with the indicated measures for the period January to June 2023.

Approved:

RANDY S. VALENZONA
Ratee
Date: June 14, 2023


JOEL Q. MABALHIN
Department Head
Date: June 14, 2023

BAYRON S. BARREDO
College Dean
Date: 7/14/2023

[illegible]

Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	0.00
ADJECTIVAL RATING	

Development Purpose.

You always did a good job. Hug it up.

Rated & Evaluated by:


JOEL Q. MABALHIN
 Department Head


Date: 07-25-2023

Recommending Approval:


BAYRON S. BARREDO
 College Dean

Date: 07-28-23

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs

Date: 7-28-2023



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January to June 2023

Name of Staff: RANDY S. VALENZONA

Position: Administrative Aide III

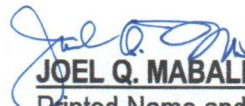
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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
Total Score		60				

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	24				
Average Score	4.94				

Overall recommendation : Continue being one of the best employees. Congratulations!


JOEL Q. MABALHIN
 Printed Name and Signature
 Head of DTE



VISAYAS
STATE UNIVERSITY



DEPARTMENT OF
TEACHER EDUCATION
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Employee Development Plan

Name of Employee: **Randy S. Valenzona**

Performance Rating: **4.75 (O)**

Aim: To become an effective and efficient utility of the Department of Teacher Education (DTE) in support to department's program accreditation and evaluation.

Proposed Interventions to Improve Performance:

Date: January 2023

Target Date: June 2023

First Step

- Continual supervision of the DTE area for maintenance with Mr. Valenzona as utility worker; and orientation of old and new assignment for DTE.

Results:

- Positive feedbacks from faculty members

Date: July 2023

Target Date: December 2023

Next Step:

- Continuous implementation of the plans and programs of the DTE assigned


Outcomes:

- Very organized time schedule for cleaning of the whole area.


Final Steps/Recommendations:

- Standardize the procedure in the implementation of the plan
- Attend trainings, seminar and workshop relevant to his job.

Prepared by:


JOEL Q. MABALHIN
Head, Dean

Conforme:


RANDY S. VALENZONA
Admin. Aide III

Vision:
Mission:

A globally competitive university for science, technology, and environmental conservation.
Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.