



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **GERALD S. LAPARA**

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	4.4	30%	1.3
TOTAL NUMERICAL RATING			4.7

TOTAL NUMERICAL RATING: 4.7

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.7

FINAL NUMERICAL RATING 4.7

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

GERALD S. LAPARA
Name of Staff

Reviewed by:

MANUEL D. GACUTAN, Jr.
Department/Office Head

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, GERALD S. LAPARA of the Department of Animal Science 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, 2023 - December, 2023.

GERALD S. LAPARA

Ratee

Date: 11-15-2023

MANUEL D. GACUTAN Jr.

Department Head

Date: 11/16/2023

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Administrative Support Services	Number of animals cared/sold	Pasturing of cattle and returning to their shed, providing them with feeds, water, cutting, hauling, providing the animals with forages, give medication and takes care newly born animals and deworm the animals every 3 months. Generated income through sales of animals/manure	35	40	5	4.5	5	4.83	
	Number of paddocks of pasture established and/or maintained	Cleaning of previously pastured areas, application of fertilizer, repairing fences, planting <i>kakawati</i> on fence line and planting different grasses.	10	15	5	5	5	5.00	
	Number of animal sheds maintained	Clean/sanitize animal sheds	2	2	5	4.5	4.5	4.66	Beef cattle shed

	Number of animal facilities/equipment repaired and/or maintained	Maintain the facilities and equipment of cattle project	5	5	5	4.5	5	4.83	
Total Over-all Rating								19.32	
Average Rating								4.83	
Adjectival Rating								Outstanding	

Comments & Recommendations for Development Purpose:
Mr. Lapara needs closely supervise other caretakers assigned in the beef cattle project.

Evaluated & Rated by:

MANUEL D. GACUTAN, JR.

Department Head

Date: 11/13/2023

Recommending Approval:

VICTOR B. ASIO

Dean, CAFS

Date: 30 Jan 2024

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 01/21/24

Rating Scale: ~~4.6~~ - ~~5.0~~ Outstanding
~~3.8~~ - ~~4.5~~ Very Satisfactory

~~3.0~~ - ~~3.7~~ Satisfactory
~~2.2~~ - ~~2.9~~ Unsatisfactory

2.1 - & below Poor



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July - December 2023
 Name of Staff: Gerald S. Lagara Position: Administrative Aide I

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	5	4	3	2	1

improvement of his work accomplishment					
12. Willing to be trained and developed	5	4	3	2	1
Score	Total 55				
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	20				
Average Score	4.4				

Overall recommendation : Mr. Lapara should improve his dealings with his
JO caretakers for harmonious working environment.

MANUEL D. GHEUTAN JR

Printed Name and Signature
Head of Office

Vision:
Mission:

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

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V0 11-12-2021

No. EVA-07

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: GERALD S. LAPARA

Performance Rating: OUTSTANDING

Aim: To improve work efficacy and achieve targets on time

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July, 2023

Target Date: December, 2023

First Step: Develop self-motivation and initiates project works which can increase production of fresh forage for animals, immediate drying of manure to avoid bad smell and increase of availability of manure for buyers demand, extra effort to assists in customer/student services, constant maintenance on the cleanliness of animal cages and project surroundings.

Result: Increase animals' population resulting more project income, additional income from sales of animal manure, satisfied customers/students service expectation from project workers, and constant cleanliness of project environment/surroundings were pleasing to the eyes of visitors, customers, and students.

Date: January, 2024

Target Date: June, 2024

Next Step: To learn on administrative workload.

Outcome: Project performance is very satisfactory and meets the target.

Final Step/Recommendation:

Good attitude and dedication towards work to always meet the target. Committed to learn and extend services.

Prepared by:


MANUEL D. GACUTAN, JR.

Unit Head

Conforme:


GERALD S. LAPARA

Name of Ratee (Staff)