

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFFName of Staff Member: **JANE M. ABAPO**


Program Involvement 1	Numerical Rating(2)	Percentage Weight 3	Equivalent Numerical Rating (2 x 3)
1. Numerical Rating per IPCR	4.95	70%	3.47
2. Supervisory/Head's assessment of his contribution towards attainment of office accomplishments	5.00	30%	1.5
		TOTAL	4.97

EQUIVALENT NUMERICAL RATING: **4.97**

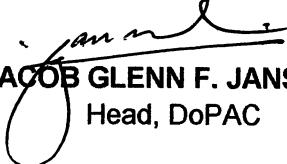
Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.97**


Prepared by:


JANE M. ABAPO
 Name of Admin Staff

Reviewed by:


JACOB GLENN F. JANSALIN
 Head, DoPAC

Recommending Approval:


CANDELARIO L. CALIBO
 Dean, CAS

Approved:


BEATRIZ S. BELONIAS
 VP for Instruction

STATE ENVIRONMENTAL CONTROL BOARD

CPUSA, N. Y. AL. 1945-1946, 13 to 1946

Program Investment	Number of Jobs	Investment (\$ mil)	Weighted Average
1. Number of Jobs	100	100	1.00
2. Investment (\$ mil)	100	100	1.00
3. Weighted Average	100	100	1.00
4. Total	100	100	1.00

STAFF: JACQUELINE THERIAULT

1994-1995-1996-1997-1998-1999-2000-2001-2002-2003-2004-2005-2006-2007-2008-2009-2010-2011-2012-2013-2014-2015-2016-2017-2018-2019-2020-2021-2022-2023-2024-2025-2026-2027-2028-2029-2030-2031-2032-2033-2034-2035-2036-2037-2038-2039-2040-2041-2042-2043-2044-2045-2046-2047-2048-2049-2050-2051-2052-2053-2054-2055-2056-2057-2058-2059-2060-2061-2062-2063-2064-2065-2066-2067-2068-2069-2070-2071-2072-2073-2074-2075-2076-2077-2078-2079-2080-2081-2082-2083-2084-2085-2086-2087-2088-2089-2090-2091-2092-2093-2094-2095-2096-2097-2098-2099-2100-2101-2102-2103-2104-2105-2106-2107-2108-2109-2110-2111-2112-2113-2114-2115-2116-2117-2118-2119-2120-2121-2122-2123-2124-2125-2126-2127-2128-2129-2130-2131-2132-2133-2134-2135-2136-2137-2138-2139-2140-2141-2142-2143-2144-2145-2146-2147-2148-2149-2150-2151-2152-2153-2154-2155-2156-2157-2158-2159-2160-2161-2162-2163-2164-2165-2166-2167-2168-2169-2170-2171-2172-2173-2174-2175-2176-2177-2178-2179-2180-2181-2182-2183-2184-2185-2186-2187-2188-2189-2190-2191-2192-2193-2194-2195-2196-2197-2198-2199-2200-2201-2202-2203-2204-2205-2206-2207-2208-2209-2210-2211-2212-2213-2214-2215-2216-2217-2218-2219-2220-2221-2222-2223-2224-2225-2226-2227-2228-2229-2230-2231-2232-2233-2234-2235-2236-2237-2238-2239-2240-2241-2242-2243-2244-2245-2246-2247-2248-2249-2250-2251-2252-2253-2254-2255-2256-2257-2258-2259-2260-2261-2262-2263-2264-2265-2266-2267-2268-2269-2270-2271-2272-2273-2274-2275-2276-2277-2278-2279-2280-2281-2282-2283-2284-2285-2286-2287-2288-2289-2290-2291-2292-2293-2294-2295-2296-2297-2298-2299-2300-2301-2302-2303-2304-2305-2306-2307-2308-2309-2310-2311-2312-2313-2314-2315-2316-2317-2318-2319-2320-2321-2322-2323-2324-2325-2326-2327-2328-2329-2330-2331-2332-2333-2334-2335-2336-2337-2338-2339-2340-2341-2342-2343-2344-2345-2346-2347-2348-2349-2350-2351-2352-2353-2354-2355-2356-2357-2358-2359-2360-2361-2362-2363-2364-2365-2366-2367-2368-2369-2370-2371-2372-2373-2374-2375-2376-2377-2378-2379-2380-2381-2382-2383-2384-2385-2386-2387-2388-2389-2390-2391-2392-2393-2394-2395-2396-2397-2398-2399-2400-2401-2402-2403-2404-2405-2406-2407-2408-2409-2410-2411-2412-2413-2414-2415-2416-2417-2418-2419-2420-2421-2422-2423-2424-2425-2426-2427-2428-2429-2430-2431-2432-2433-2434-2435-2436-2437-2438-2439-2440-2441-2442-2443-2444-2445-2446-2447-2448-2449-2450-2451-2452-2453-2454-2455-2456-2457-2458-2459-2460-2461-2462-2463-2464-2465-2466-2467-2468-2469-2470-2471-2472-2473-2474-2475-2476-2477-2478-2479-2480-2481-2482-2483-2484-2485-2486-2487-2488-2489-2490-2491-2492-2493-2494-2495-2496-2497-2498-2499-2500-2501-2502-2503-2504-2505-2506-2507-2508-2509-2510-2511-2512-2513-2514-2515-2516-2517-2518-2519-2520-2521-2522-2523-2524-2525-2526-2527-2528-2529-2530-2531-2532-2533-2534-2535-2536-2537-2538-2539-2540-2541-2542-2543-2544-2545-2546-2547-2548-2549-2550-2551-2552-2553-2554-2555-2556-2557-2558-2559-2560-2561-2562-2563-2564-2565-2566-2567-2568-2569-2570-2571-2572-2573-2574-2575-2576-2577-2578-2579-2580-2581-2582-2583-2584-2585-2586-2587-2588-2589-2590-2591-2592-2593-2594-2595-2596-2597-2598-2599-2600-2601-2602-2603-2604-2605-2606-2607-2608-2609-2610-2611-2612-2613-2614-2615-2616-2617-2618-2619-2620-2621-2622-2623-2624-2625-2626-2627-2628-2629-2630-2631-2632-2633-2634-2635-2636-2637-2638-2639-2640-2641-2642-2643-2644-2645-2646-2647-2648-2649-2650-2651-2652-2653-2654-2655-2656-2657-2658-2659-2660-2661-2662-2663-2664-2665-2666-2667-2668-2669-2670-2671-2672-2673-2674-2675-2676-2677-2678-2679-2680-2681-2682-2683-2684-2685-2686-2687-2688-2689-2690-2691-2692-2693-2694-2695-2696-2697-2698-2699-2700-2701-2702-2703-2704-2705-2706-2707-2708-2709-2710-2711-2712-2713-2714-2715-2716-2717-2718-2719-2720-2721-2722-2723-2724-2725-2726-2727-2728-2729-2730-2731-2732-2733-2734-2735-2736-2737-2738-2739-2740-2741-2742-2743-2744-2745-2746-2747-2748-2749-2750-2751-2752-2753-2754-2755-2756-2757-2758-2759-2760-2761-2762-2763-2764-2765-2766-2767-2768-2769-2770-2771-2772-2773-2774-2775-2776-2777-2778-2779-2780-2781-2782-2783-2784-2785-2786-2787-2788-2789-2790-2791-2792-2793-2794-2795-2796-2797-2798-2799-2800-2801-2802-2803-2804-2805-2806-2807-2808-2809-2810-2811-2812

ENTIRE DOCUMENT

100-443882

941 6026749

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED

09 APRIL 1964
HIS PURA 10 2007

beverage


[illegible]

SAUCING - 10/1/57
10/1/57


060, used

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Ms. Jane M. Abapo**, of the Department of Pure & Applied Chemistry, **College of Arts & Sciences** commits to deliver and agree to be rated on the attainment of the following targets in accordance with the period **January 1 - June 30, 2018**


JANE M. ABAPO
Ratee

Approved:


JACOB GLENN F. JANSALIN
Department Head

MFO No.	MFO & PAPs	Success/Performance Indicators(PI)	Program/ Activities Projects	Tasks Assigned	Target	Actual Accomplishment	Rating			
							Q ¹	E ²	T ³	A ⁴
MFO:1	Higher Education Services	PI.1.Number of solutions/glasswares prepared /day/lab	Instruction	Facilitates the preparation of solutions etc used for lab/day	50	more than 50 solutions	5	5	5	5
		PI.2 Number of faculty/students assisted /day/lab		faculty	12	12	5	5	5	5
				students	600.00	1,216.00	5	5	5	5
		PI. 4 Number of glasswares/apparatus cleaned/day		Facilitated washing of glasswares	60 glasswares /week	60 glasswares /week	5	5	4	4.66667 ₄
		PI. 5 Number of chemicals listed for purchase		prepared PR of chemicals /sem	15/sem	15/sem	5	5	5	5
		PI. 6 Number of times assisted/proctored exams		Proctored exams	3 times	3 times	5	5	5	5
		PI. 7 Number of times prepared /facilitated for practical exams		practical exams conducted/sem	1/sem	1/sem	5	5	5	5
		PI. 8 Prepared daily incident report/day		Prepared every after class	2/week	as the need arises	5	5	4	4.66667
		PI. 9. Number of seminars, trainings attended		training	1		5	5	5	5
MFO 5:	Support to Operations	PI 1: Number of lab sections and faculty served on time during the scheduled laboratory class	Administrative	laboratory sections assisted	10/day	10/day	5	5	5	5
				assisted faculty	8 faculty/day	8 faculty/day	5	5	5	5
		PI 2:. Percentage of requests for reagents prepared and issued during scheduled lab classes	Administrative	Requests prepared and issued	95%	100%	5	5	5	5
		PI 3. Number of thesis students performing research functions requesting for technical services served on time	technical services served	Thesis students served on time	10/week	10/week	5	5	5	5
		PI 4. Number of students/faculty members performing research and extension functions requesting for technical services served within 1 week	technical services served	students served performing research	10/week	10/week	5	5	5	5

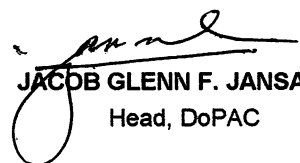
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Average Rating (Total Over-all rating divided by 6)		4.95
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.95
ADJECTIVAL RATING		O

Comments & Recommendations for Development Purpose:


1. Must take the Chemical Technician licensure examination
2. Attend training in Chemical Safety and Risk Assessment and Control

Evaluated & Rated by:


JACOB GLENN F. JANSALIN
 Head, DoPAC

Date: _____

Recommending Approval:


CANDELARIO L. CALIBO
 Dean, CAS

Date: _____

Approved by:


BEATRIZ S. BELONIAS
 VP for Instruction

Date: _____

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

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January 1 –June 30, 2018

Name of Staff: Jane M. Abapo

Position: Laboratory Technician

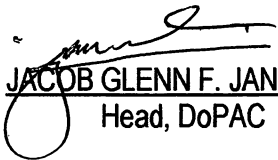
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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	2	3	4	5
1. Demonstrates sensitivity to client’s needs and makes the latter’s experience in transacting business with the office fulfilling and rewarding.				✓	
2. Makes self-available to clients even beyond official time					✓
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					✓
4. Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time.					✓
5. Commits himself/herself to help attain the targets of his/her office by assisting co-employees who fail to perform all assigned tasks					✓
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.					✓
7. Keeps accurate records of her work which is easily retrievable when needed.					✓
8. Suggests new ways to further improve her work and the services of the office to its clients				✓	
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					✓
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				✓	
11. Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment					✓
12. Willing to be trained and developed					✓
Total Score					933

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						
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.						
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.						
4. Accepts accountability for the overall performance and in delivering the output required of his/her unit.						
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						
Total Score						
Average Score						

Overall recommendation : _____


JACOB GLENN F. JANSALIN
Head, DoPAC

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name : JANE M. ABAPO

Head of Office: JACOB GLENN F. JANSALIN

Number of Personnel: _____

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Coaching	<ul style="list-style-type: none">Always smile when dealing w/ clientsBe tactful always				

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

Conducted by:


JACOB GLENN F. JANSALIN
Immediate Supervisor

Noted


CANDELARIO L. CALIBO
Next Higher Supervisor

PERFORMANCE MONITORING & COACHING JOURNAL

1st	2nd	3rd
4th	5th	6th
7th	8th	9th
10th	11th	12th

Name of Officer: JAMES M. JAMES

Head of Office: JAMES M. JAMES

Number of Personnel:

Monitoring Location	Activity	Performance		Remarks
		Good	Needs Improvement	
Monitoring	Always on time			
	When dealing with clients			
Monitoring	Always on time			
	When dealing with clients			

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

Signature of Supervisor

Signature of Officer

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **JANE M. ABAPO**

Performance Rating:

Aim:

1. To encourage her to take the Chemical Technician licensure exam by 2019.
2. To improve the delivery of services in the chemistry stockroom.

Proposed Interventions to Improve Performance:

Date: Sept. 18, 2018

Target Date: Dec. 31, 2018

First Step:

1. Encourage her to write the manual of operation of the stockroom.
2. Prompt her to take the Chemical Technician licensure exam by giving remedial instruction.

Date:

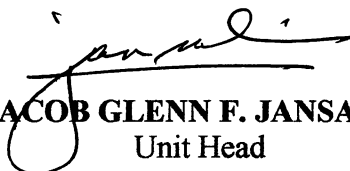
Target Date:

Next Step:

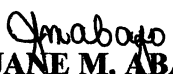
Outcome:

Final Step/Recommendation:

Prepared by:


JACOB GLENN F. JANSALIN
Unit Head

Conforme:


JANE M. ABAPO
Name of Ratee Staff