



**COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF**

**Annex P**

Name of Administrative Staff: **Jesus Freddy M. Baldos**

| Particulars<br>(1)  | Numerical<br>Rating (2) | Percentage Weight<br>(3) | Equivalent<br>Numerical Rating<br>(2x3) |
|---|-------------------------|--------------------------|---|
| 1. Numerical Rating per IPCR  | 4.94                    | 70%                      | 3.46                                    |
| 2. Supervisor/Head's assessment<br>of his contribution towards<br>attainment of office<br>accomplishments | 4.83                    | 30%                      | 1.45                                    |
| <b>TOTAL NUMERICAL RATING</b>   |                         |                          | <b>4.91</b>                             |

TOTAL NUMERICAL RATING: **4.91**


Add: Additional Approved Points, if any: **0.00**

TOTAL NUMERICAL RATING: **4.91**

FINAL NUMERICAL RATING **4.91**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

  
**JESUS FREDDY M. BALDOS**  
Name of Staff

Reviewed by:

  
**DEEJAY M. LUMANAO**  
Department/Office Head

Approved:

  
**ANABELLA B. TULIN**  
Dean, GS

Recommending Approval:

  
**BEATRIZ S. BELONIAS**  
VP for Academic Affairs

**Vision:**

A globally competitive university for science, technology, and environmental conservation.

**Mission:**

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# **INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **JESUS FREDDY M. BALDOS**, of the **DISTANCE EDUCATION PROGRAMS OFFICE** commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January to June, 2023**.

  
**JESUS FREDDY M. BALDOS**

Ratee

Approved:

  
**DEEJAY M. LUMANAO**

Head of Unit


| MFO & PAPs  | Success Indicators   | Tasks Assigned  | Target | Actual Accomplishment | Rating         |                |                |                | Remarks  |
|---|--|---|--------|-----------------------|----------------|----------------|----------------|----------------|--|
|   |  |   |        |                       | Q <sup>1</sup> | E <sup>2</sup> | T <sup>3</sup> | A <sup>4</sup> |  |
| Efficient and customer-friendly frontline service | Number of clients & visitors served  | Entertain inquiries from clients and visitors   | 30     | 45                    | 5              | 5              | 5              | 5.00           |  |
|   | Number of telephone calls answered and relayed   | Answer and relay telephone calls for other staff  | 25     | 40                    | 5              | 5              | 5              | 5.00           |  |
|   | Number of emails, Facebook messages, telephone calls, and cellphone calls/texts answered and replied | Email, answer and replies thru Facebook messages, telephone calls, cellphone calls/texts from extramural students | 40     | 112                   | 5              | 5              | 5              | 5.00           |  |
| Advanced and Higher Education Services            | Number of M.Ag.Dev. students enrolled in distance education  | Facilitates the enrolment of M.Ag.Dev graduate students   | 40     | 81                    | 5              | 5              | 5              | 5.00           |  |
|   | Number of new M.Ag.Dev. enrollees  | Facilitates admission and enrolment of new students   | 10     | 23                    | 5              | 5              | 4              | 4.67           |  |
|   | Number of faculty and staff supervised/evaluated/monitored   | To supervise, monitor and evaluate performance of the Online Programs Office staff                                | 1      | 2                     | 5              | 5              | 5              | 5.00           | DEPO staff, JO as OIC  |
|   | Number of meetings conducted and presided  | To preside meetings and discuss important matters   | 1      | 6                     | 5              | 5              | 5              | 5.00           | Meetings with DEPO staff/CAC/ GS Council, etc.                               |
|   | Number of department/Graduate School and university-created committees/councils served               | To serve as member of the Graduate School standing committees   | 1      | 5                     | 5              | 5              | 4              | 4.67           | University-created committees (CAC, GS Council, DRM, Annivesary, AdPA, VASC) |

|  |   |   |    |                    |   |   |   |              |  |
|--|---|---|----|--------------------|---|---|---|--------------|--|
|  | Number of recommendations/nominations for appointment/admissions reviewed/ endorsed/ acted on   | To review and endorse recommendations/nominations/ application for admission and other important documents  | 5  | 81                 | 5 | 5 | 5 | 5.00         | For MAgDev students as OIC of DEPO   |
|  | Number of procurement plans, accomplishment reports, budget proposals and other required documents prepared and submitted within specified period | To prepare letter requests and review, sign and release office documents prepared by the OPO staff          | 30 | 74                 | 5 | 5 | 5 | 5.00         | Documents prepared included APP, EPP, Supervisory Plan, OPCR for DEPO, Annual Report, and other reports    |
|  | Number of documents prepared/ reviewed, signed and released on time   | To prepare and submit APP, EPP, annual accomplishment report, budget proposals and other required documents | 8  | 35                 | 5 | 5 | 5 | 5.00         |  |
| Innovation and Best Practices Management             | DEPO Updates, online news articles uploaded in social media platforms of the Distance Education Programs Office.                                  | Compiled news articles and uploaded in social media platforms   | 4  | 8                  | 5 | 5 | 5 | 5.00         |  |
| <b>Total Over-all Rating</b>                         |   |   |    |                    |   |   |   | <b>59.33</b> |  |
| Average Rating (Total Over-all rating divided by 12) |   |   |    | <b>4.94</b>        |   |   |   |              | Comments & Recommendations for Development Purpose: He is willing to provide assistance to anyone in need. |
| Additional Points:                                   |   |   |    |                    |   |   |   |              |  |
| Approved Additional points (with copy of approval)   |   |   |    |                    |   |   |   |              |  |
| FINAL RATING   |   |   |    | <b>4.94</b>        |   |   |   |              |  |
| ADJECTIVAL RATING                                    |   |   |    | <b>Outstanding</b> |   |   |   |              |  |

Evaluated and Rated by:

  
DEEJAY M. LUMANAO, Ph.D.  
Head, DEPO

Recommending Approval:

  
ANABELLA B. TULIN, Ph.D.  
Dean

Approved by:

  
BEATRIZ S. BELONIAS, Ph.D.  
VP for Academic Affairs

1 - quality    2 - efficiency    3 - timeliness    4 - average



## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **January to June 2023**

Name of Staff: **Jesus Freddy M. Baldos**

Position: **Administrative Officer V**

**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 |

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|  |   |   |   |   |       |
|--|---|---|---|---|-------|
| Total Score  |   |   |   |   | 58    |
| <b>B. Leadership &amp; Management (For supervisors only to be rated by higher supervisor)</b>  |   |   |   |   | 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 : \_\_\_\_\_

  
**DEEJAY M. LUMANAO**  
 Head, DEPO

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: **JESUS FREDDY M. BALDOS**

Performance Rating: **Outstanding**

Aim: To improve capability in managing the Open University/Online Programs Office, to ensure that course sites are in place, and to facilitate the preparation and distribution instructional materials for distance education students.

Proposed Interventions to Improve Performance:

Date: **January 1, 2023**

Target Date: **June 30, 2023**

***First Steps:***

- Briefing on how to effectively manage the Open University/Online Programs Office.
- Briefing about the process of preparing, reviewing, reproduction and distribution of Instructional Materials to Distance Education students.
- Briefing about the process of assisting students who are interested to pursue graduate education through the distance education mode.
- Discussion about the things that need to be done for the VSUOU Online Portal

***Results:***

- Effectively managed the Open University/Online Programs Office resulted to increase of enrolment;
- Systematized the management and distribution of Instructional Materials;
- Improved content of the VSUOU Online Portal;
- Increase in the number of Online Instructional Materials;
- Continued the conversion of Instructional Materials in print to web and text format for easy management.

Date: **January 1, 2023**

Target Date: **June 2023**

***Next Step:***

- Exposure to Open Distance Learning (ODL) and Massive Open Online Courses (MOOCs) by giving him reading materials about it and encouraging him to find materials in the UPOU website.

***Outcome:***

- Increased understanding and appreciation of Open Distance Learning and Massive Open Online Courses.

***Final Step/Recommendation:***

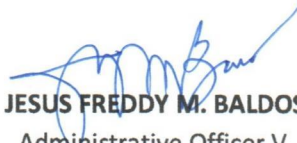
- Continue capability enhancement activities through mentoring/coaching, trainings, seminars, workshop, and conferences.

Prepared by:



**DEEJAY M. LUMANAO**  
Head, Distance Education Programs Office

Conforme:



**JESUS FREDDY M. BALDOS**  
Administrative Officer V