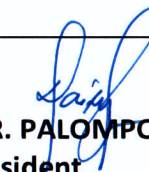


Republic of the Philippines  
**Cebu Normal University**



**GUIDELINES/ MECHANICS IN RANKING OFFICES/ DELIVERY UNITS FOR THE GRANT OF PERFORMANCE-BASED BONUS FY 2016**

1. There are four delivery units:
  - a. College of Teacher Education
  - b. College of Arts and Sciences
  - c. College of Nursing
  - d. Administration
2. The performance assessment per bureau/ delivery unit will be based on the Strategic Performance Management System (SPMS) of the university. The delivery units will be evaluated based on their Office Performance Commitment Review (OPCR). The bureau that gets the highest rating on the performance based on the accomplishment vis-à-vis the targets per MFO and indicators on their OPCR will be considered the best bureau, and the next highest will be the better bureau and the third and fourth rank will be considered good bureaus.
3. The Vice- Presidents, Directors (CRD, EAIL, IGP, Testing), PIO, Dean of the Students Affairs, and the faculty designated as librarians, two administrators of external campuses, Presidential Assistants form part of the administrative staff.
4. Provisions of IATF MC 2016-1 dated May 12, 2016

  
**DAISY R. PALOMPON, PhD, DScN, MAN, RN**  
OIC-President