



Received: *MARK JUNE L. APORADOR* 02/06/2024

**INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)**  
July 2023 to December 2023 (Period Covered)

Ratee: MARK JUNE L. APORADOR

Date: January 08, 2023

Position/Designation: Project Development Officer III

ORGANIZATIONAL OUTCOME (OO)	KEY RESULT AREAS (KRAs) (6 Pillars)	Mandate / Function	DEPARTMENT / OFFICE LEVEL KEY PERFORMANCE INDICATORS (KPIs) <i>(Refer to DPCR /OPCR column D)</i>	PART I. PERFORMANCE COMMITMENT (SUCESS INDICATORS)			PART II. PERFORMANCE EVALUATION (ACTUAL ACCOMPLISHMENTS)							REMARKS (Supervisor/De partment/Secki on Head)	
				KEY PERFORMANCE INDICATORS (KPI)  Target (S.M.A.R.T)	Targets/Commitm ent Output		TOTAL	STATUS OF ACCOMPLISHMENTS		QUALITY EFFICIENC Y	TIMELINESS	AVERAGE SCORE	WEIGHT ALLOCATION		SCORE
					Q1 Jan-Jun	Q2 Jul-Dec		Narrative	Quantity (if applicable)						
Higher Education Program, Advance Education, Research Program and Extension Program	KRA1. Pillar 1: Education			Prepare a letter of intent to participate in the training programs/courses 2 months before the conduct of the requested training.				Prepared a letter of intent to participate in the following training programs/courses, for the issuance of Special Order by the Office of the Chancellor:							
	KRA2. Pillar 2: Research and Innovation							Basic Monitoring and Evaluation (September 18- 22, 2023) by the Development Academy of the Philippines on May 25, 2023, under Special Order No. 01430-IIT s. 2023.	1	4	5	4.50			
	KRA3. Pillar 3: Student Support														
	KRA4. Pillar 4: Public Service														
	KRA5. Pillar 5: Governance			Statistics for Program and Project Monitoring and Evaluation (November 6-10, 2023) on October 23, 2023, under Special Order No. 02868-IIT s. 2023.	1	5	5	5.00							
KRA6. Pillar 6: Infrastructure	Coordinated with the PSAI and DAP the schedule of the training and facilitated the request for a formal invitation on the trainings offered including the training fees and schedules.		5	5	5.00										
				Participate in the training program/course of Development Academy of the Philippines on Basic Policy Process and Basic Monitoring and Evaluation within the 3rd and 4th quarter of 2023, respectively.		2	2	Participated in and completed the following programs/courses, within the 3rd & 4th quarter of 2023, to wit: 1. Course on Kwentong Lingkod Bayani: Excellence in Public Service by the Civil Service Institute on July 14, 2023.	10	5	5	5	5.00		



Number of training programs or courses for personnel within the 3rd and 4th quarter of 2023.				2. Training Course on Policy Design and Development by the Development Academy of the Philippines on July 17-21, 2023.								
				3. Webinar on the Amendment to Section 4 of the 2017 Omnibus Rules on Appointments and Other Human Resource Actions (ORAOHRA), as Amended and on the Civil Service Eligibility Verification System (CSEVS) by the Civil Service Commission on July 26, 2023.								
				4. Workshop on Risk Management & Root Cause Analysis by the Office of Quality Assurance and Management Services, MSU-IIT on August 10-11, 2023.								
				5. Webinar on the Amendment to Section 34 of the 2017 Omnibus Rules on Appointments and Other Human Resource Actions (ORAOHRA), as Amended by the Civil Service Commission on August 23, 2023.								
				6. Workshop for Internal Quality Auditors by the Office of Quality Assurance and Management Services, MSU-IIT on September 4-5, 2023.								
				7. Capability Building Program For Responsibility Center Heads And Unit Supervisors: Seminar-Workshop On Employees' Learning And Development Processes by Human Resource Management Division, MSU-IIT on September 14, 2023.								
				8. Training Course on Public Service Values Overview Conducted by the Civil Service Institute, CSC on September 15, 2023.								
				9. Training Course on Basic Monitoring and Evaluation by the Center for Governance-Policy Research Office of the Development Academy of the Philippines on September 18-22, 2023.								
				10. Training Course on Statistics for Program and Project Monitoring and Evaluation by the Philippine Statistical Research and Training Institute on November 6-10, 2023.								
Availability of the report on the results of the survey on service providers' evaluation for the 2023 first phase/semester within July 2023												



a.) Janitorial Services Provider				Tabulated/processed the results on the evaluation survey for the Janitorial Services Provider for the period December 2022 to May 2023 on July 6, 2023.		5		5	5.00			
				Prepared write-up/report on the results of the evaluation survey for the Janitorial Services Provider for the period December 2022 to May 2023 on July 10, 2023.		4		5	4.50			
b.) Security Services Provider	Tabulate/process the results on the evaluation survey for the Security Services Provider for the period December 2022 to May 2023, within the 4th week of June 2023.			Tabulated/processed the results on the evaluation survey for the Security Services Provider for the period December 2022 to May 2023 on July 14, 2023.		4		5	4.50			The timeline has unexpectedly changed. A period of one (1) month was allotted to run the survey.
	Prepare write-up/report on the results of the evaluation survey for the Security Services Provider for the period December 2022 to May 2023, within the 4th week of July 2023.			Prepared write-up/report on the results of the evaluation survey for the Security Services Provider for the period December 2022 to May 2023 on July 10, 2023.		4		5	4.50			
c.) External Suppliers	Prepare a memorandum on the call for participation on the survey for the evaluation of External Suppliers for the period December 2022 to May 2023, within the 1st week of June 2023.			Prepared a memorandum on the call for participation on the survey for the evaluation of External Suppliers for the period December 2022 to May 2023 on July 05, 2023 (Memorandum Order No.; 2023-008-OVCPD).		5		4	4.50			The timeline has unexpectedly changed. There was a difficulty in generating the list of suppliers with delivered Purchase Orders that are for evaluation due to unavailability on data during the target of competition.
	Disseminate/send the memorandum on the call for participation on the survey for the evaluation of External Suppliers for the period December 2022 to May 2023 to the respondents respective email addresses, within the 1st week of June 2023.			Disseminated/sent the memorandum on the call for participation on the survey for the evaluation of External Suppliers for the period December 2022 to May 2023 to the respondents respective email addresses on July 06, 2023.		5		3	4.00			
	Prepare/create a google sheet for the questionnaire on the evaluation survey for External Suppliers for the period December 2022 to May 2023, within the 1st week of June 2023.			Prepared/created a google sheet for the questionnaire on the evaluation survey for External Suppliers for the period December 2022 to May 2023 on July 06, 2023.		5		2	3.50			



					Tabulated/processed the results on the evaluation survey for the External Suppliers for the period December 2022 to May 2023 on August 8, 2023.		5		5	5.00			
					Prepared write-up/report on the results of the evaluation survey for the External Suppliers for the period December 2022 to May 2023 on August 14, 2023.		4		5	4.50			
Meeting with the Physical Plant Division to discuss the results of the performance evaluation for Janitorial Services Provider for the 2023 first phase/semester, within the 3rd week of August 2023.	Prepare a memorandum on the call for a meeting with PPD and disseminate through email, within the 2nd week of August 2023.				Prepared a memorandum on the call for a meeting with the Physical Plant Division Director and Staff (Memorandum Order No.: 2023-011) dated August 7, 2023, and disseminated through the concerned personnel on August 9, 2023.		5		4	4.50			
	Provide assistance in the preparation of the results of the survey conducted for Janitorial Services Provider for the first phase of performance evaluation of FY 2023, within the 2nd week of August 2023.				Prepared the write-up on the evaluation results for the Janitorial Services Provider for the first phase of performance evaluation of FY 2023 covering the period of December 2022 to May 2023, and made it available on July 10, 2023.		4		5	4.50			
Meeting with the Security Investigation Division to discuss the results of the performance evaluation for Security Services Provider for the 2023 first phase/semester, within the 3rd week of August 2023.	Prepare a memorandum on the call for a meeting with SID and disseminate through email, within the 2nd week of August 2023.				Prepared a memorandum on the call for a meeting with the Security and Investigation Division Director and Staff (Memorandum Order No.: 2023-011) dated August 7, 2023, and disseminated to SID personnel on August 9, 2023.		5		4	4.50			
	Provide assistance in the preparation of the results of the surveys conducted for Security Services Provider for the first phase of performance evaluation of FY 2023, within the 2nd week of August 2023.				Prepared the write-up on the evaluation results for the Security Services Provider for the first phase performance evaluation of FY 2023 covering the period of December 2022 to May 2023, and made it available on July 10, 2023.		4		5	4.50			



KRA1. Core Mandate/Functions	Meeting with the Procurement Services Division to discuss the results of the performance evaluation for External Suppliers for the 2023 first phase/semester, within the 3rd week of August 2023.	Prepare a memorandum on the call for a meeting with PSD and disseminate through email, within the 2nd week of August 2023.			Prepared a memorandum on the call for a meeting with Procurement Management Division and Supply and Property Management Division (Memorandum Order No. 2023-012-OVCPD) on August 31, 2023, and disseminate through email.		5		3	4.00	80%	3.66	The timeline of the processing of the data to its unavailability on the target date.
		Provide assistance in the preparation of the results of the survey conducted for External Suppliers for the first phase of performance evaluation of FY 2023, within the 2nd week of August 2023.			Prepared the write-up on the evaluation results for the External Suppliers for the first phase performance evaluation of FY 2023 covering the period of December 2022 to May 2023, and made it available on August 14, 2023.		4		3	3.50			
	Availability of report on the results of the survey on service providers' evaluation for the 2023 second phase/semester within December 2023:												
	a.) Janitorial Services Provider	Prepare a memorandum on the call for participation on the survey for the evaluation of Janitorial Services Provider for the period June 2023 to 1st week of November 2023, within the 2nd week of November 2023.			Prepared a memorandum on the call for participation on the survey for the evaluation of Janitorial Services Provider for the period June 2023 to November 17, 2023 (Memorandum Order No.: 2023-016-OVCPD) on November 7, 2023.		4		5	4.50			
		Disseminate/send the memorandum on the call for participation on the survey for the evaluation of Janitorial Services Provider for the period June 2023 to 1st week of November 2023 to the respondents respective email addresses, within the 2nd week of November			Disseminated/sent the memorandum on the call for participation on the survey for the evaluation of Janitorial Services Provider for the period June 2023 to November 17, 2023 to the respondents' respective email addresses on November 14, 2023.		5		3	4.00			
		Prepare/create a google form link and QR Code for the questionnaire on the evaluation survey for Janitorial Services Provider for the period June 2023 to 1st week of November 2023, within the 2nd week of November 2023.			Prepared/created a google form link and QR Code for the questionnaire on the evaluation survey for Janitorial Services Provider for the period June 2023 to November 17, 2023 on November 7, 2023.		5		5	5.00			



				Tabulated/processed the results on the evaluation survey for the Janitorial Services Provider for the period June 2023 to November 17, 2023 on December 4, 2023.		5		5	5.00			
				Prepared a write-up/report on the results of the evaluation survey for the Security Services Provider for the period June 2023 to November 17, 2023 on December 7, 2023.		5		5	5.00			
	Prepare a memorandum on the call for participation on the survey for the evaluation of Security Services Provider for the period June 2023 to 1st week of November 2023, within the 2nd week of November 2023.			Prepared a memorandum on the call for participation on the survey for the evaluation of Security Services Provider for the period June 2023 to November 17, 2023 (Memorandum Order No.: 2023-016-OVCPD) on November 7, 2023.		4		5	4.50			
	Disseminate/send the memorandum on the call for participation on the survey for the evaluation of Security Services Provider for the period June 2023 to 1st week of November 2023 to the respondents respective email addresses, within the 2nd week of November			Disseminated/sent the memorandum on the call for participation on the survey for the evaluation of Security Services Provider for the period June 2023 to November 17, 2023 to the respondents' respective email addresses on November 14, 2023.		5		3	4.00			
<b>b.) Security Services Provider</b>	Prepare/create a google form link and QR Code for the questionnaire on the evaluation survey for Security Services Provider for the period June 2023 to 1st week of November 2023, within the 2nd week of November 2023.			Prepared/created a google form link and QR Code for the questionnaire on the evaluation survey for Security Services Provider for the period June 2023 to November 17, 2023 on November 7, 2023.		5		5	5.00			
	Tabulate/process the results on the evaluation survey for the Security Services Provider for the period June 2023 to 1st week of November 2023, within the 4th week of November 2023.			Tabulated/processed the results on the evaluation survey for the Security Services Provider for the period June 2023 to November 17, 2023 on November 24, 2023.		5		5	5.00			
	Prepare write-up/report on the results of the evaluation survey for the Security Services Provider for the period June 2023 to 1st week of November 2023, within the 4th week of December 2023.			Prepared write-up/report on the results of the evaluation survey for the Security Services Provider for the period June 2023 to November 17, 2023 on December 07, 2023.		5		5	5.00			



c.) External Suppliers	Prepare a memorandum on the call for participation on the survey for the evaluation of External Suppliers for the period June 2023 to 1st week of November 2023, within the 2nd week of November 2023.				Prepared a memorandum on the call for participation on the survey for the evaluation of External Suppliers for the period June 2023 to November 15, 2023 (Memorandum Order No.: 2023-017-OVCPD) on November 17, 2023.		5		3	4.00			The timeline has unexpectedly changed. There was a difficulty in generating the list of suppliers with delivered Purchase Orders that are for evaluation due to unavailability on data during the target of competition.
	Prepare/create a google sheet for the questionnaire on the evaluation survey for External Suppliers for the period June 2023 to 1st week of November 2023, within the 2nd week of November 2023.				Prepared/created a google sheet for the questionnaire on the evaluation survey for External Suppliers for the period June 2023 to 1st week of November 2023 on November 17, 2023.	137	5	5	3	4.33			
Percentage of technical assistance on SPMS and surveys acted upon (Mentoring & Coaching).	Provide assistance in notifying offices about the conduct of the re-orientation.				Notified the offices scheduled for re-orientation 2 to 3 days before the conduct of the re-orientation.				5	5.00			
	Conduct re-orientation on the SPMS Framework and Guidelines in at least twelve (12) offices from February 2023 to June 2023, and another twelve (12) offices from July 2023 to December 2023.	12	12	24	Conducted orientation/consultation session on the SPMS Framework and Guidelines to various offices/colleges of the University from July to December 2023.	13	5	4	5	4.67			
Percentage of technical assistance on SPMS and surveys acted upon (Mentoring & Coaching).	Act on the requests of the offices for a coaching and/or mentoring pertaining to SPMS within the specified time/within the day the requests were received.	100%	100%	100%	Acted on the requests of the offices for a coaching and/or mentoring pertaining to SPMS within the specified time or within the day the requests were received.	100%	5	3	5	4.33			
Overall Client Satisfaction Index					Number of request for Post-Activity Evaluation Survey from various offices acted upon on time.	6		5	5	5.00			
					Number of Post-Activity Evaluation surveys prepared and conducted on time, as per request by various offices of the University from July to December 2023.	6		5	5	5.00			
					Number of Post-Activity Evaluation surveys processed and tabulated on time from July 2023 to December 2023.	3	5	5	5	5.00			
					Number of report/write-up on Post-Activity Evaluation survey results prepared on time from July 2023 to December 2023.	1	4	5	5	4.67			



100% assessed, evaluated and validated OPCR's with ratings for the Performance Evaluation for the period January 2023 to June 2023 within the 4th week of August 2023.	Prepare a memorandum on the call for submission of OPCR's, DPCR's, and IPCR's for the Performance Evaluation for the period January 2023 to June 2023, within the 2nd week of July 2023.				Prepared a memorandum on the call for submission of OPCR's and DPCR's for the Performance Evaluation for the period January 2023 to June 2023 on July 24, 2023. (Memorandum Order No.: 2023-009-OVCPD)		5		2	3.50		The submission of IPCR's is facilitated by the HRMD.
	Disseminate/send the memorandum on the call for submission of OPCR's, DPCR's, and IPCR's for the Performance Evaluation for the period January 2023 to June 2023, within the 2nd week of July 2023.				Disseminated/sent through the Responsibility Center Heads and Section Heads' email addresses the memorandum on the call for submission of OPCR's and DPCR's for the Performance Evaluation for the period January 2023 to June 2023 on July 24, 2023.		5		2	3.50		
	Assess, evaluate and validate the ratings and accomplishment versus targets of 29 offices' OPCR's for the period January 2023 to June 2023, within the 4th week of August 2023.		29	29	Assessed, evaluated, and validated the ratings and actual accomplishments of various offices/colleges for the period January to June 2023 in November and December 2023.	7	4		5	4.50		The target number was not realized since only few offices have submitted their respective OPCR's and DPCR's for the period.
100% collection and endorsement rate of OPCR's, DPCR's, and IPCR's Targets/Commitment for the FY 2025 within the 4th week of August 2023. (Period of Normalization of SPMS the Cycle)	Prepare a memorandum on the call for submission of OPCR's, DPCR's, and IPCR's for FY 2025 Targets/Commitment, within the 2nd week of August 2023.				Prepared a request letter for the issuance of memorandum from the Office of the Chancellor on the call for submission of OPCR's and DPCR's for FY 2025 Targets/Commitment on December 12, 2023.		5		5	5.00		The submission of IPCR's is facilitated by the HRMD. The timeline for the call of submission of OPCR's and DPCR's for FY 2025 Targets has changed/moved in December.
	Disseminate/send the memorandum on the call for submission of OPCR's, DPCR's, and IPCR's for FY 2025 Targets/Commitment, within the 2nd week of August 2023.				Disseminated/sent the memorandum on the call for submission of OPCR's and DPCR's for FY 2025 Targets/Commitment on December 20, 2023.		5		5	5.00		
Number of mentoring, coaching and catch up sessions for administrative staff within FY 2023.	Facilitate the/participate in conduct of mentoring, coaching, and catch up session, by and to the administrative staff of OME, at least once a month.	6	6	12	Participated in the conduct of mentoring, coaching, and catch up sessions administered/conducted by the OME Director from July to December 2023.	8		4	5	4.50		
Availability of the matrix/summary of revisions of the SPMS Framework and Guidelines within the 4th week of November 2023, for BOR's approval in 2024.	Review the SPMS Framework and Guidelines and identify the certain provisions that need revision within the 4th week of November 2023.				Reviewed the SPMS Framework and Guidelines and identified the certain provisions that need revision based on the CSC Region X's comments and suggestions dated October 26, 2023 on November 09, 2023.		5		5	5.00		

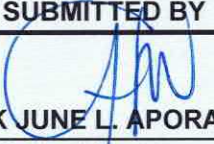

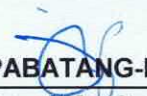


		Prepare the summary list of identified provisions to be revised, within the 4th week of November 2023.				Prepared the summary list of identified provisions to be revised based on the CSC Region X's comments on November 10, 2023.		5		5	5.00			
						Prepared and submitted the Revised MSU-IIT SPMS Framework and Guidelines to CSC Region X for approval on November 13, 2023.		5		5	5.00			
	Availability of the report on the results of the Client Satisfaction Survey for the second phase/semester of evaluation within December 2023.	Tabulate/process the results on the evaluation survey for the Client Satisfaction of five (5) offices with frontline services for the period June 2023 to 1st week of November 2023, within the 4th week of November 2023. (1. Office of Admission and Scholarship Administration, 2. Cashiering Division, 3. Physical Plant Division, 4.Center for Information and Communication Technology, and 5. Human Resource Management Division)		5	5	Reviewed the tabulated/processed results on the evaluation survey for the Client Satisfaction of five (5) offices with frontline services for the period June 2023 to November 17, 2023 on November 21, 2023. (1. Office of Admission and Scholarship Administration, 2. Cashiering Division, 3. Physical Plant Division, 4.Center for Information and Communication Technology, and 5. Human Resource Management Division)	5	4	3	5	4.00			
		Monitor in a weekly basis, the number of responses on the Client Satisfaction Survey for the period June 2023 to 1st week of November 2023, through the google forms/sheets and remind offices with low number of responses on the survey to farm respondents.				Monitored in a weekly basis, the number of responses on the Client Satisfaction Survey for the period June 2023 to November 17 2023, through the google forms/sheets and reminded offices with low number of responses on the survey to farm respondents.		5		5	5.00			
		Develop/establish a Monitoring and Evaluation (M&E) framework, within the 4th week of August 2023.	Assist the OME Director in developing the Monitoring and Evaluation (M&E) Framework for the Office of Monitoring and Evaluation (OME), within the 4th week of August 2023.			Assisted the OME Director in developing the Monitoring and Evaluation (M&E) Framework for the Office of Monitoring and Evaluation (OME) on August 15, 2023.		4		5	4.50			
	Provide assistance and participate in the conduct of Mid-Year Assessment within the third quarter of 2023.	Assist the OIPDS in the back office preparation of the conduct of the Mid-year Assessment within the 3rd quarter of 2023.				Assisted the OIPDS in the back office preparation and during the conduct of the 2023 Mid-year Performance Management Review on August 1-3, 2023. In-charge in the post-activity evaluation survey and as Co-Facilitator of the Cluster E: Research and Enterprise during the workshop session			5	5	5.00			The 2023 Mid-Year PMR was conduct in August 1-3, 2023.



			Participate in the conduct of Year-end Assessment and Performance and Management Review within the fourth quarter of 2023.	Assist the OQuAMS in the back office preparation of the conduct of the Year-End Assessment within the 4th quarter of 2023.				Assisted the OQuAMS in the back office preparation of the conduct of the Year-End Assessment. In - charge of in the post-activity evaluation survey on December 7, 2023.		5		5	5.00	20%	1.00	
				Prepare the powerpoint presentation of OME to be presented during the conduct of Year-end Assessment and Performance and Management Review, within the 4th quarter of 2023.				Prepared the powerpoint presentation of OME Director to be presented during the conduct of Year-end Assessment and Performance and Management Review on December 6, 2023.		5		5	5.00			
				Involve in membership and committeeship in any programs and activities of the University, within the FY 2023.	1	1	2	Became a committee member of the following: 1. Internal Quality Audit ISO Onsite Surveillance Audit-Monitoring and Evaluation Committee. 2. 2023 Year-End Performance Management Review, in-charge of the post-activity evaluation survey.	2		5	5	5.00			
FINAL RATING:																4.66
ADJECTIVAL RATING:																Very Satisfactory

I commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the rating period July 2023 to December 2023.

<b>SUBMITTED BY</b>		<b>REVIEWED AND ENDORSED BY</b>		<b>APPROVED BY</b>	
 <b>MARK JUNE L. APORADOR</b> Ratee/Employee		 <b>EUCIL PABATANG-HUSSIEN, DPA</b> Director, Office of Monitoring and Evaluation		 <b>EUCIL PABATANG-HUSSIEN, DPA</b> Director, Office of Monitoring and Evaluation	
Date Submitted:	January 08, 2024	Date Reviewed and Endorsed:	January 08, 2024	Date Approved:	January 08, 2024
<b>REVIEWED, VALIDATED, RECEIVED AND FILED BY</b>					
<b>EMELYN R. MORDENO, Rpm, MSP</b> Head, Human Resource Management Division					
Date Reviewed, Validated, Received and Filed:					
Date Received:			Date Approved:		



Please refer to the Weight Allocation below:

Weight Allocation in Percentage for Non-teaching Personnel

Designation	KRA (Core Mandate)	Support and Other Functions (GAS-General Administration and Support/ STO-Support to Operations)
Saff	80%	20%

LEGEND: RATING SCALE

**Note:** It should be remembered that not all performance accomplishments need to be rated along the three dimensions (Quality, Efficiency, Timeliness). Some accomplishments may only be rated on any combinations of two or three dimensions. In other cases, only one dimension may be sufficient. (SPMS Framework, Part 2 section C. Determining the Dimensions to Rate Performance)

Rating		QUALITY/EFFECTIVENESS (Q)		EFFICIENCY/QUANTITY (E)	TIMELINESS (T)
Numerical	Adjectival	Description		Description	Description
		Written Work	(Non-Written Work)		
5	Outstanding	Without mistakes, work assignment well-organized and presented	All aspects of work assignment thoroughly covered w/o any flaws.	130% and above meeting the success indicators	Task completed within the first 30% or more of the time before the deadline or scheduled time of completion.
4	Very Satisfactory	With one or two minor revisions	One or two minor errors or deficiencies in the execution, results are acceptable.	100.01% to 129.99% of the success indicators	Task completed in 15% - 29% of the time before the deadline or scheduled time of completion.
3	Satisfactory	With two to four minor revisions	Two or four minor errors or deficiencies in the execution, results are acceptable.	90% to 100% of the success indicators	Task completed on the deadline or up to 14% of the time before the deadline or scheduled time completed.
2	Unsatisfactory	More than four minor revisions and one or two major revisions	More than four minor errors and one major error or deficiency.	70% to 89.99% of the success indicators	Task completed up to 50% of the time after the deadline or scheduled date of completion.
1	Poor	Work rejected, totally revised	Hazard or careless execution of work assignment, results are unacceptable.	Below 70% of the success indicators	Task not completed at all or completed in 51% or more of the time after the deadline or scheduled date of completion.