

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: **Bonifacio E. Castillo**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
3. Numerical Rating per IPCR	4.40	70%	3.08
4. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	3.41	30%	1.02
TOTAL NUMERICAL RATING			4.16

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Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.16

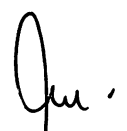
FINAL NUMERICAL RATING 4.16

ADJECTIVAL RATING: Very Satisfactory

Prepared by:


BONIFACIO E. CASTILLO
Name of Staff

Reviewed by:


BAYRON S. BARREDO
Department/Office Head

Recommending Approval:


ALELI A. VILLOCINO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President


“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, BONIFACIO E. CASTILLO, of the Department of Teacher Education 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 1, 2018 to December 31, 2018.


BONIFACIO E. CASTILLO
Ratee

Approved:


BAYRON S. BARREDO
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Targets	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
ADMINISTRATIVE SUPPORT SERVICES									
Efficient and customer-friendly frontline service	0% complaint from client served	Served clients	100% no complaint	100% no complaint	5	4	4	4.33	
Messengerial Services	Number of documents delivered, facilitated and followed up within the day of receipt	Delivered, facilitated and processed within the day of receipt	90%	100%	4	4	4	4.0	
Janitorial Services	Number of offices, classrooms, comfort rooms, grounds cleaned, mowed and maintained its surroundings	Cleaned offices, classrooms, comfort rooms; cleaned and mowed grounds and maintained its surroundings regularly	13 offices, 5 classrooms, 3 comfort rooms and surround	13 offices, 5 classrooms, 3 comfort rooms cleaned	4	5	4	4.33	

			dings						
Other Services	% of AACCUP documents collected for Area I, II, III, IV, V, VI, VII, VIII, IX and X	Assisted in the collection of documents for Area I, II, III, IV, V, VI, VII, VIII, IX and X	95%	100%	5	5	4	4.67	
	Percentage in risographing IMs, syllabus, course outlines, midterm and final examinations	Risographed IMs, syllabus, course outlines and examinations as requested	90%	100%	5	5	4	4.67	
Total Over-all Rating					4.60	4.60	4.0	4.40	

Average Rating (Total Over-all rating divided by 4)		4.40
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.40
ADJECTIVAL RATING		VERY SATISFACTORY

Comments & Recommendations for Development Purpose:

- Make yourself visible in the office all the time.
- Increase effectiveness

Received by:

BAYRON S. BARREDO
Head DTE

Date: _____

1 - Quality

Calibrated by:

ALELI A. VILLOCINO
Dean, College of Education

Date: 2/15/19

2 - Efficiency

Recommending Approval:

BEATRIZ S. BELONIAS
VP for Instruction

Date: _____

3 - Timeliness

4 - Average

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July 1, 2018 to December 31, 2018

Name of Staff: Bonifacio E. Castillo Position: Administrative Aide 1

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		3.41				
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	5	4	3	2	1

office/department aligned to that of the overall plans of the university.					
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	3.41				

Overall recommendation : make yourself visible in the office all the time.


BAYRON S. BARREDO
Name of Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **BONIFACIO E. CASTILLO**

Performance Rating: **4.16**

Aim: Increases involvement in research and extension activities
Produces instructional materials on subjects handled
Present & Publish Research

Proposed Interventions to Improve Performance:

Date: December 2018

Target Date: January – June 2019

First Step:

Require to report to office on weekends, if necessary, to finish tasks on time.

Result:

Date: December 2018

Target Date: January – June 2019

Next Step:

Set deadlines

Outcome: _____

Final Step/Recommendation:

Prepared by:


BAYRON S. BARREDO
Unit Head

Conforme:


BONIFACIO E. CASTILLO
Name of Ratee Faculty/Staff