

**COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF
(January – June 2019)**

Name of Administrative Staff: **RONILLO V. CANO**

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
5. Numerical Rating per IPCR	4.64	x 70%	3.24
6. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.66	x 30%	1.39
TOTAL NUMERICAL RATING			4.63


TOTAL NUMERICAL RATING: - 4.63

Add: Additional Approved Points, if any: -

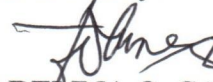
TOTAL NUMERICAL RATING: -

ADJECTIVAL RATING: - Outstanding

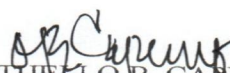
Prepared by:


RONILLO V. CANO
Name of Staff

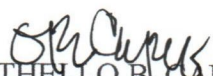
Reviewed by:


ADELINA O. CARRENO
Program Registrar

Recommending Approval:


OTHELLO B. CAPUNO
VP for Research & Extension

Approved:


OTHELLO B. CAPUNO
VP for Research & Extension

Visayas State University
EXTENSION
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, RONILLO V. CANO, Staff of the VSU-Technical Vocational Education and Training (TVET) Program, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January to June 2019.

WCOAS
RONILLO V. CANO
Admin. Assistant II
Date: 22 July 2019


OTHELLO B. CAPUNO
OTHELLO B. CAPUNO
VP for Research & Extension
Date: 22 July 2019

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor


MFO No.	MFO Description	Success/Performance Indicator (PI)	Program/ Activities/ Projects	Tasks Assigned	Target	Accomplishment (January-June 2019)	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
MFO 4	Extension Services	PI 3. Number of beneficiaries served									
		Number of MIS report submitted to TESDA Province	MIS report	Submit MIS report to TESDA Province	1	1	5	5	4	4.7	Submitted MIS report to TESDA Province
MFO 6	General Admin. & Support Services (GASS)	PI 1. Number of documents prepared/encoded/processed/ followed-up	Documentation	Prepare, process and follow-up of administrative and financial matter of the office/unit	100	120	5	4	4	4.3	Prepared administrative and financial documents of the office like Cash advance, Pre-travel, Trip ticket, Reimbursement, Petty cash, RIS, DTR, PPMP, etc.
		PI 2. Number of documents released & processed on time.	Documentation	Processes and releases documents on time.	80	120	5	4	5	4.7	Travel Request, Cash Advance, Reimbursement of Travel, Liquidation of Cash Advance, Purchased Request, PPMP, Itinerary of Travel, Trip Ticket, DTR, Appointment of VSU-TESDA Based Skills Training Program
		PI 3. Number of documents attended and served	Documentation	Assist on to be signed and approved documents	100	110	5	4	5	4.7	Facilitated in the signing of documents for Head of office

		PI Number of Faculty Performance Evaluation Facilitated per semester/subject.	Faculty Performance Evaluation	Facilitates Faculty Performance Evaluation	3 Faculty members	4 Faculty/ 21 Total faculty subjects evaluated	5	5	4	4.7	Facilitated the Faculty Performance Evaluation
		PI Number of documents photocopied	Service	Photocopied documents	300 pages	320 pages	5	4	5	4.7	Photocopied documents
		PI 10. Efficient and customer friendly frontline service	Service	Served clients with courtesy; immediate response to client needs and inquiries	0 % complaint from clients	0 % complaint from clients	5	5	4	4.7	100% no complaint; served clients with courtesy; immediate response to client needs and inquiries
										Comments & Recommendations for Development Purposes:	
										Recommended to attend a further training on MIS on the TVET and training on Personality Development	
Number of Performance Indicators Filled-up							7				
Total Over-all Rating							32.5				
Average Rating							4.64				
Adjectival Rating							Outstanding				


Evaluated & Rated by:


ADELINA O. CARRENO
 Program Registrar
 Date: _____

Recommending Approval:


OTHELLO B. CAPUNO
 VP for Research & Extension
 Date: _____

Approved by:


OTHELLO B. CAPUNO
 VP for Research & Extension
 Date: _____

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January – June 2019Name of Staff: RONILLO V. CANOPosition: Administrative Assistant 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	56				
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	4.66				

Overall Recommendation : *Recommended to attend training in line with his job (upgrading of skill)*


ADELINA O. CARRENO
 TVET Program Registrar

*40
16
56*



VISAYAS
STATE UNIVERSITY



VSU-Technical Vocational Education and Training (TVET) Program
Visca, Baybay City, Leyte 6521-A
Email: vsu_tviet@yahoo.com
Website: www.vsu.edu.ph

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ALAIN A. BONIFE
Performance Rating: Outstanding

Aim: Develop learning materials and training of trainees in Electrical Installation and Maintenance NC II

Proposed Interventions to Improve Performance:

Date: January 2019 Target Date: June 2019

First Step: Making Competency Based Learning Materials Develop Session Plan for the
training, repair electrical lighting fixtures and electrical devices,
Installing CCTV system, fire alarm system and lighting devices and auxiliary outlets

Result: Training of trainees with the use of learning materials demonstrating the basic electrical
wiring installation. Having adequate illuminant of the workplace and the safety of any
electrical devices and machines.

Target Date: January to June 2019

Next Step: Attending workshop seminar for enhancement of the new amended training regulation
of electrical installation and maintenance NC II, Repair defective motors/machine,
conduct preventive maintenance of electrical wiring, fixtures, devices to prevent fire
and unsafe workplace.

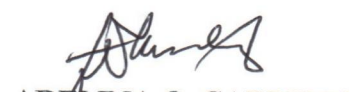
Outcome: _____

Final Step/Recommendation:

Conforme:


ALAIN A. BONIFE
Admin. Aide VI

Prepared by:


ADELINA O. CARRENO
Unit Head