

**COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF
(July – December 2019)**

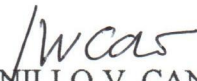
Name of Administrative Staff: **ARNULFO M. DUARTE**

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
5. Numerical Rating per IPCR	4.98	x 70%	3.48
6. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.8	x 30%	1.44
TOTAL NUMERICAL RATING			4.92

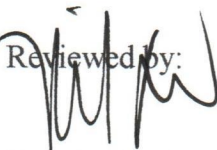
TOTAL NUMERICAL RATING: - 4.92
Add: Additional Approved Points, if any: -
TOTAL NUMERICAL RATING: -

ADJECTIVAL RATING: - Outstanding


Prepared by:


RONILLO V. CANO
Name of Staff


Reviewed by:


NILO L. LEORNA
Program Coordinator

Recommending Approval


MOISES NEIL V. SERIÑO
OIC, Director for Extension

Approved:



OTHELLO B. CAPUNO
VP for Research & Extension




Visayas State University
VSU-Technical Vocational Education and Training (TVET) Program
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ARNULFO M. DUARTE**, Staff of the VSU-Technical Vocational Education and Training (TVET), commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July to December 2019**


ARNULFO M. DUARTE
Welder II
Date: _____



MOISES NEIL V. SERIÑO
OIC, Director for Extension
Date: _____

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


MFO No.	MFO Description	Success/Performance Indicator (PI)	Program/ Activities/ Projects	Tasks Assigned	Target	Accomplishmnt (July-Dec 2019)	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
MFO 2	Higher Education Services										
	MFO1. Curriculum Program Management Services										
		PI 1. Total Undergraduate FTE monitored	Instruction	Teach BSAE 132 Lab. Subject	50	16.5	5	4	5	4.7	AEng.132 Lab. Subject (55 students)
MFO 4	Extension Services	PI 2. Number of IEC materials/technoguides developed/used	Trainer	Develop instructional module	3	3	5	5	5	5.0	3 modules
				Developed jobsheet/ Developed safety signage	30	30	5	5	5	5.0	30 jobsheets

MFO 6	General Admin. & Support Services (GASS)	PI 10. Efficient and customer-friendly frontline service	Service	Served clients with courtesy; immediate response to client needs and inquiries	Zero complaint from clients	Zero complaint from clients	5	5	5	5.0	100% no complaint; served clients with courtesy; immediate response to client needs and inquiries
		PI 1. No. of lecture/laboratory rooms maintained	Maintenance	Maintained lecture/laboratory rooms	3	3	5	5	5	5.0	3 rooms
		PI 2. Additional Outputs									
			Fabrication	Fabricate OVPRE display metal rack	5	5	5	5	5	5.0	5 units
			Fabrication	Fabricated metal sheet groover for DME	2	2	5	5	5	5.0	2 units
			Fabrication	Fabricate metal grinding jig for flat bar groove grinding	8	8	5	5	5	5.0	8 units
			Fabrication	Fabricate B.I. pipe cutting jig	1	1	5	5	5	5.0	1 unit
			Fabrication	Fabricate welding booth fume hood	1	1	5	5	5	5.0	1 unit
			Fabrication	Fabricate preparatory welding activities samples	4	4	5	5	5	5.0	4 units
			Fabrication	Fabricate fillet welding sample	4	4	5	5	5	5.0	4 units
			Fabrication	Fabricate groove welding samples	4	4	5	5	5	5.0	4 units
			Fabrication	Fabricate pipe welding samples	3	3	5	5	5	5.0	3 units
				Repaint welding booth	1	1	5	5	5	5.0	1 unit
											Comments & Recommendations for Development Purposes:
											Recommended to take the CS Career Professional Exam to be promoted to permanency. Also advised to undergo advance training on welding.
Number of Performance Indicators Filled-up							15				
Total Over-all Rating							74.7				
Average Rating							4.98				
Adjectival Rating							Outstanding				

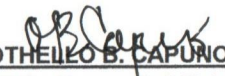
Evaluated & Rated by:


NILO L. LEORNA
Program Coordinator
Date: _____

Recommending Approval:


MOISES NEIL V. SERINO
OIC, Director for Extension
Date: _____

Approved:


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

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July – December 2019Name of Staff: ARNULFO M. DUARTEPosition: Welder II

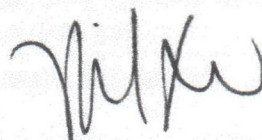
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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					
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	58.0				
Average Score	4.8				

Overall Recommendation : _____



NILO L. LEORNA
Program Coordinator