

NAME OF EMPLOYEE ELINO S. GARCIA

POSITION: OFFICE/DIVISION:

Education Program Supervisor, OIC-Chief Policy, Planning and Research Division (PPRD) NAME OF RATER:

POSITION:

DATE OF REVIEW:

CHERRYLOU D. REPIA

	PERIOD:	d be filled in dur	ing planni	NG	Control of Section Control of Con		TO BE FIL	LED DURING EVALUATION			manuscript street,			
			CHANGE STREET				PERFORMANCE INDICATORS		ACTUAL		RA	TING		SCOR
IFOs	KRAS	OBJECTIVES	TIMELINE	WEIGHT		Q	E	T	RESULTS	6	E	T	AVE	SCOR
	опостояння виделя до туро «Монтова Валичий» по постояння до под постояння до постоя		Manufacture State Control of the Con		Outstanding (5)	All revisions and adjustments are compliant in the standards are done 100%	9/9 of AlP/WFPs were developed All SDOs or 22/22 were able to developed plans	All revisions and adjustments done 1 month before of the targeted date for the long-term, medium-term, and operational plans						A SANCE AND A SANC
odds pisminism is transfer for the special control of the special co		1. Lead in the			Very Satisfactory (4)	All revisions and adjuistments are compliant in the standards are done 90%	8/9 of AIP/WFPs were developed 21/22 SDOs were able to developed plans	All revisions and adjustments done 3 weeks before of the targeted date for the long-term, medium-term, and operational plans						inciding the property of the p
		development of regional education long-term, medium-term, and operational plans.	August to December	10%	Satisfactory (3)	All revisions and adjuistments are compliant in the standards are done 80%	7/9 of AIP/WFPs were developed 20/22 SDOs were able to developed plans	All revisions and adjustments done 2 weeks before of the targeted date for the long-term, medium-term, and operational plans						
		operational pains.			Unsatisfactory (2)	All revisions and adjuistments are compliant in the standards are done 70%	6/9 of AlP/WFPs were developed 18 or below number of SDOs were able to developed plans	All revisions and adjustments done 1 week before of the targeted date for the long-term, medium-term, and operational plans						
					Poor (1)	All revisions and adjuistments are compliant in the standards are done 50%	5 and below AIP/WFPs were developed 19/22 SDOs were able to developed plans	All revisions and adjustments done after the targeted date for the long- term, medium-term, and operational plans						
9		and days and supplementary distributions and an experience of the supplementary and an experienc		n gayarin da da mara da	Outstanding (5)	100% of the educational plans DBDPs are aligned with the BEDP and compliant to policy and planning	All FDs & SDOs have quality assured DEDPs educational plans	DEDPs Educational Plans that are compliant to policy and planning are quality assured one month before the Fiscal Year of implementation	ern-protestingspass in year filed from make the desired desired.					
	Regional	2. Ensured			Very Satisfactory (4)	95% of the educational plans DEDPs are aligned with the BEDP and compliant to policy and planning	8/9 FDs and 21/22 SDOs have quality assured DEDPs educational plans	DEDPs Educational Plans that are compliant to policy and planning are quality assured 3 weeks before 1st week of the Fiscal Year of implementation						Name of the Party
SUCCESS	Education Planning	alignment of BEDP, REDP, DEDP and SIP and in compliance to policy and	July	10%	Satisfactory (3)	90% of the educational plans DEDPs are aligned with the BEDP and compliant to policy and planning	7/9 FDs and 20/22 SDOs have quality assured DEDPs educational plans	DEDPs Educational Plansthat are compliant to policy and planning are quality assured 2 weeks before 2nd week of the Fiscal Year of implementation						
2		planning standards			Unsatisfactory (2)	85% of the educational plans DEDPs are aligned with the BEDP and compliant to policy and planning	6/9 FDs and 19/22 SDOs have quality assured DEDPs educational plans	DEDPa Educational Plans that are compliant to policy and planning are quality assured 1 week before 3rd week of the Fiscal Year of implementation						



NAME OF EMPLOYEE ELINO S. GARCIA

POSITION: OFFICE/DIVISION: RATING PERIOD: Education Program Supervisor, OIC-Chief Policy, Planning and Research Division (PPRD)

January to December 2023

NAME OF RATER:

POSITION:

CHERRYLOU D. REPIA Assistant Regional Director

DATE OF REVIEW:

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MFOS	KRAs	OBJECTIVES	TIMELINE	WEIGHT	-		PERFORMANCE INDICATORS		ACTUAL		A.38.	TING		SCORE
122	An areas		2 (111)	GASAMEA		6	8	Ţ	RESULTS	Q.	形	T	AVE	
	Transcription and Transcriptio					80% and below of the educational plans DEDPs are aligned with the BEDP and compliant to policy and planning	5/9 FDs and 18/22 SDOs and below have quality assured DEDPs educational plans	DEDPs Educational Plans that are compliant to policy and planning are quality assured within 4th week and beyond of the Fiscal Year of implementation.						
		3. Spearhead the	and the state and of the plantine and the second property and the second	and the second s	Outstanding (5)	Physical reports of operations consolidated with no corrections	100% consolidation of the physical operations report	All physical reports consolidated submitted on time	nick i Problem geld og gygrege gregory general til film en en en en en en forste fort en en en en en forste fort en	STORY OF STREET, STREE	a anticipier a selfactivimento.	and the employee the second server		
		consolidation of the physical reports of			Very Satisfactory (4)	Physical reports of operations consolidated with minor corrections	95% consolidation of the physical operations report	All physical reports consolidated submitted 1 week after the deadline						CONTRACTOR
		operation To lead the conduct of	April July October	5%	Satisfactory (3)	Physical reports of operations consolidated with minor corrections and minor missing data	90% consolidation of the physical operations report	All physical reports consolidated submitted 2 weeks after the deadline						triangle and management of the control of the contr
ALTERNATION OF THE PROPERTY OF		quarterly review on the performance of RO/SDO to track	December		Unsatisfactory	Physical reports of operations consolidated with major corrections and missing data	85% consolidation of the physical operations report	All physical reports consolidated submitted 3 weeks after the deadline		Name of the Party				
		the progress of PPAs			Poor (1)	Physical reports of operations consolidated with major corrections and many missing data	80% consolidation of the physical operations report	All physical reports consolidated submitted 1 month after the deadline						
	«Мишент сектомунару» за другийн төв	and the second s		an ang ang ang ang ang ang ang ang ang a	Outstanding (5)	All policies reviewed	All FDs and SDOs have policies reviewed	Policios are reviewed immediately upon receipt/ indorsement/issuance/ disseminated	от не под	ann ann ann an an an an an an an an an a				
STATE OF THE PROPERTY AND A CONTRACT OF THE PROPERTY OF THE PR					Very Satisfactory (4)	95% of policies reviewed	8/9 FDs and 21/22 SDOs have policies reviewed	Policies are reviewed 1 week upon receipt/indorsement/ issuance/ disseminated		An diamental and an Artifacture (agree) and a				
					Satisfactory (3)	90% of policies reviewed	7/9 FDs and 20/22 SDOs have policies reviewed	Policies are reviewed 2 weeks Policies are reviewed 1 week upon receipt/indorsement/ issuance/ disseminated						
					Unsatisfactory (2)	85% of policies reviewed	6/9 FDs and 20/22 SDOs have policies reviewed	Policies are reviewed 3 weeks Policies are reviewed 1 week upon receipt/indorsement/ issuance/ disseminated						



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POSITION: OFFICE/DIVISION:

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DATE OF REVIEW:

CHERRYLOU D. REPIA

	PERIOD:	BE FILLED IN DUR	ing planni	NG			TO BE FII	LED DURING EVALUATION		-				
			CONTRACTOR V TOVEN				PERFORMANCE INDICATORS		ACTUAL	and the second second second	RA	TING		SCOR
MFOS	KRAs	OBJECTIVES	TIMELINE	WEIGHT		Q	£	T	RESULTS	ő	E	T	AVE	
SERVICES	And the Commission of the Comm	review of the existing policies.	January- December	3%	Poer (1)	80% and below of policies reviewed	5/9 FDs and 19/22 SDOs and below have policies reviewed	Policies are reviewed 4 weeks and beyond upon receipt/indorsement/ issuance/ disseminated					-	addressance of the substitute of the consequence
					Outstanding (5)	100% successful review of the existing policies	All FDs and SDOs have submitted policy recommendation	Policy recommendation submitted 1 week before the set deadline						
CATIC	Policy Development				Very Satisfactory (4)	80% successful review of the existing policies	8/9 FDs and 21/22 SDOs have submitted policy recommendation	Pelicy recommendation submitted on the set deadline						
BASIC EDUCATION					Satisfactory (3)	60% successful review of the existing policies	7/9 FDs and 20/22 SDOs have submitted policy recommendation	Policy recommendation submitted 1 week after the set deadline						
BAS					Unsatisfactory (2)	40% successful review of the existing policies	6/9 FDs and 19/22 SDOs have submitted policy recommendation	Policy recommendation submitted 2 weeks after the set deadline						
					Poor (1)	20% and below is success of the review of the existing policies	5/9 FDs and 18/22 SDOs and below have submitted policy recommendation	Policy recommendation submitted 3 weeks and beyond after the set deadline				Control of the Contro		
			and a major many places are an interest to the desire and solven to a set of a	and the state of t	Outstanding (5)	The guidance given was 100% appropriate as agreed upon given the circumstance and the context	Dessiminated, translated and guided all SDOs in the implementation of a given policy	All policies were dessiminated and reviewed within the given time						
		C. Fartificate the			Very Satisfactory (4)	The guidance given was 90% appropriate as agreed upon given the circumstance and the context	Dessiminated, translated and guided 20 SDOs in the implementation of a given policy	Policies were dessiminated and reviewed less than a week after the given time						
		2. Facilitate the review of policies based on data and	January- December	3%	Satisfactory (3)	The guidance given was 80% appropriate as agreed upon given the circumstance and the context	Dessiminated, translated and guided 19 SDOs in the implementation of a given policy	Policies were dessiminated and reviewed less than 2 weeks after the given time						
		research findings			Unsatisfactory (2)	The guidence given was 70% appropriate as agreed upon given the circumstance and the context	Dessiminated, translated and guided 18 SDOs in the implementation of a given policy	Policies were dessiminated and reviewed 4 weeks after the given time						
					Poor (1)	There is a need to reconsider the guidance given—the circumstance and the context	Dessiminated, translated and guided 17 SDOs in the implementation of a given policy	Policies were dessiminated and reviewed 2 months after the given time	er a nam resembla de diskrimte ser i se diri ng nay un anazona anaminy a serial, as men a fe				The second secon	
***************************************	_{то} ну до настишником во било под нед нед над нед нед нед нед нед нед нед нед нед не	ma decreaminate de la limitación y propertir de el despectar que propertir de la manuel de deste de mante el municipal de des	Company of Carlotting and Arthur	And Andreas Agreement up and the second of t	Outstanding (5)	The approved policy implementation plan was very comprehensive	All SDOs have approved policy implementation plan	The approved policy implementation plan were executed immediately						The state of the s
			The state of the s		Very Satisfactory (4)	The approved policy implementation plan was comprehensive	21/22 SDOs have approved policy implementation plan	The approved policy implementation plan were executed 1 week after dissemination						
	Policy Development	3. Lead in the implementation of	January- December	3%	Satisfactory (3)	The approved policy implementation plan was pairly comprehensive	20/22 SDOs have approved policy implementation plan	The approved policy implementation plan were executed 2 weeks after dissemination						
		national policies			Unwatisfactory (2)	The approved policy implementation plan was poorly comprehensive	19/22 SDOs have approved policy implementation plan	The approved policy implementation plan were executed 3 weeks after dissemination						



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and the second second	G PERIOD: TO	January to December FILLED IN DUR		NG			TOBEFIL	LED DURING EVALUATION	***************************************					
							PERFORMANCE INDICATORS	and the same of th	ACTUAL		RA	TING		SCORE
MFOs	KRAs	OBJECTIVES	TIMELINE	WEIGHT		Q	E	T	RESULTS	6	Æ	T	AVE	
	To get a fine the common security of the comm			graph, controlled military and addressed from the control pages pages		The approved policy implementation planapproved policy implementation plan not at all comprehensive	19/22 and below SDOs have approved policy implementation plan	The approved policy implementation plan were executed 4 weeks and more after dissemination						
	The property of the second	and purposes to the sea supplies of model and model construction of model and model. The sea construction to the	and the second s		Outstanding (5)	100% improved policy and program implementation from research outputs	Ensured 100% use of research outputs.	Research outputs were utilized immediately after the dissemination	anterento cirila dep. desenante ^{all} ette ministra de deserva de d					
CES		1. Ensured the			Very Satisfactory (4)	90% improved policy and program implementation from research outputs	Ensured 90% use of research outputs.	Research outputs were utilized 1 week after the dissemination				TANDANIA SA A A A A A A A A A A A A A A A A A		
N SERVICES		use of research outputs in improving the	January- December	5%	Satisfactory (3)	80% improved policy and program implementation from research outputs	Ensured 80% use of research outputs.	Research outputs were utilized 2 weeks after the dissemination				Park (Mark Construction Constru		
EDUCATION		policy and program implementation			Unsatisfactory (2)	70% improved policy and program implementation from research outputs	Ensured 70% use of research outputs.	Research outputs were utilized 3 weeks after the dissemination						
BASICEI	Research				Poor (1)	60% and below improved policy and program implementation from research outputs	Ensured 60% and below the use of research outputs.	Research outputs were utilized 4 weeks and beyond after the dissemination						
	Management		and the second s	gang ang mga mga ngan ngan kan ang 1939 na ang mga ng mga ngang ng mga ng mga ngang ng mga ng mga ng mga ng mg	Outstanding (S)	100% of those given technical assistance were able to conduct and submit a research	100% of the technical assistance in research was fully conducted	Technical assistance was provided on time	and the second s					
					Very Satisfactory (4)	90% of those given technical assistance were able to conduct and submit a research	90% of the technical assistance in research was fully conducted	Technical assistance was behind by a week						
		2. Provide TA in the conduct of research studies	January- December	5%	Satisfactory (3)	80% of those given technical assistance were able to conduct and submit a research	80% of the technical assistance in research was fully conducted	Technical assistance was behind by two weeks						
		1,000			Unsatisfactory (2)	70% of those given technical assistance were able to conduct and submit a research	70% of the technical assistance in research was fully conducted	Technical assistance was behind by three weeks						
					Poor (1)	60% of those given technical assistance were able to conduct and submit a research	60% of the technical assistance in research was fully conducted	Technical assistance was behind by amonth		e popular anno anno anno anno anno anno anno an				



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Policy, Planning and Research Division (PPRD) January to December 2023

NAME OF RATER: POSITION:

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CHERRYLOU D. REPIA Assistant Regional Director

HOSTIFORT-HELDON	PERIOD:	January to Decemb BE FILLED IN DUR		NG			TO BE FI	LED DURING EVALUATION	and the second s	-			***************************************	
							PERFORMANCE INDICATORS		ACTUAL	-	R#	TING		SCOR
FOS	KRAS	OBJECTIVES	TIMELINE	WEIGHT		Q	8	T	RESULTS	6	15	T	AVE	
	Michigan Barra (Maria da Maria da Maria da Maria de Antonio de Maria de Maria de Maria de Maria de Maria de M Michigan (Maria de Maria de M Michigan (Maria de Maria		The state of the s		Outstanding (5)	The conduct of monitoring and evaluation on the implementation of research management is 100% successful	All SDOs were monitored and evaluated on the implementation of research management	The monitoring and evaluation on the implementation of research management is conducted before the set deadline						
					Very Satisfactory (4)	The conduct of monitoring and evaluation on the implementation of research management is 80% successful	21/22 SDOs were monitored and evaluated on the implementation of research management	The monitoring and evaluation on the implementation of research management is conducted before the set 1 week after deadline		And the second s				A A A A A A A A A A A A A A A A A A A
SERVICES		3. Monitored and evaluated the SDOs' implementation of Research	January- December	8%	Satisfactory (3)	The conduct of monitoring and evaluation on the implementation of research management is 60% successful	20/22 SDOs were monitored and evaluated on the implementation of research management	The monitoring and evaluation on the implementation of research management is conducted before the set 2 weeks after the doadline						
BASIC EDUCATION SEI	Research Management	Management			Unsatisfactory (2)	The conduct of monitoring and evaluation on the implementation of research management is 40% successful	19/22 SDOs were monitored and evaluated on the implementation of research management	The monitoring and evaluation on the implementation of research management is conducted before the set 3 weeks after the deadline						
BASICE					Poor (I)	The conduct of monitoring and evaluation on the implementation of research management is 20% and below successful	18/22 and below SDOs were monitored and evaluated on the implementation of research management	The monitoring and evaluation on the implementation of research management is conducted before the set 4 weeks and beyond after the deadline						
		and and the second	ng municipantinasi makannya Pantaniakkanakanakan		Outstanding (5)	Very comprehensive	100% of the identified research for implementation were monitored	Done before schedule	in market and a single and a si	own of the same of			CAN DAY SERVICES ASSUME	
		4. Monitored the			Very Satisfactory (4)	Comprehensive	90% of the identified research for implementation were monitored	Done on schedule						
- Contraction of the Contraction		implementation of BERF and Non-	January- December	10%	Batinfactory (3)	Fairly comprehensive	80% of the identified research for implementation were monitored	A week later						Name and Associated Property of the Parket Pr
		BERF researches			Unsatisfactory (2)	Poorly comprehensive	70% of the identified research for implementation were monitored	a month delayed						
					Poor (1)	not at all comprehensive	60% of the identified research for implementation were monitored	months delayed						-



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enewson technique	G PERIOD: To	January to Decemb		NG			TO BE FIL	LED DURING EVALUATION			of the same the post of the same			·													
							PERFORMANCE INDICATORS		ACTUAL		RA	TING	palendari interlemente	SCORU													
MFOs	KRAs	OBJECTIVES	TIMELINE	WEIGHT		Q	E	Ť	RESULTS	6	E	T	AVE														
A SECURITARIO DE COMPANSO DE C	A CONTRACTOR OF THE PARTY OF TH	1. Provided	The section of the terminal property of the section	and the second part of the second second	Outstanding (5)	100% accurate data were provided	ALL SDOs were provided with basic education data	Done before schedule						doctronia distanti													
		complete, valid, timely, and accurate data and			Very Satisfactory (4)	90% accurate data were provided	21/22 SDOs were provided with basic education data	Done on schedule		10.1800.in.co.																	
		information for planning and	January- December	10%	Satisfactory (3)	80% accurate data were provided	20/22 SDOs were provided with basic education data	A week later						Co.													
		strategic direction, budgeting, and			Unsatisfactory (2)	70% accurate data were provided	19/22 SDOs were provided with basic education data	a month delayed						CO. Discounting of the Co.													
CES		policy review and recommendation			Poor (1)	60% and below accurateness of data were provided	18/22 and below SDOs were provided with basic education data	months delayed	to earner commence the manage line or resource and contract the contract to th		-	-	jecanjananijenesec	Professional States of Sta													
SERVICES		The Stronger make the second and another second			Outstanding (5)	Teachnical assistance on data management were 100% successful	ALL SDOs were provided with technical assistance on data management	Teachnical assistance on data management were provided before the set time		and the second																	
BASIC EDUCATION					Very Satisfactory (4)	Teachnical assistance on data management were 90% successful	21/22 SDOs were provided with technical assistance on data management	Teachnical assistance on data management were provided 1 week after the set time					managaran paramasa managaran pangaran pangaran pangaran pangaran pangaran pangaran pangaran pangaran pangaran	A PART OF THE PART													
BASICE		2. Provided Technical Assistance on data management	Technical Assistance on data	Technical Assistance on data	Technical Assistance on data	Technical Assistance on data	Technical Assistance on data	Technical Assistance on data	Technical Assistance on data	Technical Assistance on data	Technical Assistance on data	Technical Assistance on data	Technical Assistance on data	Technical Assistance on data	Technical Assistance on data	January- December	10%	Satisfactory (3)	Teachnical assistance on data management were 80% successful	20/22 SDOs were provided with technical assistance on data management	Teachnical assistance on data management were provided 2 weeks after the set time				REPORT AND ADDRESS OF THE PROPERTY OF THE PROP	A-Pytosianon parameter Approximates	
	Data Management			inder	Del	ber				3.074	1070	10%	10%	Unnatisfactory (2)	Teachnical assistance on data management were 70% successful	19/22 SDOs were provided with technical assistance on data management	Teachnical assistance on data management were provided 3 weeks after the set time		And the second of the second o								
					Pour [1]	Teachnical assistance on data management were 50% and below successful	18/22 SDOs and below were provided with technical assistance on data management	Teachnical assistance on data management were provided 4 weeks or more after the set time	override label. It label reverse geogr ^{atio} revenue van van El version beste		E-CONTROL OF THE CONTROL OF THE CONT			and a second													
and a price of the second		Audelburgungs für der Stater und der Berken und Verland und der Berken und der Be	and the second s		Outstanding (5)	100% functional Management Information System	100% of all FDs and SDOs were able to tracked key PPAs through PMIS/LIS/EBEIS(NSBI)/TEADOC	Tracked the functionality of the management information system 5 days before the set deadline																			
		3, Tracked key			Very Satisfactory (4)	90% functional Management Information System	8/9 FDs and 21/22 SDOs were able to tracked key PPAs through PMIS/LIS/EBEIS(NSBI)/TEADOC	Tracked the functionality of the management information system 4 days before the set deadline																			
		programs and projects through the establishment of a management information	January- December	8%	Satisfactory (3)	80% functional Management Information System	7/9 FDs and 20/22 SDOs were able to tracked key PPAs through PMIS/LIS/EBEIS(NSBI)/TEADOC	Tracked the functionality of the management information system 3 days before the set deadline																			



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HALLING MANUAL PROPERTY.	G PERIOD: TO	January to Decemb BE FILLED IN DUR		NG	STATE OF THE PROPERTY OF THE P		TO BE FIL	LED DURING EVALUATION	etti ootti oo too kii kii kii kii kii too ka ayka ka oo ta'a ka oo k Baasaan kii maa ka oo ka o					
	KRAS	OBJECTIVES	TIMELINE				performance indicators		ACTUAL		RA	TING		SCORE
MFOs	ARAS	OBJECTIVES	IMPLIANC	WEIGHT		6	E	T	RESULTS	6	E	T	AVE	Doos
	_{resp} ectively the state of the	system	The second secon	Andrew to Miller to Springer t	Unsatisfactory (2)	70% functional Management Information System	6/9 FDs and 20/22 SDOs were able to tracked key PPAs through PMIS/LIS/EBEIS(NSBI)/TFADOC	Tracked the functionality of the management information system after the set deadline	and the second s					
				n oodunavaalistaan oo la opport	Poor (1)	Non-functional Management Information System	5/9 FDs and 18/22 SDOs and below were able to tracked key PPAs through PMIS/LIS/EBEIS(NSBI)/TEADOC	Tracked the functionality of the management information system 2 days before the set deadline			A real way of Alexanders was a state of the Alexanders was a state			The same of the sa
	_{дан} (на 16 гр. б. на бълга банга банга банга на пред 19 гр.) у 19 гр. банга се сева на 19 гр. ф. на банга н		and the second s	A CONTRACT OF STATE OF THE PARTY AND A STATE O	Outstanding (5)	100% updated operatons manual	100% established and maintained the operatons manual	Updated the Operations Manual 1 week before the deadline	ing to train the debt and V in 189 is provine any provide Angelona VIII	V proportion of the Control of the C				
		Established and maintained systems and	and the second s		Very Satisfactory (4)	95% updated operatons manual	95% established and maintained the operatons manual	Updated the Operations Manual 6 days before the deadline						www.
S		processes geared towards	January - December	4%	Satisfactory (3)	90% updated operatons manual	90% established and maintained the operatons manual	Updated the Operations Manual 5 days before the deadline						
SERVICES		administrative effectiveness and	December		Unsatisfactory (2)	85% updated operatons manual	85% established and maintained the operatons manual	Updated the Operations Manual 4 days before the deadline						
		efficiency			Poor (1)	80% and below updated operators manual	85% and below the established and maintained the operatons manual	Updated the Operations Manual 3 days and beyond before the deadline						
EDUCATION		100000000000000000000000000000000000000			Outstanding (5)	Two (2) recognition initiatives were conducted	All FDs and SDOs were given two (2) recognitions	Two (2) recognition initiatives were conducted within the Fiscal Year						
BASICE		2. Promoted a			Very Satisfactory (4)	One (1) recognition initiatives were conducted	8/9 RO FDs and 21/22 SDOs were given two (2) recognitons	Two (1) recognition initiatives were conducted within the Fiscal Year						And the second s
M	Office	culture of excellence, innovation, and	January - December	3%	Satisfactory (3)	No recognition initiatives were conducted	7/9 RO FDs and 20/22 SDOs were given two (2) recognitions	Two (2) recognition initiatives were conducted after the required Fiscal Year						The state of the s
	Administration and Performance Management	collaboration			Unsatisfactory (2)	No recognition initiatives were conducted but with plan to conduct	6/9 RO FDs and 20/22 SDOs were given two (2) recognitons	One (1) recognition initiatives were conducted after the required Fiscal Year						
					Poor (1)	No plan and no recognition to conduct recognition initiatives	5/9 RO PDs and 19/22 SDOs and below were given two (2) recognitions	No recognition initiatives were conducted within the Fiscal Year						
		3. Conducted			Outstanding (6)	100% of the midterm and year-end OPCRF/IPCRF were reviewed.	100% of RO FDs' and SDOs' staff were subjected to Midterm and year-end review of their OPCRF and IPCRF.	OPCRF/IPCRF of staff were reviewed 1 week before the set deadline	The second secon					
		periodic monitoring and evaluation of		3%	Very Satisfactory (4)	95% of the midtern and year-end OPCRF/IPCRF were reviewed.	95% of RO FDs' and SDOs' staff were subjected to Midterm and year-end review of their OPCRF and IPCRF.	OPCRF/IPCRF of staff were reviewed 6 days before the set deadline			A CONTRACTOR AND A CONT			
		office/staff performance for	January - December	7 700	Satisfactory (3)	90% of the midterm and year-end OPCRF/IPCRF were reviewed.	90% of RO FDs' and SDOs' staff were subjected to Midterm and year-end review of their OPCRF and IPCRF.	OPERF/IPERF of staff were reviewed 5 days before the set deadline				-		



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NAME OF RATER: DATE OF REVIEW: CHERRYLOU D. REPIA

POSITION:

Assistant Regional Director

RATING E		January to Decemb		NG			TO BE FI	LLED DURING EVALUATION	ACTUAL		RA	TING		
MFOs	KRAs	OBJECTIVES	TIMELINE	WEIGHT		Q	E	T	RESULTS	6	E	T	AVE SCORE*	
	an agus an garanta gagan, agus tali, talanta kata di tan lamin da di Sannaga.	relevant learning and development				85% of the midterm and year-end OPCRF/IPCRF were reviewed.	85% of RO FDs' and SDOs' staff were subjected to Midterm and year-end review of their OPCRF and IPCRF.	OPCRF/IPCRF of staff were reviewed 4 days before the set deadline	Production from the property of the contract o					The state of the s
		programs		and the second s	13 man	80% and below of the midterm and year-end OPCRF/IPCRF were reviewed.	80% and below of RO FDs and SDOs staff were subjected to Midterm and year-end review of their OPCRF and IPCRF.	OPCRF/IPCRF of staff were reviewed 2 days and beyond the set deadline				STATE OF THE PARTY		and the state of t
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Adjectival Rating Scale

4.500 - 5.000

Outstanding

3.500 - 4,499 2.500 - 3,499 Very Satisfactory Satisfactory

1.500 - 2,499

Unsatisfactory

below 1,499

ELINS S. GARCIA

OIC-Chief, PPRD

Ratee

Assistant Regional Director

Rater

ATTY. ALBERTO T. ESCOBARTE, CESO II

Regional Director

Approving Authority



Department of Education REGION IV-A CALABARZON

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCRF)

PART III:SUMMARY OF RATINGS FOR DISCUSSION

Final Performance Results	Rating
Accomplishment of KRAs and Objectives	

Employee-Superior

The signatures below confirm that the employee and his/her superior have agreed to the contents of the performance as captured in this form.

Name of Employee:	ELINO S. GARCIA	Name of Superior:	CHERRYLOU D. REPLA
Signature:	of G	Signature:	/mm/m/
Date:	12-1-2023	Date:	

PART IV: DEVELOPMENT PLANS

Strengths	Development Needs	Action Plan (Recommended Developmental Intervention)	Timeline	Resources Needed
Core Behavioral 1.Result Focus: Achieve results with optimal use of time and resources most of the time. 2.Team Work: Willingly does share of responsibility 3. Innovation: Can demonstrate an ability to think beyond the box. Leadership [People Performance] 4. Provides feedback and technical assistance such as coaching for performance improvement and action planning.	1. People Performance Management: Needs skills in setting performance standards and measures progress of employees based on office and department targets. 2. On People Development: Needs competence to facilitate workforce effectiveness through coaching and motivating/developing people within a work environment that promotes mutual trust and respect.	Mentoring and Coaching Training	May 2023	Human and Financial Resources
		Λ		

Feedback:

OIC-Chief, PPRD

RATEE

CHERRYLOU D. REPIA

Assistant Regional Director RATER

ATTY. ALBERTO T. ESCOBARTE, CESO II

Regional Director

APPROVING AUTHORITY

COMPETENCIES

CORE BEHAVIORAL COMPETENCIES (FOR Levels 1 and 2 Employees)

Self-Management

- 1. Sets personal goals and direction, needs and development.
- Understands personal actions and behavior that are clear and purposive and takes into account personal goals and values congruent to that of the organization
- Displays emotional maturity and enthusiasm for and is challenged by higher goals
- 4. Prioritize work tasks and schedules (through Gautt charts, checklists, etc.) to achieve goals
- 5. Sets high quality, challenging, realistic goals for self and others.

Professionalism and Ethics

- 1. Demonstrate the values and behavior enshrined in the Norms and Conduct and Ethical Standards for Public Officials and Employees (RA
- 2. Practice ethical and professional behavior and conduct taking into account the impact of his/her actions and decisions.
- Maintains a professional image: being trustworthy, regularity of attendance and punctuality, good grooming and communication.
- Makes personal sacrifices to meet the organization's needs.
- 5. Act with a sense of urgency and responsibility to meet the organization's needs, improve system and help others improve their effectiveness.

Result Focus

- 1. Achieves results with optimal use of time and resources mist of the time.
- Avoids rework, mistakes and wastage through effective work methods by placing organizational needs before personal needs.
- 3. Delivers error-free outputs most of the time by conforming to standard operating procedures correctly and consistently. Able to produce very satisfactory quality of work in terms of usefulness/acceptability and completeness with no supervision required.
- 4. Expresses a desire to do better and may express frustration at waste or inefficiency. May focus on new or more precise ways of meeting goals set
- 5. Makes specific changes in the system or in own work methods to improve performance. Examples may include doing something better, faster, at a lower cost, more efficiently, or improving quality, customer satisfaction, morale, without setting any specific goal.

4.00

4.00

4.20

Teamwork

- 1. Willingly does his/her share of responsibility
- Promotes collaboration and removes barriers to teamwork and goal accomplishment across the organization.
- Applies negotiation principles in arriving at win-win agreements.

4. Drives consensus and team ownership of decisions

5. Works constructively and collaboratively with others and across organizations to accomplish organizational goals and objectives.

Service Orientation

- 1. Can explain and articulate organizational directions, issues and problems.
- 2. Takes personal responsibility for dealing with and/or correcting customer service issues and concerns.
- 3. Initiates activities that promotes advocacy for men and women empowerment,
- Participates in updating office vision, mission, mandates and strategies based on DEPED strategies and directions.
- Develops and adopts service improvement program through simplified procedures that will further enhance service delivery.

Innovation

- 1. Examines the root cause of problems and suggests effective solutions. Foster new ideas, processes, and suggests better ways to do things (cost and/or operational efficiency).
- Demonstrates an ability to think "beyond the box". Continuously focuses on improving personal
 productivity to create higher value and results.
- 3. Promotes a creative climate and inspires co-workers to develop original ideas or solutions.
- 4. Translates creative thinking into tangible changes and solutions that improve the work unit and organization.
- 5. Uses ingenious methods to accomplish responsibilities. Demonstrates resourcefulness and the ability to succeed with minimal resources.

5 - Role model; 4 - Consistently demonstrate; 3- Most of the time demonstrates; 2- Sometimes demonstrate; 1- Rarely demonstrate

4.00

4.00

4.20

LEADERSHIP COMPETENCIES (For Level 2 Employees Only)

Leading People

- Uses basic persuasion techniques in a discussion or presentation e.g., staff mobilization, appeals to reason and/or emotions, uses data and examples, visual aids
- Dersuades, convinces or influences others, in order to have a specific impact or effect.
- n "Sets a good example", is a credible and respected leader; and demonstrates desired behavior.
- D Forwards personal, professional and work unit needs and interests in an issue.
- a Assumes a pivotal role in promoting the development of an inspiring, relevant vision for the organization and influences others to share ownership of DepEd goals, in order to

People Performance Management

- 🗆 Makes specific changes in the performance management system or in own work methods to improve performance (e.g. does something better, faster, at lower cost, more
- u Sets performance standards and measures progress of employees based on office and department targets.
- provides feedback and technical assistance such as coaching for performance improvement and action planning.
- States performance expectations clearly and checks understanding and commitment.
- performs all the stages of result-based performance management system supported by evidence and required documents/forms.

People Development

- u Improves the skills and effectiveness of individuals through employing a range of development strategies.
- a Facilitates workforce effectiveness through coaching and motivating/developing people within a work environment that promotes mutual trust and respect.
- Conceptualizes and implements learning interventions to meet identified training needs.
- Does long-term coaching or training by arranging appropriate and helpful assignments, formal training, or other experiences for the purpose of supporting a person's learning
- Ultivates a learning environment by structuring interactive experiences such as looking for future opportunities that are in support of achieving individual career goals.

OVERALL COMPETENCY RATINGS

Consistently demonstrate

CORE BEHAVIORAL COMPETENCIES

4.17

LEADERSHIP COMPETENCIES

4.07

OVERALL RATING

4.12

5 - Role model; 4 - Consistently demonstrate; 3- Most of the time demonstrates; 2- Sometimes demonstrate; 1- Rarely demonstrate

4.20

4.00

4.00