

9/12/22
9/7

Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF
(January 1, 2018-June 30, 2018)

Name of Administrative Staff: ALEX P. TULIN

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.58	4.58 x 70%	3.206
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.25	4.25 x 30%	1.27
TOTAL NUMERICAL RATING			4.48

TOTAL NUMERICAL RATING: 4.48

Add: Additional Approved Points, if any:

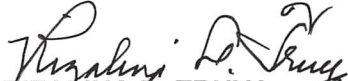
TOTAL NUMERICAL RATING: 4.48

ADJECTIVAL RATING: VERY SATISFACTORY

Prepared by:


ALEX P. TULIN
Name of Staff


Reviewed by:


RIZALINA D. TRUYA
Department/Office Head

Recommending Approval:


REMBERTO A. PATINDOL
Chairman, PMT

Approved:


EDGARDO E. TULIN
President

UNITED STATES DEPARTMENT OF AGRICULTURE
BUREAU OF PLANT INDUSTRY

APRIL 1917

No.	Name of Plant	Origin	Remarks
1	Apple	China	
2	Peach	Japan	
3	Plum	Korea	
4	Quince	Japan	
5	Loquat	China	
6	Japanese Quince	Japan	
7	Chinese Quince	China	
8	European Quince	Europe	
9	Japanese Pear	Japan	
10	Chinese Pear	China	
11	European Pear	Europe	
12	Japanese Apple	Japan	
13	Chinese Apple	China	
14	European Apple	Europe	
15	Japanese Pear	Japan	
16	Chinese Pear	China	
17	European Pear	Europe	
18	Japanese Apple	Japan	
19	Chinese Apple	China	
20	European Apple	Europe	

APRIL 1917
BUREAU OF PLANT INDUSTRY
WASHINGTON, D. C.

RECEIVED
BUREAU OF PLANT INDUSTRY
WASHINGTON, D. C.

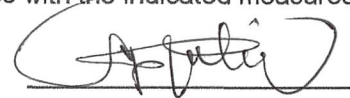
UNITED STATES DEPARTMENT OF AGRICULTURE
BUREAU OF PLANT INDUSTRY

WASHINGTON, D. C.

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

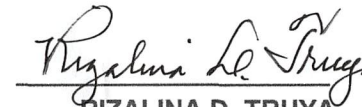
I, **Alex P. Tulin**, Registrar of the **Laboratory Senior High School Unit** commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period of January 1, 2018 to June 31, 2018:



ALEX P. TULIN

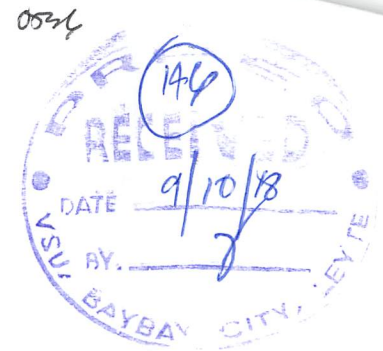
Ratee

Approved:



RIZALINA D. TRUYA

Head of Unit



MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Evaluation of Student Records	No. of students permanent records updated	1. Updates students permanent record of assigned strand	232	240	5	5	4	4.67	
	No. of verifications of records/ grades/ deficiencies	2. Processing application for verifications of records/ grades/ deficiencies	50	60	5	4	5	4.67	
	No. of candidates for grad'n. check and evaluated	3. Checks and evaluate records of candidates for graduation of assigned courses	132	140	5	4	4	4.33	
	No. of list prepared and consolidated	4. Prepare list and consolidate candidates for graduation	10	15	5	5	4	4.67	
	No. of individual notices of deficiencies of applicants for graduation	5. Prepares individual notices of deficiencies of applicant for graduation	15	20	5	4	5	4.67	
	No. of clearances of graduating students processed	6. Processing clearances of graduating students	232	240	5	4	5	4.67	
	No. of transcript of records prepared	7. Preparation of transcript of records	20	30	5	4	5	4.67	
	No. of transfer credential prepared	8. Preparation of transfer credential	9	10	5	5	4	4.67	

	No. of TOR complied	9. Complies school requests of TOR of students transferred to other school	9	10	5	5	4	4.67	
	No. of certification prepared	10. Preparation of certification	30	35	5	4	5	4.67	
	No. of CAV prepared	11. Prepares CAV of VSU SHS graduates	232	232	5	5	5	5.00	
	No. of checklist prepared and issued	12. Prepares and issues checklist with grades to students	232	232	5	4	5	4.67	
Data Base Management of Student Records	No. of enrolment forms prepared	13. Prepares enrolment forms	232	232	5	4	5	4.67	
	No. of enrolment forms issued	14. Issuance of enrolment forms to the students with deficiencies during registration	232	232	5	5	5	5.00	
	No. of enrolment forms validated	15. Checking and validation of enrolment forms	232	232	5	4	4	4.33	
	No. of permanent records prepared	16. Prepares permanent records of new students	232	232	4	5	5	4.67	
	No. of enrolment forms filed in the permanent records	17. Files in the permanent records the enrolment forms	176	176	5	5	5	5.00	
	No. of applications for adding, changing & dropping of subjects processed	18. Process applications for adding, changing & dropping of subjects	3	4	5	5	4	4.67	
	No. of application recorded & filed	19. Record and file the approved applications for enrollment	1	2	4	5	5	4.67	
	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	232	232	4	5	4	4.33	

No. of student records evaluated	21. Student record evaluation	232	232	5	5	4	4.67	
No. of applications for change of name/ data/ entry in the student record processed	22. Process applications for change of name/ data/ entry in the student record	1	2	5	5	5	5.00	
No. of hours spent in the preparation of enrolment venue	23. Assists in the preparation of enrolment venue	1	2	5	5	4	4.67	
No. of credentials checked and enrolment forms issued	24. Assists in checking credentials and issue enrolment forms to new freshmen	232	232	5	4	5	4.67	
Total Over-all Rating				4.67	4.38	4.58	4.68	

Average Rating (Total Over-all rating divided by 4)		4.58
Additional Points:		
Approved Additional points (with copy of approval)	0.00	
FINAL RATING		4.58
ADJECTIVAL RATING		VS

Comments & Recommendations

for Development Purpose:

Difficulty of having materials/supplies for diploma, certificates, ribbons and other unforeseen needs for graduation. Careful planning/forecasting of unforeseen needs for supplies/materials is a challenge.

Evaluated & Rated by:

BAYRON S. BARREDO, Ed. D.

Dept./Unit Head

Date: _____

Recommending Approval:

ALELI A. VILLOCINO, Ed. D

Dean/Director

Date: _____

Approved by:

BEATRIZ S. BELONIAS, Ph. D.

Vice President

Date: _____

1 – Quality

2 – Efficiency

3 – Timeliness

4-Average

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January 1, 2018- June 30, 2018

Name of Staff: ALEX P. TULIN Position: Education Program Specialist II

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		51				

THE UNITED STATES OF AMERICA

IN SENATE

COMMITTEE ON THE JUDICIARY

REPORT OF THE COMMITTEE ON THE JUDICIARY
ON THE NOMINATION OF
[Name] TO BE
[Position]

NAME	RESIDENCE	EDUCATION	PROFESSION
[Name]	[Residence]	[Education]	[Profession]
[Name]	[Residence]	[Education]	[Profession]
[Name]	[Residence]	[Education]	[Profession]
[Name]	[Residence]	[Education]	[Profession]
[Name]	[Residence]	[Education]	[Profession]


TESTIMONY OF [Name]

1. [Name] was born [Date] at [Location].
2. [Name] received his education at [School].
3. [Name] practiced law from [Year] to [Year].
4. [Name] was a member of the [Organization].
5. [Name] was a member of the [Organization].
6. [Name] was a member of the [Organization].
7. [Name] was a member of the [Organization].
8. [Name] was a member of the [Organization].
9. [Name] was a member of the [Organization].
10. [Name] was a member of the [Organization].

11	Accepted for the office of [Position]
12	Willing to serve the people of [State]

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	4.25				

Overall recommendation : _____


RIZALINA D. TRUYA, Ed. D.
Name of Head

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	219	220	221	222	223	224	225	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241	242	243	244	245	246	247	248	249	250	251	252	253	254	255	256	257	258	259	260	261	262	263	264	265	266	267	268	269	270	271	272	273	274	275	276	277	278	279	280	281	282	283	284	285	286	287	288	289	290	291	292	293	294	295	296	297	298	299	300	301	302	303	304	305	306	307	308	309	310	311	312	313	314	315	316	317	318	319	320	321	322	323	324	325	326	327	328	329	330	331	332	333	334	335	336	337	338	339	340	341	342	343	344	345	346	347	348	349	350	351	352	353	354	355	356	357	358	359	360	361	362	363	364	365	366	367	368	369	370	371	372	373	374	375	376	377	378	379	380	381	382	383	384	385	386	387	388	389	390	391	392	393	394	395	396	397	398	399	400	401	402	403	404	405	406	407	408	409	410	411	412	413	414	415	416	417	418	419	420	421	422	423	424	425	426	427	428	429	430	431	432	433	434	435	436	437	438	439	440	441	442	443	444	445	446	447	448	449	450	451	452	453	454	455	456	457	458	459	460	461	462	463	464	465	466	467	468	469	470	471	472	473	474	475	476	477	478	479	480	481	482	483	484	485	486	487	488	489	490	491	492	493	494	495	496	497	498	499	500	501	502	503	504	505	506	507	508	509	510	511	512	513	514	515	516	517	518	519	520	521	522	523	524	525	526	527	528	529	530	531	532	533	534	535	536	537	538	539	540	541	542	543	544	545	546	547	548	549	550	551	552	553	554	555	556	557	558	559	560	561	562	563	564	565	566	567	568	569	570	571	572	573	574	575	576	577	578	579	580	581	582	583	584	585	586	587	588	589	590	591	592	593	594	595	596	597	598	599	600	601	602	603	604	605	606	607	608	609	610	611	612	613	614	615	616	617	618	619	620	621	622	623	624	625	626	627	628	629	630	631	632	633	634	635	636	637	638	639	640	641	642	643	644	645	646	647	648	649	650	651	652	653	654	655	656	657	658	659	660	661	662	663	664	665	666	667	668	669	670	671	672	673	674	675	676	677	678	679	680	681	682	683	684	685	686	687	688	689	690	691	692	693	694	695	696	697	698	699	700	701	702	703	704	705	706	707	708	709	710	711	712	713	714	715	716	717	718	719	720	721	722	723	724	725	726	727	728	729	730	731	732	733	734	735	736	737	738	739	740	741	742	743	744	745	746	747	748	749	750	751	752	753	754	755	756	757	758	759	760	761	762	763	764	765	766	767	768	769	770	771	772	773	774	775	776	777	778	779	780	781	782	783	784	785	786	787	788	789	790	791	792	793	794	795	796	797	798	799	800	801	802	803	804	805	806	807	808	809	810	811	812	813	814	815	816	817	818	819	820	821	822	823	824	825	826	827	828	829	830	831	832	833	834	835	836	837	838	839	840	841	842	843	844	845	846	847	848	849	850	851	852	853	854	855	856	857	858	859	860	861	862	863	864	865	866	867	868	869	870	871	872	873	874	875	876	877	878	879	880	881	882	883	884	885	886	887	888	889	890	891	892	893	894	895	896	897	898	899	900	901	902	903	904	905	906	907	908	909	910	911	912	913	914	915	916	917	918	919	920	921	922	923	924	925	926	927	928	929	930	931	932	933	934	935	936	937	938	939	940	941	942	943	944	945	946	947	948	949	950	951	952	953	954	955	956	957	958	959	960	961	962	963	964	965	966	967	968	969	970	971	972	973	974	975	976	977	978	979	980	981	982	983	984	985	986	987	988	989	990	991	992	993	994	995	996	997	998	999	1000
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PERFORMANCE MONITORING & COACHING JOURNAL

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

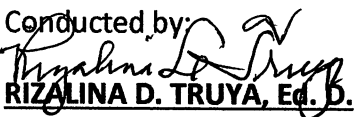
Name of Office: VSU Lab. Senior High School/Alex P. Tulin


Head of Office: Rizalina D. Truya, Ed. D.

Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	•Collection of student grades from SHS Teachers on time		1 OVPI memo. submitted to each department for SHS Teachers		Needs improvement
Coaching	•Close coordination with SHS Teachers in the submission of student grades on time		1 OVPI memo. submitted to each department and 1 copy will be given to each SHS Teachers.		Improve collection of student grades

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

Conducted by:

RIZALINA D. TRUYA, Ed. D.
Immediate Supervisor

Noted by: 
ALELI A. VILACINO, Ed. D.
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Alex P. Tulin
Performance Rating: 4.48

Aim: To improve staff performance in meeting deadlines on assigned tasks.

Proposed Interventions to Improve Performance:

Date: March 2018 Target Date: May 2018

First Step:
Require to work beyond office hours, if necessary to finish tasks on time such as collection of grades to SHS Teachers every quarter.

Result:
60% of assigned task are met

Date: June 2018 Target Date: August 2018

Next Step:
Set deadlines in the collection of student grades.

Outcome: 100% of assigned tasks are met

Final Step/Recommendation:

Frequent follow ups

Prepared by: Rizalina D. Truya
RIZALINA D. TRUYA, Ed. D.
Unit Head

Conforme: Alex P. Tulin
ALEX P. TULIN
Name of Ratee Faculty/Staff