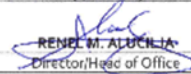


G.6. Evidence on the use of the Personnel Evaluation results to improve performance and delivery of services

UNIVERSITY OF SOUTHERN MINDANAO Kabacan, Cotabato Philippines															
INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR) - Non Teaching															
I, <u>GARRY KIETH F. ESCUCHA</u> of the Office of the <u>PLANNING AND DEVELOPMENT</u> commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period of <u>July to December 2024</u>															
Submitted by: <u>GARRY KIETH F. ESCUCHA</u> Employee	Compiled by: <u>NERISSA G. DELA VIÑA, PhD</u> Director, HRMDO														
Date: _____	Immediate Supervisor: <u>RENE M. AZUCILJA</u>														
<table border="1"> <tr> <th rowspan="2">CODE</th> <th rowspan="2">Organizational Objectives/Outcomes</th> <th rowspan="2">WEIGHT</th> <th rowspan="2">Success Indicator (Target + Measures)</th> <th rowspan="2">Actual Accomplishment</th> <th colspan="4">Rating</th> <th rowspan="2">Remarks</th> </tr> <tr> <th>Q¹</th> <th>E²</th> <th>T³</th> <th>A⁴</th> </tr> </table>		CODE	Organizational Objectives/Outcomes	WEIGHT	Success Indicator (Target + Measures)	Actual Accomplishment	Rating				Remarks	Q ¹	E ²	T ³	A ⁴
CODE	Organizational Objectives/Outcomes						WEIGHT	Success Indicator (Target + Measures)	Actual Accomplishment	Rating				Remarks	
		Q ¹	E ²	T ³	A ⁴										
CORE FUNCTIONS		80%													
Implementation of Individualized Performance Management		80%			4.85	##	4.50	3.54							
1.1. Monitoring and Evaluation															
		20%	Assist in the implementation of survey area boundaries (USM Area) with the PPDO	100% Assisted in the implementation of survey area boundaries (USM Area) with the PPDO	5			5.00							
		30%	Assist in the conduct of Planning Activities	100% Assisted in the conduct of Planning Activities	5			5.00							
		50%	Assist in the evaluation of Plans, Programs, and Physical projects quarterly	100% Assisted in the evaluation of Plans, Programs, and Physical projects quarterly	5			5.00							
		50%	Assist the review and update of Land Use Development and Infrastructure Plan (LUDIP) and projects related to the development of the university	100% Assisted the review and update of Land Use Development and Infrastructure Plan (LUDIP) and projects related to the development of the university	5			5.00							
1.2. Preparation and Submission of Required and Urgent Reports															
		50%	Assist in the preparation and submission of 2026 Annual Investment Program (AIP) to NEDA for presentation and review on first quarter	100% Assisted in the preparation and submission of 2026 Annual Investment Program (AIP) to NEDA for presentation and review on first quarter	5		5	5.00							
		50%	Assist in the review and update of 2023-2028 Regional Development Investment Plan (RDIP)	100% Assisted in the review and update of 2023-2028 Regional Development Investment Plan (RDIP)	5			5.00							
		30%	Assist in the preparation and submission of Regional Project Monitoring and Evaluation System every quarter	Assist in the preparation and submission of Regional Project Monitoring and Evaluation System every quarter	5			5.00							
		50%	Assist in the preparation and submission of 2026-2028 Three-Year Rolling Program (TRIP) to be accomplished via PIPOL system of NEDA	100% Assisted in the preparation and submission of 2025-2028 Three-Year Rolling Program (TRIP) to be accomplished via PIPOL system of NEDA	5		4	4.50							
1.3. Other Technical Competencies and Accomplishments															
		15%	Prepare Site Development Plans / Site Vicinity Maps for the projects of the university	100% Prepared Site Development Plans / Site Vicinity Maps for the projects of the university	5			5.00							

		10%	Prepare and submit summary of meetings with the USM Campus Extension Coordinators and Local Government Units (LGUs)	100% Prepared and submitted summary of meetings with the USM Campus Extension Coordinators and Local Government Units (LGUs)	5		5.00	
		10%	Monitor the implementation of projects in the university including the assistance to the turnover / groundbreaking	100% Monitored the implementation of projects in the university including the assistance to the turnover / groundbreaking	5		5.00	
		2%	Compliance to Digital Signatures	100% Compliance to Digital Signatures	3		3.00	
		10%	Prepare and submit the recommendation regarding the site visit and inspection of the university's infrastructures	100% Prepared and submitted the recommendation regarding the site visit and inspection of the university's infrastructures	5		5.00	
Support & Other Functions		20%					0.94	
Commitment & Purpose		15%			4.50	5.00	0.73	
6.3	Attendance to University-wide activities (as defined in CNA) (required)	7%	Attendance to University-wide activities (as defined in CNA)	Attended 7 University-wide activities	5		5.00	
6.4	Attendance to college convocations & activities		100% attendance to college/unit convocations & activities	N/A			-	
6.5	Attendance to Convocation	2%	100% attendance to convocation	100% attendance to convocation	4		4.00	
6.6	Attend on department meetings (required)		at least 80% attendance to department meetings	N/A			-	
6.7	Submission of required DTR	4%	Submit attested DTR before the fifth working day of the month	Submitted attested DTR before the fifth working day of the month		5	5.00	
6.8	Submission of required SALN		Submit accomplished SALN on or before February 28 with no corrections	N/A			-	
6.9	Submission of required PDS		Submit accomplished PDS to HRMDO on or before May 31	N/A			-	
6.10	Submission of required IPCR	2%	Submit accomplished IPCR to HRMDO on or before the deadline	Submitted accomplished IPCR to HRMDO on or before the deadline		5	5.00	
Professional Development		5%					0.24	
7.1	Attendance to seminars and trainings	2%	Submit authenticated copies of certificates of participation/ completion of training/seminar to HRMDO within 7 days after the event	Submitted 3 certificates of attendance of seminar to HRMDO for authentication	5	5	5.00	
		2%	Submission of training effectiveness three months after the event		1		1.00	
7.2	Membership to professional organizations/societies	2%	Membership to at least 1 professional organization	2 professional organization memberships	5		5.00	
Final Average Rating							4.48	
Category								
CORE FUNCTIONS		80%						
	Implementation of Individualized	80%					3.54	
Support and Other Functions		20%						
	Commitment & Purpose	15%					0.73	
	Professional Development	5%					0.22	
Total Overall Rating		100%					4.48	
Final Average Rating								4.48
Adjectival Rating								

Reviewed by:	Date	Approved by:	Date
RENEL M. ALUCILJA Immediate Supervisor		 RENEL M. ALUCILJA Director/Head of Office	
Legend:	1 - Quality	2 - Efficiency	3 - Timeliness
			4 - Average
HRMDO RECOMMENDATIONS			
LEARNING AND DEVELOPMENT			NERISSA G. DELA VIÑA, PhD Director, HRMDO
REWARDS AND RECOGNITION			Date