



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: VERONICO B. ALMERODA

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.95	70%	3.46
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	30%	1.45
TOTAL NUMERICAL RATING			4.91

TOTAL NUMERICAL RATING: 4.91

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.91

FINAL NUMERICAL RATING

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

VERONICO B. ALMERODA
Name of Staff

Reviewed by:

ANABELLA B. TULIN
Dean, Graduate School

Recommending Approval:

ANABELLA B. TULIN
Dean, Graduate School


Approved:


BEATRIZ S. BELONIAS
Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **VERONICO B. ALMERODA**, of **GRADUATE SCHOOL** commits to deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period **January to June, 2023**.


VERONICO B. ALMERODA
Ratee


Approved: **ANABELLA B. TULIN**
Head of Unit

MFO No.	MFO Descripti on	Success Indicators (SI)	Tasks Assigned	Targets	Actual Accomplishment	Rating				Remarks
						Quality	Efficiency	Timeliness	Average	
UMFO 6. General Administration and Support Services (GASS)										
ODGS MFO 1. Administrative and Facilitative Services										
	PI 1. Number of documents requested, received and followed up on time	Delivered and followed up documents (memos, letter requests, PRs, application for admission announcements, etc.) to various offices/departments	100	100	5	5	5	5.0		
	PI 2. Number of official documents bound (binding services)	Photocopied office documents	100	100	5	5	5	5.0		
	PI 3.Number of damaged books and other bound documents repaired/ re-bound	Performed other jobs: 1. Water and tender plants inside and outside the office	10 mins. before dismissal (5 times a week)	10	5	5	5	5.0		
		2. Clean office rooms and CRs before and after office hours	6 office rooms and 5 CRs	6 office rooms and 5 CRs	5	5	5	5.0		
		3. Clean the surroundings within the office vicinity	15 minutes every office hours	1hr minutes every office hours	5	4	5	4.67		
	ODGS MFO 2. Frontline Services									
	PI 1. Efficient and customer friendly frontline service	Served clients with courtesy and friendly	Zero percent	Zero percent complaint from	5	5	5	5		

ODGS MFO 2. Frontline Services								
	PI 1. Efficient and customer friendly frontline service	Served clients with courtesy and friendly service	Zero percent complaint from client served	Zero percent complaint from client served	5	5	5	5
Total Over-all Rating								29.67

Average Rating (Total Over-all rating divided by 4)	29.67/6	4.95
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING	4.95	
ADJECTIVAL RATING	OUTSTANDING	

Comments & Recommendations for Development Purpose:
Constant cleaning of surroundings

Evaluated and Rated by:

Recommending Approval:

Approved by:

Anabella B. Tulin
ANABELLA B. TULIN
DEAN, Graduate School

Date: 7/12/2023

Anabella B. Tulin
ANABELLA B. TULIN
DEAN, Graduate School

Date: 7/12/2023

Beatriz S. Belonias
BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Date: 7/13/2023

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: GRADUATE SCHOOL

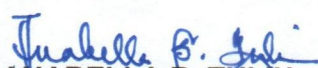
Head of Office: ANABELLA B. TULIN

Number of Personnel: VERONICO B. ALMERODA


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo/Notice	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					One-on-one monitoring whenever necessary
Coaching					One-on-one coaching as needed

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

Conducted by:


ANABELLA B. TULIN
Immediate Supervisor

Noted by:


BEATRIZ S. BELONIAS
Next Higher Supervisor



Instrument for Performance Effectiveness of Administrative Staff

Rating Period:

 Name of Staff: VERONICO B. ALMERODA Position: ADMIN.AIDE 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
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		58/12=4.83				

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		4.83				

Overall recommendation : Outstanding


ANABELLA B. TULIN

Printed Name and Signature
Head of Office

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: VERONICO B. ALMERODA

Performance Rating: Outstanding

Aim: Since GS has been renovated and expanded, there is a need to maintain the cleanliness of the inside and outside surroundings of the Graduate School.

Proposed Interventions to Improve Performance:

Date: January 2023

Target Date: March 2023

First Step:

-
- Take charge in the landscaping of potted and planted plants around the office for beautification purposes.

Result:

-
- The office is now surrounded with well-trimmed plants and blooming flowering plants.
-

Date: April 2023

Target Date: June 2023

Next Step:

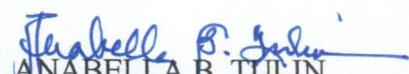
The inside and outside surrounding of GS must be cleared in every first hour of the morning or earlier.

Outcome: Cleanliness was maintained inside and outside the office everyday


Final Step/Recommendation:

- Continuous maintenance of the cleanliness inside and outside of the office.

Prepared by:


ANABELLA B. TULIN
Dean, Graduate School

Conforme:


VERONICO B. ALMERODA
Ratee