SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: PASTOR P. GARCIA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)		4.890 x 100%= 4.776	
Total for Instruction	40%	4.776	1.910
2. Research			
a. Dept.Head/Center Director (100%)		4.835 x 100% = 4.634	
Total for Research	60%	4.634	2.780
3. Extension			
a. Dept Head/Center Director (100%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL			4.690

EQUIVALENT NUMERICAL RATING:

4.690

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.690

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

PASTOR P. GARCIA Name of Faculty ROMEL B. ARMECIN

Department Head

Recommending Approval:

Director for Research

Approved:

OTHELLO B. CAPUNO
VP for Research & Extension

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, PASTOR P. GARCIA, a faculty member of the Ecological Farm and Resource Mahagement Institute (Eco-FARMI) commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 2020 to December 2020.

PASTOR P. GARCIA

Instructor III

Date:

Approved:

ROMEL B. ARMECIN

Directo

Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment		Carlotte of Africa and	Ratin	g	REMARKS (Indicators in percentage should
140.	BILO SILVES					Quality	Eficiency	Timeliness	Average	be supported with numerical values in numerators and denominators)
UMFO	1. ADVANCED EDUCATIO	N SERVICES								
OVPI	MFQ 2. Graduate Student	Management Services			diga girapanan medikai arrang ya arranda, garip pinangan ya masa nagari masa di arranda di ar			1		and particularing a few acting and a primary and a second and a primary of the field of the second and the
inare eligibility de più propor	PI 4: Total FTE coordinated, implemented &	A1. Actual Faculty's FTE	Handles subjects/courses assigned		tiga alipunum mendilana mengapun inggan gang pengunum mengapun ang penerahan					
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students		Papa di anno anno fina di Papa di Angele angele garagi ya maya mana angele antificia di Papa di Papa di Papa d					
		on thesis/special								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
	an anthre an agus an agus agus ann an mainn an agus an thaithigh air an air an tha an an agus an agus an agus	AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1 (MS Soil Science)	4	4	5	4.33	
	an alikan sanjiha sapangaga man mahana apina tertiti pelipuma meterana jan	A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	5	10 (Data request and analysis)	5	5	5	5.00	

	PI 9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
talyanan mayalan kara		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	2 (Data collection using Drone and Open Data Kit)	5	5	5	5.00	
ain genarar assistantahan		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	deninga garaka PPA gebah geba						ne english gerak yerak masilikan ngabun dan kipi kapakan an auriki a n
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement hew normal	ine nga garaju sara diga tini diga ma		and the second				
UMFO	2. HIGHER EDUCATION	SERVICES								
OVPL	JMFO 3. Higher Education	n Management Services	dan para de la granda prospera que mandra en comprese de trabajo de la presención este may desente prospera de presente de la compresa del compresa de la compresa del compresa de la compresa del la compresa de la compresa del la compresa de la compresa della co	erene grafia er igila i gala	and an effective sequence of proving and systems in market some superior described signature.	-	-9-7-1			en gertyedy en it en konservej en kelisipiskin en en ken i
a grand and artists	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned							ata kapata garaj generala mendan semenjaran kelabah jadi penerala melama
B. provide and Series on		A10 Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	ante messeguirine de richipatric general			- Was angangka	· · · · · · · · · · · · · · · · · · ·		arangani gang gangan mahimmangan gan ribih dilagani gaman menjabanga

- American and a		A 11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period			
	in ang akilikada at akilingan da papina at kanga	A12. Number of trainings attended related to instruction	Attend mandated trainings			
	ukan nagisan katanpa samun ahamin jaman nagun jaman mahamin nagun	A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught			
-		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab			manungan kanti dipinah pada pada na kantida tahun pada seriya na siya na gang padi pinan
	alaman kalendari kal	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required			
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviserto students	A property of the state of the		
		A17 . Number of students advised on thesis/field practice/special problem:				
	and the second s	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript			
,	ang mangalan digitah pada ana ang kanan na paganan na paganan na paganan matanan ang ana	As SRC Member	Advises and corrects research outline and thesis/SP manuscript			
	isaanse segimenteje ele ja kunin militer on traja metajin op pij militerija metajin metajin me	A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades			and a service of the last of the service of the ser
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO			
,,,,,,	Anna Maria da Anna Anna Anna Anna Anna Anna Anna	A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student		7	anna ay'u an ha'itti qarabyi main masharit i ang'ara miqarat qarbiya

PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel				
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof				
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	niger en grenge glyge <mark>den men kennengsken stekklingsel</mark> gem			
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.				
	A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor				
	A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom			diamental argungsiyana asina.	
Pl 11. Additional outputs	A 25. Number of Additional outputs accomplished:		nagan keringangkan perungan menjangan perungan keringan keringan keringan keringan keringan keringan keringan			
	Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or-evaluation.				
	Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU				
And the second process of the second process	A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to involvement new normal				
3 . RESEARCH SERVICE	S					

outputs in the last three (3)	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	5	8 (5 ouside funded; 3 local funded)	5	5	5	5.0	
PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year*	Conducts and completes research project within the year	2	2 (AMIA & SSIP)	4	5	5	4.67	ant any attended and any and any and any and any and any and any any and any any any and any any any any and a
PI 3. Percentage of research outputs published in internationally-referred of CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1	1 (Co author with Prof Tambong)	4	4	5	433	
	In refereed intil journals		1	1 (Co-author with Prof Tambong)	4	5	5	4.07	an and an an angle and an angle and grant grant grant grant and an analysis and an angle and an analysis and a
	In refereed nat!/regional journals		1	0					
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences	1	2 (Presented via zoom organized by WRI)	4	5	5	4.67	adambian n _{ag} a ing nagada na ina nagada
	in int'i fora/conferences		1	2 (Presented via zoom organized by WRI)	4	5	5	4.67	atina etilleri tarang ganing ganinggan gang panggang panggang
	In nat'l/regional fora/conferences								
	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	1 (Geoinformatics study for San Miguel Peatland)	4	4	5	433	
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)							anti-markani, markani digitari gili qirgʻi	atantina ang maganing at manananan ang d
	A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper							

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graphy and the state of the sta	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
digense mediane per green and lancare , de redges finely prosperadan exemple to the later per prose and to	A 35 Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal					and the second second	and contribute the transfer of the subject of the s	
lymas manna de la casa calidas en la gi nos gon trat primi manna antica de interior de in	Amount of research money generated from external funding		Ph230,600.00	5	5	5	5-0		
UMFO 4. EXTENSION SERV	CES								
PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and	Identifies and links with probable partners for extension activities and maintains this active partnership				The second secon			nama ya faran fara Sipai ya k
PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects							
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services							
PI 5. Number of technical/expert services	A 40 . Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries				The state of the s	and the second second		annergues de la lectrique

Research Mentoring	Research Mentor								
Peer reviewers/Panelists	Peer reviewers/Panelists	, , , , , , , , , , , , , , , , , , ,							
Resource Persons	Resource Persons		1	1 (Training-workshop on mapping of peatlands organized by SUP-Indonesia)	4	5	E	4.67	
Convenor/Organizer	Convenor/Organizer		and a principal annual						
Consultancy	Consultant		1	2 (a. Hydrology study for Antiao River, Catbalogan, Samar and b) Flood management program for Catbalogan City, Samar	4	4	3	433	
Evaluator	Evaluator	ananthiran tagan gan gan gan gan gan gan gan gan gan	og eg fan goûn menginen penyengink well	ti para di termina di t			a agent emotions		landring in o rgani ga qi masi make magisan ki ri
PI 8. Percent of extension proposals approved *	A.41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	and constitution of the second						
PI 11. Additional outputs	A.42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		nd gingstimus krimu gruheni						
	A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
O 5. SUPPORT TO	OPERATIONS		,					-	And the second second second second is a second
Investment of the second	and Institutional Accreditation Ser	vices					7-11		

		L. I. Albanda & Break and the Control of	Status and the state of the sta	and the second	A Charles L. Market
PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*		Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member			
	A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools			
tiga ada para an ada atau mayaya an ayan ayan karan ya mayan ya gapin da haka ali gilaba maran an atau an an a	On program accreditations		ng ginakhi (aga di pinakhi penanah mendi antah kenyang pang panggan ganggan galan pagian, mga pelatah		ari katangan an ang ananggang panggan magali ng manggini antindapat at ing mada ganana
	On institutional accreditations				
MFO 6. General Admir	n. & Support Services		angalaman kalangan k		arakan yan aspaniya ya y
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients			and and the second principles of the second and the
PI 3: Additional Outputs	A.47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice			
	A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal			
	I was a second and the second and th				
Total Over-all Rating Average Rating	and property and the second second And property and the second			#DIV/0!	60.6]/13 4.66

Firefrated & Rated by:

ROMEL B. ARMECIN Director, FARMI

Date

Recommending Approval

Approved by:

JOSE L. BACUSMO

Director, Research Date:

OTHELLO B. CAPUNO
Vice President for Research and Extension
Date:

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WILL

OTHELLO B. CAPUNO

Vice President for Research and Extension
Date:

Line President for Research and Extension

Date:

1 Note:

1 No

EMPLOYEE DEVELOPMENT PLAN Rating Period: January - June 2020

	of Employee: mance Rating:	PASTOR P. GARCIA		
		nowledge of staff on research d	evelopment and	research paper writing.
Propo				e and Qualification to assume higher
Date:	January 2020		Target Date:	1st Quarter
First S				
		participate on journal article writi	ng and other too	ls in dessiminating research
results	i.			
Resul	t:			
Able to	publish articles in	referreed journals.		
Date:	April 2020		Target Date:	2nd Quarter
Next S				· · · · · · · · · · · · · · · · · · ·
Allow	the staff to attend/p	participate in training-workshop	related to journal	article writing for retooling.
Outco	me:			
Partici	pation in scientific	article writing for publication of r	esearch results.	
Final	Step/Recommend	lation:		
			Prepared by:	levi
				ROMEL B. ARMECIN
Confo	rme:	B		Unit Head

PASTOR P. GARCIA Ratee

EMPLOYEE DEVELOPMENT PLAN Rating Period: July - December 2020

Name	of Employee:	PASTOR P. GARCIA		
Perfo	rmance Rating:			
Aim:			of solar energy t	technologies and other non-conventional
Propo		e smart agriculture	or Competence	e and Qualification to assume higher
	nsibilities:	to improve renormance and	or competent	e and Quantication to assume higher
Date:	July 2020		Target Date:	3rd Quarter
First :	Step:			
Allow	the staff to attend/p	participate in on-line trainings rel	ated to solar ene	ergy and other non-conventional energy
Resul				
Able t	o develop R&D pro	posal related to non-convention	al energy applica	ations for climate smart agriculture
Date:	October 2020		Target Date:	4rth Quarter
Next	Step:			
Allow	the staff to attend/p	participate in on-line training-wor	kshops related to	o climate smart griculture
Outco	ome:			
Able t	o discuss application	on of non-conventional energy in	relation to clima	te smart agriculture
Final	Step/Recommend	lation:		
			Prepared by:	(,
				tu
			-	ROMEL B. ARMECIN
Cant				Unit Head
Confo	orme:	6		1

PASTOR P. GARCIA Ratee