

Exhibit P

COMPUTATION OF FINAL INDIVIDUAL RATINGS FOR
ADMINISTRATIVE STAFF

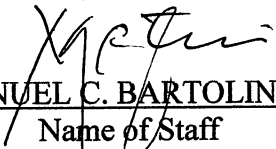
Name of Administrative Staff: MANUEL C. BARTOLINI

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.60	4.60 x 70%	3.22
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	4.83 x 30%	1.45
TOTAL			4.67

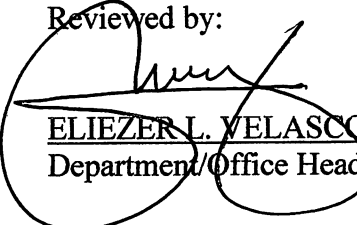
TOTAL NUMERICAL RATING: 4.67
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.67

ADJECTIVAL RATING: OUTSTANDING

Prepared by:


MANUEL C. BARTOLINI
Name of Staff


Reviewed by:


ELIEZER L. VELASCO
Department/Office Head

Recommending Approval: _____

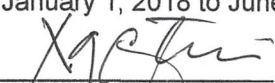
LBCANO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, Manuel C. Bartolini, of the Registrar's Office commits to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period January 1, 2018 to June 30, 2018:


MANUEL C. BARTOLINI
 Ratee

Approved:


ELIEZER L. VELASCO
 University Registrar



MFO & PAPs	Success Indicator	Tasks Assigned	TARGET	Actual	Rating				Remarks
				Accomplishment	Q ₁	E ₂	T ₃	A ₄	
	No. of students permanent records updated	1. Updates students permanent record of assigned courses	450	729	5	4	5	4.66	
	No. of verifications of records/ grades/ deficiencies	2. Processing application for verifications of records/ grades/ deficiencies	450	729	5	4	5	4.66	
	No. of candidates for grad'n. check and evaluated	3. Checks and evaluate records of candidates for graduation of assigned courses	40	136	5	4	5	4.66	
	No. of list prepared and consolidated	4. Prepare list and consolidate candidates for graduation and furnish copies to the dept., college deans and OUS.	2	6	5	4	5	4.66	
	No. of individual notices of deficiencies of applicants for graduation	5. Prepares individual notices of deficiencies of applicant for graduation	40	136	5	4	5	4.66	
	No. of clearances of graduating students processed	6. Processing clearances of graduating students	40	136	5	5	5	5.00	
	No. of transcript of records prepared and issued	7. Preparation of transcript of records	450	1,191	5	5	5	5.00	
	No. of transfer credential prepared (TC & OTOR)	8. Preparation of transfer credential (TC & OTOR)	25	64	5	5	5	5.00	

MFO & PAPs	Success Indicator	Tasks Assigned	TARGET	Actual	Rating				Remarks
				Accomplishment	Q ₁	E ₂	T ₃	A ₄	
	No. of TOR complied	9. Complies school requests of TOR of students transferred to other school for employment, Board/Licensure Examination	40	352	5	4	4	4.33	
	No. of certification prepared	10. Preparation of certification	15	266	5	4	5	4.66	
	No. of CAV prepared	11. Prepares CAV of VSU graduates	10	22	5	4	5	4.66	
	No. of checklist prepared and issued	12. Prepares and issues checklist with grades to students	25	54	5	4	5	4.66	
	No. of enrolment forms prepared	13. Prepares enrolment forms	450	1,458	5	4	5	4.66	
	No. of enrolment forms issued	14. Issuance of enrolment forms to the students with deficiencies during registration	450	1,458	5	4	5	4.66	
	No. of enrolment forms validated	15. Checking and validation of enrolment forms	450	1,135	5	4	5	4.66	
	No. of permanent records prepared	16. Prepares permanent records of new students	2	4	5	4	5	4.66	
	No. of enrolment forms filed in the permanent records	17. Files in the permanent records the enrolment forms	450	1,135	5	4	5	4.66	
	No. of applications for adding, changing & dropping of subjects processed	18. Process applications for adding, changing & dropping of subjects	25	55	5	4	5	4.66	
	No. of application recorded & filed	19. Record and file the approved applications for dropping/changing adding/ withdrawal of subjects	40	55	5	4	5	4.66	

MFO & PAPs	Success Indicator	Tasks Assigned	TARGET	Actual	Rating				Remarks
				Accomplishment	Q ₁	E ₂	T ₃	A ₄	
	No. of requests / follow-up of Form 137-A, TOR and other related credentials	20. Requests / follow-up of Form 137-A, TOR and other related credentials	100	107	5	4	5	4.66	
	No. of student records evaluated	21. Student record evaluation	450	729	5	4	5	4.66	
	No. of permanent records of graduating and other students re-evaluated	22. Re-evaluate permanent records of graduating and other attending students	50	136	5	4	5	4.66	
	No. of identification card processed	23. Take pictures and process identification card of faculty, staff and students	500	721	5	4	5	4.66	
	No. of hours spent in the preparation of enrolment venue	24. Assists in the preparation of enrolment venue	2	2	5	4	5	4.66	
	No. of credentials checked and enrolment forms issued	25. Assists in checking credentials and issue enrolment forms to new freshmen	3	9	5	4	5	4.66	
					5	4.00	5	4.600	

Average Rating (Total Over-all Rating divided by 4)	
Additional Points:	
Punctually	
Approved Additional points (with copy of approval)	
FINAL RATING	4.67
ADJECTIVAL RATING	Outstanding

The Registrar's staff should be allowed and be given a chance to attend seminars on topics that are related to the nature of their duties and responsibilities.

Evaluated & Rated by:


 ELIEZER D. VELASCO
 Dept/Unit Head

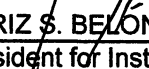
Date _____

Recommending Approval:

 Dean/Director

Date _____

Approved by:


 BEATRIZ S. BELONIAS
 Vice President for Instruction

Date _____

1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JANUARY – JUNE 2018

Name of Staff: MANUEL C. BARTOLINI 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.

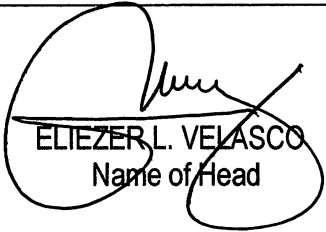
Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model.
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements.
1	Poor	The faculty fails to meet job requirements

PART 1

A. Commitment (both for subordinates and supervisors)	Scale				
1. Demonstrates sensitivity to clients' 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 the 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	58				

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	58				
Average Score	4.83				

Overall recommendation: _____


ELIEZER L. VELASCO
Name of Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MANUEL BARTOLINI

Performance Rating: OUTSTANDING

Aim: To maximize the productivity potential of Registrar's Office Staff

Proposed Interventions to Improve Performance:

Date: June 4, 2018

Target Date : August 10, 2018

First Step:

Gather all the staff for Staff meeting to have a collective assessment on how far have they gone in terms of their respective individual target during the Second Semester 2017-18 until the enrollment for First Semester 2018-19. Informing the whole staff that starting enrollment for 1st Sem we will partially be using and migrating to Cumulus One program, the training they have attended can greatly be applied to the implementation of the new system.

Result:

Evaluation of student records in BSS, BSAE, BSGE, BSCE, BSME, has been completed few weeks before enrollment at least in the preparation of enrollment forms were also completed just in time before enrollment. With the implementation of the Cumulus One, it has somehow make some improvement in our computerization program.

Date: October 1, 2018

Target Date: December 7, 2018

Next Step:

Individual consultation of staff in my office in order to come up with a positive assessment on the duties and responsibilities that are assigned to him. If ever there are things to be improved he will be aware so that he will be able to make the necessary action.

Outcome: Evaluation and updating of student records, preparation of enrollment forms are done right on time. . . No enrollment forms will be released not unless there was a thorough checking of student records for enrollment purposes.

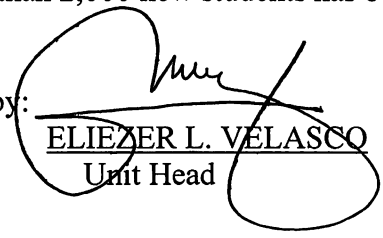
Final Step/Recommendation:

If we have to follow the standard number of student that an evaluator have to handle which is 1 evaluator for every 500 students, the actual number of students that Mr. Bartolini is handling is about 1,000 students which is double to what is required. During the manpower review/consultation I strongly suggest that additional manpower should be added to the Registrar's Office so that the pressure on Mr. Bartolini is just too much, just like other evaluators who are also handling more than 1,000 students. Much more so with our enrollment figure that has dramatically increased due to the entry of senior high graduates putting more pressure on the evaluators load wherein more than 2,000 new students has been added.

Conformed by:


MANUEL C. BARTOLINI

Prepared by:


ELIEZER L. VELASCO
Unit Head