



**Annex P**

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

Name of Administrative Staff: **Estoy, Lucenita S.**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.79	70%	3.35
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.55	30%	1.37
<b>TOTAL NUMERICAL RATING</b>			<b>4.72</b>

TOTAL NUMERICAL RATING: \_\_\_\_\_

Add: Additional Approved Points, if any: \_\_\_\_\_

TOTAL NUMERICAL RATING: \_\_\_\_\_

FINAL NUMERICAL RATING: **4.72**

ADJECTIVAL RATING: **Outstanding**

Prepared by:

**PRECILA C. BELMONTE**  
Temp. Administrative Officer

12/2/24

Reviewed by:

**MARLON M. TAMBIS/ ALAN B. LORETO**  
Assistant Director/ Director

12/3/24

Approved:

**SANTIAGO T. PEÑA JR.**  
VP for Res., Ext., &  
Innovation

**"Exhibit B"**

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **LUCENITA S. ESTOY**, of PhilRootcrops commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January to June 2024**.

LUCENITA S. ESTOY

Ratee

*12/2/24*

Approved:

LADIE ANNE P. CONDE

Immediate Supervisor

*12/2/24*

Approved:

ALAN B. LORETO

Director, Philrootcrops

*12/3/24*

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Research Services	<ul style="list-style-type: none"> <li>Number of root crop-based food products produced</li> <li>Develop new root crop-based food product</li> <li>Process fresh and dried cassava grates for the different cassava products</li> <li>Number of samples</li> </ul>	<ul style="list-style-type: none"> <li>Production of root crop-based food products for commercialization</li> <li>- cassava cookies</li> <li>- pitsi-pitsi</li> <li>- Tarroz</li> <li>- Yuca puffs</li> <li>- Vacuum fried sweetpotato</li> <li>- Cassava chippy</li> </ul>	10,000 pcs 200 pcs 5 bottles 200 packs 300 packs	13,032 300 8 266 415	5	5	5	5	
		<ul style="list-style-type: none"> <li>Develop new food product</li> <li>Production of dried cassava grates</li> <li>Production of frozen fresh cassava grates</li> <li>Production of frozen sweetpotato strips for vacuum frying</li> </ul>	1 20 kgs 20 kgs 200 kls	1 32 35 220	5	5	5	5	
		<ul style="list-style-type: none"> <li>Analyze food samples</li> </ul>	10	15	5	4	4	4-33	

	<ul style="list-style-type: none"> <li>analyzed</li> <li>Number of equipment maintained</li> <li>Number of hours devoted to cleaning the laboratory, materials and utensils used</li> </ul>	<ul style="list-style-type: none"> <li>Maintain equipment</li> <li>Cleaning the laboratory, materials and utensils used.</li> </ul>	<p>1</p> <p>300 hrs</p>	<p>1</p> <p>305</p>	5	4	4	4-23	
					5	5	5	5	
<b>Extension Services</b>	<ul style="list-style-type: none"> <li>Number of root crop-based processing trainings conducted and other extension activities.</li> </ul>	<ul style="list-style-type: none"> <li>Resource person</li> <li>Assist in the extension activities</li> </ul>	<p>1</p> <p>1</p>	<p>3</p> <p>1</p>	5	4	5	4-27	
<b>Product in Services (Resource Generation)</b>	<ul style="list-style-type: none"> <li>Amount of income generated from the processed</li> </ul>	<ul style="list-style-type: none"> <li>Generate Income</li> </ul>	PhP20,000	PhP29,030	5	5	5	5	

[illegible]

Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Punctuality		
Approved additional points (with copy of approval)		
FINAL RATING		4.75
ADJECTIVAL RATING		Outstanding

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

**Comments & Recommendations for Development Purpose:**

to attend capability build up seminar on the conduct of research.

Evaluated and Rated by:

ALAN B. LORETO  
Director

Date 12/3/24

MARLON M. TAMBIS  
Asst. Director

Date 12/3/24

Recommending Approval:

IVY C. EMNACE  
Director for Research

Date 12/9/24

Approved by:

SANTIAGO T. PEÑA, JR.  
VP for Research, Extension & Innovation

Date 12/9/24

## PERFORMANCE MONITORING & COACHING JOURNAL

x	1st	Q U A R T E R
x	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4th	

Name of Office: PHILROOTCROPS


Head of Office: ALAN B. LORETO

Name of Faculty/Staff: LUCENITA S. ESTOY Signature: \_\_\_\_\_ Date: June 29, 2024


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<b>Monitoring</b> A. Monitoring of production, research, extension activities  B. Book keeping	One on One discussion with staff about, a.)training schedules b.)availability of products Monthly audit of sales and expenses	c.)important activity of VSU that concerns the lab and its other staff			Collectibles need to be billed and paid
<b>Coaching</b> A. Product development and purchases	One on One planning with staff on a.)probable new products b.) identification and purchasing of new production equipment				

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

Prepared/Conducted by:

  
LADIE ANNE P. CONDE  
Immediate Supervisor

Verified by:

  
ALAN B. LORETO  
Next Higher Supervisor

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Lucenita S. Estoy

Performance Rating: \_\_\_\_\_

Aim: To develop and produce food products from root crops, and train potential technology adopters

Proposed Interventions to Improve Performance:

Date: January, 2024 Target Date: June, 2024

First Step:

- Production of root crop-based food products for commercialization
- Analyze food samples
- Maintain cleanliness of laboratory, equipment, and utensils
- Assist in the extension activities sponsored by the center

Result:

- Produced cassava cookies, cassava espasol, pitsi-pitsi, yucca puffs, vacuum fried sweetpotato, Taroz wine and cassava chippy.
- Develop energy bar from sweetpotato grates
- Generated a total of Php29,030.00 in sales.

Date: July, 2024 Target Date: December, 2024

Next Step:

- Continue production of root crop-based food products
- Develop new root crop food products
- Continue to maintain cleanliness of laboratory, equipment, and utensils
- Assist in the extension activities sponsored by the center


Outcome:

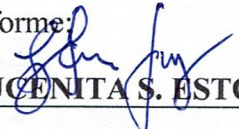
- Produced root crop products throughout the year and generated income
- Developed new root crop-based food products

Final Step/Recommendation:

- Develop new products
- Utilize income generated to purchase more equipment to aid in faster production

Prepared by:

  
LADIE ANNE P. CONDE  
Immediate Supervisor

Conforme:   
LUCENITA S. ESTOY

### Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January-June 2024

Name of Staff: Lucenita S. Estoy

Position: Science Research Assistant

**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>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		50				
Average Score		9.55				
Overall recommendation:						

  
**ALAN B. LORETO**  
 Director