



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

**Annex P**

Name of Administrative Staff: **TEODOMERO C. RATILLA**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.61	70%	3.23
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	30%	1.45
<b>TOTAL NUMERICAL RATING</b>			<b>4.68</b>

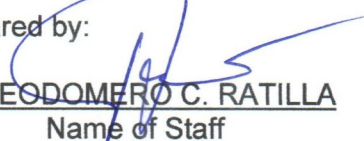
TOTAL NUMERICAL RATING: 4.68

Add: Additional Approved Points, if any:                     

TOTAL NUMERICAL RATING: 4.68


FINAL NUMERICAL RATING 4.68

ADJECTIVAL RATING: OUTSTANDING


Prepared by:   
**TEODOMERO C. RATILLA**  
Name of Staff

Reviewed by:   
**RUTH O. ESCASINAS**  
Department/Office Head

Recommending Approval:

  
**VICTOR B. ASIO**  
Dean/Director

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs

Visayas State University  
**DEPARTMENT OF AGRONOMY**

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, Teodomero C. Ratilla, School Farm Demonstrator of the Department of Agronomy, 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 2022.

TEODOMERO C. RATILLA

### School Farm Demonstrator

Date: 01/06/2023

**RUTH O. ESCASINAS**

Department Head

Date: 4/11/2023

[illegible]

Total Over-all Rating					75.00	86.00	88.00	83.00	
Average Rating					4.17	4.78	4.89	4.61	
Adjectival Rating								<b>OUTSTANDING</b>	

**Comments and Recommendations for Development Purpose:**

*Needs training or educational exposure/trav.*

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

Evaluated and Rated by:

*[Signature]*

**RUTH O. ESCASINAS**

Head, Department of Agronomy

Date: 1-11-23

Recommending Approval:

*[Signature]*

**VICTOR B. ASIO, Ph.D.**

Dean, College of Agriculture and Food Science

Date: 1/11/23

Approved by:

*[Signature]*

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date: 1/11/23





## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-December 2022

Name of Staff: TEODOMERO C. RATILLA

Position: School Farm Demonstrator

**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



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
Score	Total 58				
<b>B. Leadership &amp; Management (For supervisors only to be rated by higher supervisor)</b>	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 : \_\_\_\_\_

  
**RUTH O. ESCASINAS**  
 Head, Dept of Agronomy

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: TEODOMERO C. RATILLA

Performance Rating: OUTSTANDING

**Aim:** To sustain the outstanding rating

### **Proposed Interventions to Improve Performance**

Date: January 2022

Target Date: December 2022

#### **First Step:**

To attend trainings and seminars to improve skills and be able to assess TESDA-related courses

#### **Result:**

Attended and satisfactorily passed the TM training in TESDA

Target Date: December 2022

#### **Next Step:**


To register as one of the TESDA assessor in Agricultural Crop Production

**Outcome:** Become one of the TESDA assessors in Agricultural Crop Production


#### **Final Step/Recommendation:**

Maintain production for income generating project of the university and supervision of student researchers (Thesis) in the department and become TESDA assessor

Prepared by:

  
**RUTH O. ESCASINAS**  
Unit Head

Conforme:

  
**TEODOMERO C. RATILLA**  
Name of Ratee Faculty/Staff