

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: BERT C. PENALOSA

**July - December 2019**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)			Equivalent Numerical Rating (2 X 3)
1. Instruction					
a. Head/Dean (50%)		4.8	50%	2.40	
b. Students (50%)		4.67	50%	2.33	
Total for Instruction	80%			4.73	3.79
2. Research					
a. Client/Dir. For Research (50%)					
b. Dept. Head/Center Director (50%)					
Total for Research					
3. Extension					
a. Client/Dir for Extension (50%)					
b. Dept. Head/Center Director (50%)					
Total for Extension	10%			4.89	0.49
4. Administration	10%			4.78	0.48
5. Production					
<b>TOTAL</b>	<b>100%</b>				<b>4.75</b>

EQUIVALENT NUMERICAL RATING:

4.75

Add: Additional Points, if any:

0

TOTAL NUMERICAL RATING:

4.75

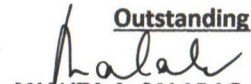
ADJECTIVAL RATING:

Prepared by:

  
**BERT C. PEÑALOSA**

Name of Faculty

Reviewed by:

Outstanding  
  
**ANALITA A. SALABAO**  
Head, DBM

Recommending Approval:

  
**ANALITA A. SALABAO**  
Dean/Director

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President

## INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, BERT C. PEÑALOSA, Instructor of the Department of Business and Management commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 2019 - December 2019

Approved:

**BERT C. PEÑALOSA**

Ratee

ANALITA A. SALABAO

Head, DBM

[illegible]

[illegible]




	Annual Report									
	Procurement Plan									
	Staff Development Plan									
	Number of Faculty Mentored									
	Number of department activities supervised									
	Number of faculty members for study leave									
Total Over-all Rating									52.67	

Average Rating (Total overall rating divided by 4)		4.79
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.79
ADJECTIVIAL RATING		0

Comments & Recommendations  
for Development Purpose:  
***Dependable teaching skills. Must get courses related to agribusiness related to agribusiness.***

Evaluated & Rated by:

  
ANALITA A. SALABAO  
Dept/Unit Head


Date: \_\_\_\_\_

Recommending Approval:

  
ANALITA A. SALABAO  
Dean

Date: \_\_\_\_\_

Approved by:

  
BEATRIZ S. BELONIAS  
Vice President

Date: \_\_\_\_\_

1 – Quality 2 - Efficiency 3 - Timeliness 4- Average

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2nd	
	3rd	
	4th	

Name of Office: Dept. of Business and Management

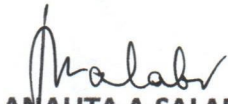
Head of Office: Analita A. Salabao

Number of Personnel: BERT C. PENALOSA

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	Observing him in the classroom and providing feedback	Sharing information and advice about policies, procedures, curriculum, instructional strategies etc.		Following up the progress of extension involvement of DBM	Very productive discussion
Coaching		How to develop teaching guides and tips for teaching effectively			Effective and successful

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

  
**ANALITA A. SALABAO**  
Immediate Supervisor

Noted by:

  
**ANALITA A. SALABAO**  
Dean, CME

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Bert C. Peñalosa  
Performance Rating: July– December 2019

**Aim:** To enhance extension services, research and innovative teaching skills.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July, 2019

Target Date: December, 2019

**First Step:**

To attend extension service trainings, seminars and workshop activities related to research program.

**Result:**

Active participation in extension services and research workshop activities.

---

Date:

Target Date:

**Next Step:**

Serve as a resource person on extension seminars and workshop necessary for the association and members. Provide innovative teaching skills designed for agribusiness students.

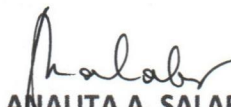
**Outcome:**

Improved capability in extension service and research skills

**Final Step/Recommendation:**

To continue participating extension programs and research activities to upgrade competency to perform instruction and services.

Prepared by:

  
**ANALITA A. SALABAO**  
Unit Head

Conforme:

  
**BERT C. PEÑALOSA**

Ratee

cc: ODA-HRD