



VISAYAS
STATE UNIVERSITY

**OFFICE OF THE
VICE PRESIDENT FOR
ACADEMIC AFFAIRS**

Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

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%	3.49
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.91	30%	1.47
TOTAL NUMERICAL RATING			4.81

TOTAL NUMERICAL RATING:

4.81

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

FINAL NUMERICAL RATING

4.81

ADJECTIVAL RATING:

"0"

Prepared by:

ERLINDA S. VALENZONA
Name of Staff

Reviewed by:

ROTACIO S. GRAVOSO
Office Head

Recommending Approval:

N/A

Dean/Director

Approved:


ROTACIO S. GRAVOSO
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 2024.






ERLINDA S. VALENZONA
Ratee

APPROVED:


ROTACIO S. GRAVOSO
Head of Unit

MFO Major Final Outputs	Success Indicators	Tasks Assigned	Target	Accomp- lishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
UMFO 1: Advanced Education Services									
OVPA A MFO 1: Graduate Degree Program Management Services									
PI 1: Graduate degree program offered	No. of offered graduate degree programs compiled and updated files/ status based on legal documents received from BOR, CHED & AACCUP	Compile/update files/status of existing degree programs offered by VSU based on legal documents received from BOR, CHED and AACCUP	15	18	5	5	4	4.67	
OVPA A MFO 2: Graduate Student Management Services									
PI 1: Graduate students awarded with scholarship/ assistantship	No. of claims of graduate student scholars facilitated for immediate signature and release	Facilitate graduate student claims for stipend, book/thesis allowances need for immediate signature and release	75	81	5	5	5	5.00	agreed with CAFS
	No. of recommendations for graduate research/teaching assistantship facilitated for action/signature	Facilitate recommendations of appointment for graduate teaching assistantship for action/signature	5	8	5	5	5	5.00	
UMFO 2: Higher Education Services									
OVPA A MFO 1: Curriculum Program Management Services									
PI 2: Undergrad curricular programs approved/offered	No. of compiled/updated files/status of undergraduate curricular programs per official documents received	Compile/update files/status of undergraduate curricular programs per official documents received	100%	100%	5	5	5	5.00	Include 4 campuses
	No. of faculty attended CHED/PASUC orientation on policies/standards/ guidelines of degree programs	Facilitate faculty attendance request, claims, funding of travel expenses for curriculum development purposes	100%	100%	5	5	5	5.00	
PI 3: Undergrad curricular programs offered/monitored	No. of undergraduate degree programs facilitated payment of monitoring/ evaluation fees by CHED, etc	Facilitate payment of monitoring/ evaluation fees by CHED for issuance of COPC & other required documents	100%	100%	5	5	5	5.00	
PI 4: Board Licensure Exam Result	No. of documents prepared for giving of incentives for topnotchers in the licensure board exams	Prepare documents needed for giving of incentives for topnotchers in the licensure board exams	100%	100%	5	5	5	5.00	

MFO Major Final Outputs	Success Indicators	Tasks Assigned	Target	Accomp- lishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
OVPAAs 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	Facilitate requests regarding academic deficiencies for immediate action/ approval by the VPAA	15	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	Prepare payment of incentives for students with outstanding/excellent academic performance	100%	100%	5	5	5	5.00	awarded
UMFO 5: Support To Operations (STO)									
OVPAAs MFO 1: Faculty Development Services									
PI 1: Faculty pursuing advanced studies	No. of recommendations/endorsements, contracts, clearances and all related documents facilitated for action/signature	Facilitate recommendations/endorsements, contracts, clearances and all related documents facilitated for action/signature	200	225	5	5	5	5.00	
	No. of vouchers for payment of school fees, thesis financial support and other related expenses while pursuing graduate studies facilitated for signature	Facilitate vouchers for payment of school fees, thesis financial support, and other related expenses while pursuing graduate studies for signature & immediate release	25	28	5	5	5	5.00	
OVPI MFO 2: Faculty Renewal/Recruitment/Hiring Services									
PI 1: Faculty recruitment/ hiring of full and part-time faculty	No. of request for APB Representative during teaching demonstration of applicants and assign a regular faculty	Assign regular faculty as APB Representative during teaching demonstrations of applicants	30	38	5	5	5	5.00	
	No. of request/ recommendations, appointments and notices for hiring facilitated for action/signature	Facilitate requests/recommendations, appointments and notices for hiring for action/signature	50	68	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 immediate release	Facilitate certifications and payrolls for payment of services rendered of part-time instructors for signature and immediate release	100	115	5	5	5	5.00	

MFO Major Final Outputs	Success Indicators	Tasks Assigned	Target	Accomp- lishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
UMFO 6: General Administration and Support Services (GASS)									
OVPAAs MFO 1: Administrative and Facilitative Services									
PI 1: Colleges, academic departments/institute and support units under OVPAAs	No. of documents received from different colleges, departments, institute and support units under OVPAAs checked/reviewed/counter signed for appropriate action by the OIC or VP for Academic Affairs	Check/review/countersign 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	4,000	5,274	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	Check/approve leave applications and time log appeals based on uploaded supporting documents at the HRIS System	100	128	5	5	5	5.00	
PI 3: OVPAAs operations and services	No. of OVPAAs documents prepared incurred by the OVPAAs staff and procurement of supplies & materials	Prepare/process claims/payments incurred by the OVPAAs staff and procurement of supplies & materials for 2024	100%	100%	5	5	5	5.00	
	No. of transaction processed as petty cash custodian of the OVPAAs	Purchase petty supplies urgently needed and prepared for replenishment of funds	50	54	5	5	5	5.00	
OVPAAs MFO 2: Frontline Services									
PI 1: Efficient and customer-friendly frontline services	No. of facilitated documents to/from VSU main & component campuses	Liaise documents between VSU main and its component campuses	100	145	5	5	5	5.00	
	No. of Certificate of Appearance issued to clients/visitors	Issue Certificate of Appearance to clients/visitors	100	115	5	5	5	5.00	
TOTAL OVERALL RATING					99.00	100	100	99.67	
AVERAGE RATING					4.95	5.00	5.00	4.98	
FINAL RATING									
ADJECTIVAL RATING									
Comments & Recommendations for Development Purposes:									
Evaluated and Rated by:  ROTACIO S. GRAVOSO Office Head			APPROVED  ROTACIO S. GRAVOSO Vice President for Academic Affairs						
Date: 			Date: 						

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Office of the Vice President for Academic Affairs (OVPA)

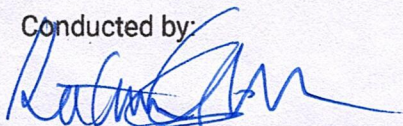
Head of Office: Dr. ROTACIO S. GRAVOSO

Number of Personnel: 4

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Staff Meeting		/			July-December 2024
Office Attendance				Office log-book, DTR's, Biometrics and personal presence in the office	OVPA Staff
Attendance to university & college activities/ programs/ seminars/ workshops			University memos	Attendance Certificates	Attended
Compliance of University Memos			University memos		Complied
Leaves (SL, VL, CDO, etc.)				Application for Leave Form	Filed
Coaching					
1. Coaching and monitoring the OVPA staff performing their duties and responsibilities at the office.				From time-to-time	July-December 2024

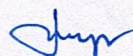
Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:



ROTACIO S. GRAVOSO
Immediate Supervisor

Noted by:



PROSE IVY G. YEPES
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

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

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 : July 2024

Target Date: Jul-Dec 2024

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 : July 2024

Target Date: Jul-Dec 2024

Next Step : Be updated on existing procedures and policies to answer queries, facilitate and validate documents accordingly & consistently 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:



ROTACIO S. GRAVOSO

Vice President for Academic Affairs

CONFORME:



ERLINDA S. VALENZONA
Administrative Assistant III

Exhibit O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period : July-December 2024
Name of Staff: ERLINDA S. VALENZONA
Position : Admin Assistant 3

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		59				
Average Score		4.91				
Overall recommendation: Commendable.						


ROTACIO S. GRAVOSO
 Immediate Supervisor