



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **Cruz, William A.**

| Particulars (1) | Numerical Rating (2) | Percentage Weight (3) | Equivalent Numerical Rating (2x3) |
|---|-------------------------|--------------------------|---|
| Numerical Rating per IPCR | 4.58 | 70% | 3.21 |
| Supervisor/Head's assessment of his contribution towards attainment of office accomplishments | 4.55 | 30% | 1.36 |
| TOTAL NUMERICAL RATING | | | 4.57 |

TOTAL NUMERICAL RATING:

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

FINAL NUMERICAL RATING:

4.57

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:


PRECILA C. BELMONTE
Temp. Administrative Officer

Reviewed by:


MARLON M. TAMBIS/ EDGARDO. TULIN
Assistant Director/ Director

Recommending Approval:


ROSA OPHELIA D. VELARDE
Director for Research

Approved:


MARIA JULIET C. CENIZA
VP for Res., Ext., & Innovation

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

EXHIBIT B

I, WILLIAM A. CRUZ SRA of PhilRootcrops accomplished the following targets in accordance with the indicated measures

for the period July 1, 2022

to December 31, 2022

WILLIAM A. CRUZ

RATEE

APPROVED:

DILBERTO O. FERRAREN
Project Leader

| MFO and PAPS | SUCCESS INDICATORS | TASK ASSIGNED | TARGET * | ACTUAL ACCOMPLISHMENT | Rating | | | | REMARKS |
|------------------|--|--|----------|-----------------------|--------|----|----|------|---------|
| | | | | | Q1 | E2 | T3 | A4 | |
| Research service | Number of hybridized genotypes of cassava | 1. Monitor the field stand of the cassava genotypes that 2. Supervise field worker's activities needed prior to the conduct of breeding (weeding and sanitation, fertilizer application) 3. Conduct breeding of promising cassava genotypes | 9 | 9 | 4 | 4 | 4 | 4 | |
| | Number of evaluated progenies of cassava in the NCT trials | 1. Assist in the establishment of the experimental area 2. Supervise field workers in planting, weeding, fertilizer application and harvesting of propagated varieties 2. Perform HCN analysis using Picric method 3. Read and interprets results | 12 | 12 | 5 | 4 | 4 | 4.33 | |
| | Number of cassava seeds collected | 1. Monitor the field stand of cassava at the 2 breeding block located at Brgy Caventan, Ormoc City and PhilRootcrops experimental area at Brgy. Pangasugan 2. Collect matured seeds of cassava 3. Process the collected seeds of cassava for proper storage 4. Supervise field workers activities prior to the collection of seeds (weeding and sanitation) | 500 | 750 | 5 | 5 | 5 | 5 | |
| | Analyzed data for NSIC reports | 1. Tabulation of Data Gathered 2. Assist in the analysis of consolidated data | 2 | 2 | 5 | 4 | 4 | 4.36 | |

| | | | | | | | | |
|-----------------------------------|--|---|-------|-------|---|---|---|------|
| | Land area (Hectare) devoted to propagation of new genotypes and associated cultural management | 1. Supervise establishment of the experimental area 2. Supervise field workers in planting, weeding, fertilizer application and harvesting of propagated varieties 3. Supervise fieldworkers in the field maintenance of all propagated varieties | 1.5 | 2 | 5 | 4 | 4 | 4.33 |
| | Quarterly, semi-annual annual reports and annual reports for in-house-review | 1. Make reports on the progress and development of the different experiments conducted | 2 | 4 | 5 | 5 | 4 | 4.67 |
| Extension Services | Number of distributed clean planting materials (cutting) | 1. Entertain walk in clientele asking for planting materials 2. Supervise distribution of clean planting materials 3. Keep intensive record of distributed planting materials and recipients | 3,000 | 5,000 | 5 | 5 | 5 | 5 |
| Other duties needed by the center | Number of contact hours devoted for putting up exhibit and entertain walk-in-clientele and serve as resource person to different trainings related to cultural management of cassava | 1. Assist in putting up exhibit 2. Entertain walk-in clientele asking for cassava technology 3. Assists and serve as resource person in the conduct of trainings facilitated by the center or other attached agencies related to the cultural management of cassava | 20 | 40 | 5 | 5 | 5 | 5 |
| Total Rating | | | | | | | | |

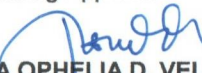
| | | |
|---|------|--|
| Average Rating (Total Over-all rating divided by 4) | | |
| Additional points | | |
| Punctuality | | |
| Approved Additional points (with copy of approval) | | |
| FINAL RATING | 4.58 | |
| ADJECTIVAL RATING | VS | |

To attend capability build-up trainings in relation to the conduct of research.


Evaluated and Rated by:


EDGARDO E. TULIN/ Marlon T. Tambis
 Director/ Asst. Director
 Date: _____

Recommending Approval:


ROSA OPHELIA D. VELARDE
 Director for Research and Extension
 Date: Jan. 24, 2023

Approved by:

for  dic
MARIA JULIET C. CENIZA
 VP for Research and Extension
 Date: Jan. 24, 2023

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



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-December 2022

Name of Staff: William A. Cruz

Position: Science Research Assistant


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 | | | | |
| 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 | 50 | | | | |
| Average Score | 7.55 | | | | |

Overall recommendation : _____

 
MARLON M. TAMBIS/EDGARDO E. TULIN
 Assistant Director/Director

PERFORMANCE MONITORING AND COACHING JOURNAL

Exhibit G

| | | |
|---|-----------------|---------------------------------|
| | 1 st | Q U A R T E R |
| | 2 nd | |
| X | 3 rd | |
| X | 4 th | |

Name of Office: PhilRootcrops

Head of Office: Edgardo E. Tulin

Name of Faculty: William A. Cruz

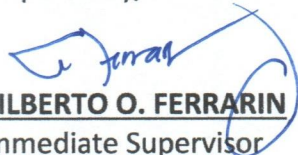
Signature: 

Date: 12/19/2022

| Activity Monitoring | Meeting | | MEMO | Other (pls.Specify) | Remarks |
|------------------------------|--|--|------|------------------------|---|
| | One-on-One | Group | | | |
| | Monitoring | | | | |
| A. Research project meetings | One-on-one discussion with project leader and constant follow-up of activities | Special meeting with the project leader, staff and field workers for immediate issues and concerns | | | Problems and concerns were addressed |
| B. Report | One-on-one discussion to draft progress and annual reports | Consolidation of data for completion of quarterly and annual reports | | | Submission of quarterly report and annual in-charge reports |
| Coaching | | | | | |
| A. On-going project | One on one planning and scheduling of monthly activities with supervisor | | | | Laid out plan and schedule of activities for the projects |
| B. Proposal writing | One on one sharing of ideas for future proposal | | | | Assist in making of proposal and submission for review and approval |

Note: please indicate the date in the appropriate box when the monitoring was conducted

Prepared by/conducted by:


DILBERTO O. FERRARIN
Immediate Supervisor


MARLON T. TAMBIS
Assistant Director

Verified by:


EDGARDO E. TULIN
Director

EMPLOYEE DEVELOPMENT PLAN**Name of Employee:** William A. Cruz**Performance Rating:****Aim:** To assist and help the project leader on the development of new cassava varieties

Propose Interventions to Improve Performance:

Date: July 1, 2022

Target Date: Dec. 31, 2022

First Step

- Coordination with project leader for specific tasks and project activities
- Selection of cassava varieties through evaluation specifically those with high dry matter content, resistant to pest and diseases, good sensory quality and high yield potentials
- Meeting with field workers regarding maintenance and propagation of cassava planting materials to meet the demands of farmers and clients.
- Constant supervision on the re-establishment and maintenance of breeding nursery and cassava trails
- Prompt preparation of purchase requests of office and field supplies needed for the project as well as reports
- Observation of field worker safety and quality at work

Result:

- By the end of second quarter, breeding nursery, cassava trials and propagation plot of cassava varieties were established.
- Catered the needs and concerns of walk-in clients regarding cassava planting materials to farmers and other agencies, including the research community in the regions.

Date: January 2023

Target Date: June 2023

First Step

- Continue in monitoring field stand of the experimental trials
- Supervising laborer activities (planting, weeding, replanting of low germinating accessions, application of fertilizer and pesticides) in maintaining cassava field trials
- Gathering of data on yield trials for NCT entries and cassava hybrids

Outcome:

- Served the research community of VSU and other SUCs, LGUs, government agencies, NGOs, individual farmers and students for the need of good quality planting materials.

Prepared by:

 
MARLON T. TAMBIS/EDGARDO E. TULIN
 Asst. Director/Director

Conforme:


WILLIAM A. CRUZ

Name of ratee/Faculty/Staff