



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

**Annex P**

Name of Administrative Staff: **RANDY S. VALENZONA**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.83	70%	3.38
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.75	30%	1.42
<b>TOTAL NUMERICAL RATING</b>			<b>4.8</b>

TOTAL NUMERICAL RATING: **4.8**

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

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

FINAL NUMERICAL RATING **4.8**

ADJECTIVAL RATING: **OUTSTANDING**


Prepared by:

  
**RANDY S. VALENZONA**  
Name of Staff

Reviewed by:

  
**CHRISTINA A. GABRILLO**  
Department/Office Head

Approved:

  
**ALELI A. VILLOCINO**  
Vice President for SAS

**“Exhibit B”**

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

I, **RANDY S. VALENZONA**, of the **Dean of Students Office** commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **July to December, 2024**.

  
**RANDY S. VALENZONA**  
Ratee

Approved:   
**CHRISTINA A. GABRILLO**  
Head of Unit

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>	
Efficient and customer-friendly frontline service	Zero complaint from clients served	Administrative Aide/Staff	Zero percent complaint from clients served	0%	5.00	5.00	5.00	5.00	
Janitorial Services	100% of offices cleaned and maintained	Number of offices, hallway/lobby cleaned and Comfort rooms of male & female staff of DSO & VSU Students	32	32	5.00	5.00	5.00	5.00	
	100% monitoring and checking	Checks & monitors power & water connections (lights & office equipment) before the start and the end of the day	29	35	4.00	5.00	5.00	4.67	
	100% Cleaned and maintained frontage of University Union Bldg.	Cleaned and maintained the frontage of University Union Bldg. & covered walk every morning	100%	100%	5.00	5.00	5.00	5.00	
	100% of documents delivered within specified time	Number of documents delivered within specified time	800	980	5.00	5.00	5.00	5.00	


Messengerial Services	Grass Cutting & pruning with the vicinity of DSO	Number of times/days performed	12 times a year	Once a month	4.00	5.00	4.00	4.33	
Total Over-all Rating								29	

Average Rating (Total Over-all rating divided by 6)		4.83
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.83
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:


Keep it up!

Evaluated & Rated by:

  
**CHRISTINA A. GABRILLO**  
 Dept./Unit Head

Date: \_\_\_\_\_

Recommending Approval:

  
**CHRISTINA A. GABRILLO**  
 Dean, DSO

Date: \_\_\_\_\_

Approved by:

  
**ALELI A. VILLOCINO**  
 Vice Pres. for Student Affairs & Services

Date: MAR 04 2025

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



## PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Dean of Students Office

Head of Office: Dr. Christina A. Gabrillo

Number of Personnel: 8

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<b>Monitoring</b>  July 8, 2024 July 11, 2024 July 29, 2024 Aug. 5, 2024 Aug. 12, 2024 Aug. 19, 2024 Sept. 2, 2024 Sept. 17, 2024 Sept. 30, 2024 Oct. 7, 2024 Oct. 14, 2024 Nov. 8, 2024 Nov. 25, 2024 Dec. 11, 2024	Discussion on respective plans and programs of each office	DSO monthly meeting that discussed the plans and programs for implementation in the second half of the year. This also tackles request from other units or agencies outside the university for service of the DSO personnel. Compliance to ISO, AACCUP and other agencies that require submission	Internal memo/notes issued		Monthly meeting is conducted
<b>Coaching</b>	Discussion on the progress of implementation of programs and services of the SWSO, SDSO, CJPSO, SSGAO, ISPSO and other personnel	Group discussion on the output and outcomes of programs implemented			Possible inclusion of action research for implementation

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

Conducted by:

  
**CHRISTINA A. GABRILLO**  
Dean of Students

Noted by:

  
**ALELI A. VILLOCINO**  
Vice-President, Student Affairs and Services

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **RANDY S. VALENZONA**

Performance Rating: **OUTSTANDING**

Aim: To be an effective administrative support for the implementation of the student affairs services and programs and to identify areas for self-improvement

Proposed Interventions to Improve Performance:

Date: July 2024

Target Date: December 2024

**First Step:**

- Participation in seminars and workshops on team building and general services.

**Results:**

- Capacitated in handling messengerial works

Date: July, 2024

Target Date: December, 2024

**Next Step:**

- Continue attending seminars-workshops on proper handling of office documents through the ISO process

**Outcomes:**

- Traceability of documents
- Improved customer services and values work

**Final Step/Recommendation:**

Prepared by:

  
**CHRISTINA A. GABRILLO**  
Unit Head

Conforme:

  
**RANDY S. VALENZONA**  
Name of Ratee Staff





**Instrument for Performance Effectiveness of Administrative Staff**

Rating Period: July – December 2024

Name of Staff: Randy S. Valenzona

Position: Administrative Aide III

**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

**DEAN OF STUDENTS OFFICE**

Visayas State University, USSO, Baybay City, Leyte


Email: dean\_students@vsu.edu.ph

Website: www.vsu.edu.ph

Phone: +63 53 565 0600 Local 1070

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	57				
<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					
Average Score	4.75				

Overall recommendation : \_\_\_\_\_

  
**CHRISTINA A. GABRILLO**  
 Printed Name and Signature  
 Head of Office

**Vision:** A globally competitive university for science, technology, and environmental conservation.  
**Mission:** Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.