



Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: **MARIA PRECILLA B. GORRE**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	3.26 4.89	70%	2.28 3.42
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.67 4.94 4.92	30%	1.48
TOTAL NUMERICAL RATING			4.90 4.90

TOTAL NUMERICAL RATING:

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

FINAL NUMERICAL RATING

ADJECTIVAL RATING:

4.90

4.90

4.90

Outstanding

Prepared by:

MARIA PRECILLA B. GORRE
Name of Staff

Reviewed by:

ROSARIO P. ABELA
Department/Office Head

Recommending Approval:

BAYRON S. BARREDO
Dean/Director

Approved:

ROTACIO S. GRAVOSO
Vice President



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARIA PRECILLA B. GORRE, an administrative staff of the DEPARTMENT OF TEACHER EDUCATION commits to deliver and agree to be rated on the attainment of the following targets and accomplishments in accordance with the indicated measures for the period January to June 2024.

MARIA PRECILLA B. GORRE

Administrative Aide IV

Date: July 8, 2024

Approved:

ROSARIO P. ABELA

Head, DTE

Date: 7/8/24

BAYRON S. BARREDO

Dean, CE

Date: 7/8/2024

MFO No.	MFO Description	Success/Performance Indicator (PI)	Program/Activities/Projects	Tasks Assigned	Target	Accomplishment	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
UMFO 2. HIGHER EDUCATION SERVICES											
OVPAAMFO 3. Higher Education Management Services											
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:									
		Program accreditation/evaluation		Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	10	8	5	5	4	4.7	Assisted faculty in gathering docs, emailed and printed as needed. Docs for AACUP and COPC (BSEd Soc Stud)
UMFO 5. SUPPORT TO OPERATIONS											
	OVPAAMFO 4. Program and Institutional Accreditation Services										
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*		Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity	zero non-conformity	5	4 5 9	4 5 9	4.33 5.0 9	During ISO Internal and External Audit

MFO No.	MFO Description	Success/Performance Indicator (PI)	Program/Activities/Projects	Tasks Assigned	Target	Accomplishment	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
		A 45. Compliance to all requirements of the program and institutional accreditations:		Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	100% compliant	5	4.5	4.5	4.3	During ISO Internal and External Audit
		On program accreditations									
	PI 9. Additional Outputs	Number of in-house seminars/trainings/workshops/reviews conducted/attended	Attended	Attends various university seminars/workshops	3	3	5	5	5	5.0	Financial Transaction Forum (March 20, 2024; Shaping Culture: Embracing Values for Optimal Workplace performance (May 15, 2024); Sparkling Spaces: Mastering the Art of Housekeeping (April 10, 2024)
UMFO 6. General Admin. & Support Services (GASS)											
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services		Provides customer friendly frontline services to clients	Zero complaint from clients	Zero complaint from clients	5	4.5	4.5	4.3	
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *		Initiates/ introduces improvements in performing functions resulting to best practice	1	1	4	5	4	4.3	Created Spreadsheet of link for forms and other needed documents of the faculty members of DTE
		A 48. Other outputs implementing the new normal due to covid 19		Disinfect the area of work especially the table used, printer, computer and the IP phone	12	6	5	4.5	4.5	4.3	Cleaned the workplace twice a month
		Number of documents attended and served	Documentation	Prepares administrative and financial matter of the department. And facilitated in the signing of documents to the Head.	600	937	5	5	5	5.0	40% of the total controlled ISO documents
				Drafts Individual Faculty Workload	20	19	5	5	5	5.0	2nd Semester AY: 2023-2024 and Summer 2024

MFO No.	MFO Description	Success/Performance Indicator (PI)	Program/Activities/Projects	Tasks Assigned	Target	Accomplishment	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
				Prepares report of actual teaching load	2	2	5	5	5	5.0	2nd Semester AY: 2023-2024 and Summer 2024
				Scans and uploads documents in QMS documentation google drive	30	93	5	5	4.7	4.7	Docs scanned and uploaded to
		Number of office and laboratory equipment purchased	Documentation	Prepares purchase request	10	3	5	4	4	4.3	Office Supplies and IT Equipment and Supplies
				Prepares Project Procurement Management Plan (PPMP)	1	1	5	5	5	5.0	Office Supplies and IT Equipment and Supplies (supplemental)
		Number of Payrolls prepared	Prepared and review Cooperative Teacher's Payroll	Prepares and reviews Cooperative Teacher's Payroll	15	2	5	5	4.7	4.7	For correction (2nd Sem 2022-2023)
		Number of OPCR and IPCR prepared and finalized	Prepares and finalize	Prepares the OPCR of the Department and IPCR of the Head, finalize IPCR of the faculty under the department	12	16	5	5	5	5.0	Target January to December 2024
Number of PIs							15				
Total Over-all Rating							73.33				
Average Rating							4.889				
Adjectival Rating							Outstanding				

Comments & Recommendations for Development Purpose:

Keep up your initiative in delivering your task!

Evaluated and Rated by:

Rosario P. Abela
ROSARIO P. ABELA

Head, DTE

Date: 7/18/2024

Recommending Approval:

Bayron S. Barredo
BAYRON S. BARREDO

College Dean

Date: 7/18/2024

Approved:

Rotacio S. Gravoso
ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: August 16, 2024

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Department of Teacher Education


Head of Office: Rosario P. Abela

Number of Personnel: 32

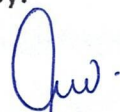
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		<ul style="list-style-type: none">• On the making of the OBE course syllabus• On the Implementation of the New Curricula• On the implementation of Synchronous and asynchronous classes		Notice of Meetings/Routing Slip	Conducted during regular monthly meetings
Coaching	<ul style="list-style-type: none">• On the making of Test Questionnaire and Table of Specifications• On the contents of the new courses offered• On the faculty with satisfactory rating on TPES			Notice attached to evaluation form/Routing Slip	Conducted individually

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

Conducted by:


ROSARIO P. ABELA
 Immediate Supervisor

Noted by:


BAYRON S. BARREDO
 Next Higher Supervisor

TRACKING TOOL FOR MONITORING TARGETS

Major Final Output/ Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS			REMARKS
				Jan - Apr 2024	May - Aug 2024	Sept - Dec 2024	
MFO 1 Advanced Education Services							
OVPAAs MFO1. Graduate Degree Program Management Services							
PI 1. Percentage of graduate school faculty engaged in research work applied in a. Pursuing advanced research degree program	Monitor the number of faculty pursuing research degree program for 2024	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Custodio, April Jae and Garingalao, Krizia
b. actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	Monitor the number of faculty pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		VSU-IHS
OVPAAs MFO2. Graduate Student Management Services							
PI 4. Total FTE coordinated, implemented & monitored	Coordinate, implement and monitor the FTE for 2 nd Semester, 2023-2024, Summer, 2024 & 1 st Semester, 2024-2025	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		
PI 8. Number of graduate students advised	Advise graduate students	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		
PI 9. Number of Instructional materials developed	Develop instructional materials	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		
PI 10. Number of virtual classrooms created and operationalized	Create and operationalize virtual classrooms	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		
MFO 2. Higher Education Services							
PI 1: Total FTE Monitored	Monitor FTE for 2 nd sem 2023-2024, Summer 2023-2024 and 1 st sem 2024-2025	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Accomplished more than 100% of the target
PI 4: Number of graduates in mandated programs	Monitor graduating BEEd, BECEd and BSEd (major in	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		242 graduates for school

graduated within the prescribed period	Science, Soc Stud, Engl, Math & Filipino) students						year 2023-2024
PI 8: Number of students advised	Advise on thesis/field practice/special problem and on consultation	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Accomplished beyond target
PI 9: Number of student organizations advised/ assisted	Advise/assist CE student organization	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Accomplished beyond target
PI 10: Number of instructional materials developed/revised	Prepare online courseware, materials and tools	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Accomplished beyond target
PI 12: Percentage of first-time licensure exam takers that pass the licensure exams	Monitor the performance of students taking the exam	Dept. Head & Faculty	Jan.-Dec. 2024	Completed			Accomplished beyond target (95%)
PI 13: Percentage of graduates (2 years prior) that are employed	Conduct BEEd, BECED, BSED graduate tracer study	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Only 90 out of 267 responses yet
PI 14: Percentage of undergraduate students enrolled in CHED-identified and RDC-identified priority programs	Comply with CHED-RQAT and COPC requirements for the BEEd, BECED and BSED program	Dept. Head & Faculty	Jan.-Dec. 2024		Completed		With certificate of compliance from CHED
PI 15: Percentage of undergraduate programs with accreditation	Accredited with AACCUP Level I	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Subjected to AACCUP Level II in BSED and BECED
PI 20: Number of programs applying for COPC	Comply in the application for COPC to all program	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		COPC compliance for all program
PI 21: Percentage of faculty rated at least VS by supervisor	Conduct class observation	Dept. Head & Faculty	Jan.-Dec. 2024	Completed			All faculty were rated with at least VS
PI 22: Percentage of courses offered with approved course syllabi	Prepare syllabus for all courses offered	Dept. Head & Faculty	Jan.-Dec. 2024	Completed			All courses have an approved syllabus
PI 24: Percentage of courses offered with final grades submitted within the allowable period	Submit grades on or before the deadline	Dept. Head & Faculty	Jan.-Dec. 2024		Completed		All faculty were able to submit grades on time
PI 25: Percentage of IFWs submitted to OVPA on time	Submit IFW to OVPA on time	Dept. Head & Faculty	Jan.-Dec. 2024		Completed		All faculty were able to submit IFW
MFO 3. Research Services							
PI 2: Number of research outputs presented in regional/ national/ int'l fora/	Present research outputs in national and international fora/conference	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished

conferences							
PI 4: Number of research proposals submitted/endorsed for funding	Submit research proposal with funding	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished
MFO 4. Extension Services							
PI 2: Number of training conducted	Conduct extension activities	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished
PI 4: Number of beneficiaries	At least one (1) group with 25 individuals	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished
PI 5: Number of technical/expert services	Act as research mentor, resource person	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished
PI 7: Number of extension proposal submitted	Submit extension proposal	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished
MFO 5. Support to Operations							
PI 1: Number of faculty pursuing advanced research degree programs facilitated, monitored and assisted	Faculty are pursuing graduate studies	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		The effectivity of study leave of Custodio & Garingalao is on August to be monitored
PI 3: Number of faculty granted with internal fellowship grants	Faculty availed for university grant	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Ms. Custodio and Garingalao
PI 5: Number of faculty sent for training, seminars, conferences	Recommend faculty to attend training	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		21 faculty were recommended and approved for training
PI 8: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards	Hire regular and part-time instructors	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Hired 13 part-time instructors for 2 nd semester, 2023-2024 for DTE & IHS
PI 5: Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated	Faculty are rated with VS/O	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		All faculty were rated at least VS
PI 1: Number of degree programs which passed accreditation/evaluation at least level 1	AACCUP accredited for all programs	Dept. Head & Faculty	Jan.-Dec. 2024	Completed			Accredited in AACCUP for all programs
PI 4: Number of activities organized/	Attend activities in relation to program	Dept. Head & Faculty	Jan.-Dec.	Completed			Attended the AACCUP

attended/ assisted/ participated/ facilitated	accreditation		2024				program accreditation workshop
PI 5: Compliance to all requirements thru the established/ adequate implementation, maintenance and improvement of the QMS of the core processes of the College/ department under ISO 9001:2015	Comply to all requirements thru the established/ adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		No NC and some OFI were still open
MFO 6. General Admin & Support Services							
PI 1: Zero percent complaint from clients served	Zero percent complaint from clients served	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		No complaint received
PI 2: Submission of College/ Department PPMP for the following year within deadline as prescribed by BAC*	Submit PPMP	Dept. Head & Faculty	Jan.- Dec. 2024	Completed			Submitted under general fund and STF
PI 3: Number of coaching sessions among faculty & staff	Conduct coaching among faculty and staff	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		
PI 4: Number of planning sessions, tracking and monitoring of targets	Conduct planning sessions	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		Conducted planning and monitoring during meetings
PI 5: Number of monthly/special faculty & staff meetings conducted	Conduct department monthly/ special meeting	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		Conducted 3 regular meetings
PI 8: Number of departments/ institutes/ offices supervised	Supervise the DTE office	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		DTE is supervised by designated head
PI 9: Number of routinary documents acted	Provide assistance in processing of documents	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		937 documents acted, accomplished beyond the target
PI 10: Number of committee meetings conducted	Conduct committee meetings	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		To be arranged by committees
PI 12: Number of memoranda prepared	Prepare memoranda	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		Prepared by department head as needed
PI 13: Percentage of faculty and staff submitted a DTR	Submit DTR every month	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		Submitted DTR more or less 60%

every month							of the faculty members on time
PI 15: Percentage of action plans implemented and monitored as scheduled	Implement and monitor action plans	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Continual monitoring of targets
PI 16: Percentage of monthly accomplishment report submitted on time	Submit accomplishment report	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Department head submits monthly accomplishment (100%)

Prepared by:

R. Abela
ROSARIO P. ABELA
Unit Head

PERFORMANCE MONITORING FORM

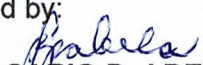
Name of Employee: **Maria Precilla B. Gorre**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Monitor and document licensure exams result	60%	Jan. 2024	December 2024	June 2024	Very impressive	Outstanding	Result of March 2024 Exam
2	Prepare required documents that will serve as proof/evidence per CMO requirements	100%	Jan. 2024	December 2024	June 2024	Very impressive	Very satisfactory	Continual preparation of documents
3	Maintain documents related to accreditation	100%	Jan. 2024	December 2024	June 2024	Very impressive	Outstanding	AACCUP PSV and Level I (ongoing) Accreditation
4	Facilitate and assist the application of faculty for study leave	1	Jan. 2024	December 2024	June 2024	Very impressive	Outstanding	Assisted Ms. Custodio and Garingalao study leave
5	Facilitate and assist faculty recommended for training/ seminars/ workshops	20	Jan. 2024	December 2024	June 2024	Very impressive	Outstanding	assisted 36 trainings for recommendation
6	Abide by the ISO 9001:2015 clauses and the VSU QMS	80%	Jan. 2024	December 2024	June 2024	Very impressive	Outstanding	No NC
7	Submit PPMP	2	Jan. 2024	December 2024	June 2024	Very impressive	Outstanding	Submitted PPMP charged to General Fund
8	To assist clients during office hours	100%	Jan. 2024	December 2024	June 2024	Very impressive	Outstanding	No complaint filed
9	Assist the department head in the conduct of planning sessions and/related activity	2	Jan. 2024	December 2024	June 2024	Very impressive	Outstanding	Assisted during planning and tracking of targets
10	Prepare notice, attendance sheets and minutes of meeting	6	Jan. 2024	December 2024	June 2024	Very impressive	Outstanding	6 department regular and emergency meetings
11	Prepare and process office requests, recommendations, contracts and reports; faculty workload; DTR; cash advance, reimbursement and liquidation; finance related documents such as PR, RIS, et. al	600	Jan. 2024	December 2024	June 2024	Very impressive	Outstanding	937 routinary documents

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


ROSARIO P. ABELA
 Department Head

Employee Development Plan

Name of Employee: **Maria Precilla B. Gorre**

Performance Rating: **4.89 (O)** *4.75*

Aim: To become an effective and efficient overall records manager and front desk officer of the Department of Teacher Education (DTE) in support to department's program accreditation and evaluation.

Proposed Interventions to Improve Performance:

Date: January 2024

Target Date: June 2024

First Step

- Continual supervision of the DTE's Records Management with Ms. Gorre as in-charge in all levels of accreditation, evaluation and audit; and orientation of the old and new records and procedures and management practices.

Results:

- Stable and complete DTE records as evidence during accreditation and audit
- Positive feedbacks from faculty members and from accreditors and auditors.

Date: July 2024

Target Date: December 2024

Next Step:

- Continuous improvement of the plans and programs of the department's records management

Outcomes:

- Well organized and managed DTE records

Final Steps/Recommendations:

- Standardize and implement the procedures in the proper management of DTE's records following the 5S principles
- Ms. Gorre should continuously attend training, seminars, and workshops to strengthen her competencies and qualifications as records controller of the department.

Prepared by:

R. Abela
ROSARIO P. ABELA
Head, DTE

Conforme:

M. Precilla B. Gorre
MARIA PRECILLA B. GORRE
Admin. Aide IV



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January to June 2024

Name of Staff: Maria Precilla B. Gorre

Position: Administrative Aide IV

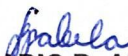
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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		59				
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		4.92				
Overall recommendation: Keep up with the commendable performance!						


ROSARIO P. ABELA
 Immediate Supervisor