



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: RAUL ANTHONY S. VALENZONA

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.92	70%	3.44
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	30%	1.476
TOTAL NUMERICAL RATING			4.865

TOTAL NUMERICAL RATING:

4.92

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

FINAL NUMERICAL RATING

4.92

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

RAUL ANTHONY S. VALENZONA
Name of Staff

Reviewed by:

ROBELYN T. PIAMONTE
Department/Office Head

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Approved:

EDGARDO E. TULIN
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **RAUL ANTHONY S. VALENZONA**, Administrative Aide III of the **DEPARTMENT OF PEST MANAGEMENT** 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, 2023**.

RAUL ANTHONY S. VALENZONA

Date: JAN 10 2024

Approved:

ROBELYN T. PIAMONTE

Date: JAN 12 2024

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Administrative Support Services	# of course materials typed	Encoded/typed/collated /printed syllabus and laboratory manuals, course outlines, Table of Specifications and examinations.	50	50	4	5	5	4.67	
	# of DTR prepared, checked, countersigned and recorded	Prepared /checked/distributed Daily Time Record for Administrative staff, faculty, and Job Order workers	40	121	5	5	5	5.0	
	# of Travel Order, Application for Leave prepared/checked/recorded	Prepared Travel Orders (TOs), Leave of Applications, Arrangement Made for Classes Missed/to be Missed by Instructor/Professor	20	38	5	5	5	5.0	
	# of copies of memos of meetings, webinars..etc printed/routed for faculty and staff	printed and distributed memos of the meetings/webinars for faculty and staff.	30	30	4	5	5	4.67	
	# of documents prepared and Processed	Typed/printed Appts, PR, RAIS, Vouchers, JO Payrolls,	20	133	5	5	5	5.0	

		JO Contracts, PPMP, Communications							
	# of documents photocopied, sorted and filed	Sorted and filed incoming/outgoing communications, reports and memoranda.	150	350	5	5	5	5.0	
	# of Examinations assisted	Act as proctor during examinations		12	5	5	5	5.00	
Efficient and Customer Friendly Frontline Service	Zero percent complaint from client served.	Officer of the day (Frontliner), first person at the secretary's office to entertain students, clients, customers, & etc.	80%	100%	5	5	5	5.0	
Total Over-all Rating								39.34	

Average Rating		4.92
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.92
ADJECTIVAL RATING		Outstanding

Deserved for promotion

Evaluated & Rated by:


ROBELYN T. PIAMONTE
 Dept/Unit Head
 Date: JAN 12 2024

Recommending Approval:


VICTOR B. ASIO
 Dean/Director
 Date: JAN 15 2024

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date: 01/17/24

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July – December 2023

Name of Staff: Raul Anthony S. Valenzona

Position: Admin. Aide III

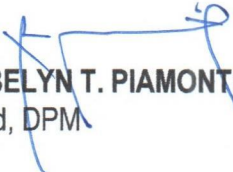
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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		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 : _____


ROBELYN T. PIAMONTE
 Head, DPM

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Raul Anthony S. Valenzona

Performance Rating: _____

Aim: Systematic filing and records keeping

Proposed Interventions to Improve Performance:

Date: _____ Target Date: January - Dec 2024

First Step: Attend seminars on records keeping and document recording

Result: acquire basic knowledge on records keeping

Date: _____ Target Date: July – Dec 2024

Next Step: apply acquired knowledge to the present filing system

Outcome: Easy access and retrieval of documents and files

Final Step/Recommendation:

Attend refresher courses basic computer knowledge and information technology

Prepared by:

ROBELYN T. PIAMONTE
Unit Head

Conforme:

RAUL ANTHONY S. VALENZONA
Name of Ratee Faculty/Staff