



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff:

RUPHA GIN T. FERNANDEZ

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.78	70%	3.34
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.41	30%	1.32
TOTAL NUMERICAL RATING			4.66

TOTAL NUMERICAL RATING:

4.66

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

FINAL NUMERICAL RATING

4.66

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:


RUPHA GIN T. FERNANDEZ
Name of Staff

Reviewed by:


CHRISTINA A. GABRILLO
Department/Office Head

Approved:


ALELI A. VILLOCINO
Vice President for SAS

DEAN OF STUDENTS OFFICE

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V01 03-04-2024

No. **25-03**

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **RUPHA GIN T. FERNANDEZ**, 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**.


RUPHA GIN T. FERNANDEZ
 Ratee

Approved:


CHRISTINA A. GABRILLO
 Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
STUDENT WELFARE SERVICES	Number of weekly Serbisyo Estudyante at VSU DYDC radio program Tech Talk conducted	Conduct & facilitate guidance activities on DYDC radio program	2	4	5	4	5	4.67	
	Percentage of students counselled/assisted (referred, walk-in/voluntary)	Assisted/ Conduct counseling to students	95%	100%	5	5	5	5	
	Number of students followed-up and who availed of consultations	Academic follow-up and consultations (changing of degree program and counseling)	40	63	5	5	5	5	
	Number of seminars/trainings/orientation organized/conducted by DSO	Conducts/Coordinates orientations/seminars/fora/trainings/ given to student	2	4	5	4	5	4.67	
	Psychological Testing	Conduct & Assisted Psychological test for students and job applicants	2	2	5	4	5	4.67	


	Number of seminars attended offered by Professional Organizations	Attend seminars for professional and personal development	1	1	5	5	5	5	
	Action Research	Conducts Action Research for Needs Assessment of Students	1	1	5	4	4	4.33	
General Administration and Support Services Other Accomplishments Efficient Customer-friendly Assistance	Number of seminars/training or workshop invited as experts or resource person	Conduct seminars/training or workshop	2	4	4	5	5	4.67	
	Zero complaint unattended from clients	Percent of complaint received and unattended	Zero percent complaint	0	5	5	5	5	
Total Over-all Rating								43.01	

Average Rating (Total Over-all rating divided by 9)		4.78
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		
ADJECTIVAL RATING		

Comments & Recommendations for Development Purpose:


Good job!

Evaluated & Rated by:


CHRISTINA A. GABRILLO
Dept /Unit Head

Date: _____

Recommending Approval:


CHRISTINA A. GABRILLO
Dean of Students

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 nd	
X	3 rd	
x	4th	

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			
Monitoring 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, AACUP and other agencies that require submission	Internal memo/notes issued		Monthly meeting is conducted
Coaching	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: RUPHA GIN T. FERNANDEZ

Performance Rating: OUTSTANDING

Aim: Effective planner and implementor of outcome-based guidance and counselling program for the university system for the welfare of the students and in compliance to the CMO 13, 2013

Proposed Interventions to Improve Performance:

Date: July 2024

Target Date: December 2024

First Step:

- Re-orientation on the Outcome-based Education principles.
- Participation in seminars and workshops on Outcomes-based Student Affairs and Services

Results:

- Mastery in the OBE principles as it applies to student affairs and services
- Revised guidance and counseling program anchored on evidence-based concept and assessment
- Field test the revised guidance and counseling program to the VSU Scholars and grantees

Date: July, 2024

Target Date: December, 2024

Next Step:

- Continue attending seminars-workshops on OBE related to student services
- Continue fine tuning the guidance and counseling program to address the needs of the students.
- Implement initially revised program during the Student Services Days.

Outcomes:

- Effective implementation of the outcomes-based guidance and counseling program


Final Step/Recommendation:

- Published modules on the revised guidance program

Prepared by:


CHRISTINA A. GABRILLO
Unit Head

Conforme:


RUPHA GIN T. FERNANDEZ
Name of Ratee Staff



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July – December 2024

Name of Staff: Rupha Gin T. Fernandez

Position: Guidance Counselor 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

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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	53				
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	4.41				

Overall recommendation : _____


CHRISTINA A. GABRILLO
 Printed Name and Signature
 Head of Office