Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ALFREDO G. DINGAL

Program Involvement	Percentage	Numerical	Equivalent
(1)	Weight of	Rating	Numerical
	Involvement	(Rating x%)	Rating
	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean		5 x 100%= 5.0	
Total for Instruction	40%	5.0	2.0
2. Research	-		
a. Dept. Head/Center Director		4.78 x 100% =	
(100%)		4.78	
Total for Research	30%	4.78	1.43
3. Extension			
a. Dept Head/Center Director		4.78 x 100% =	
(100%)		4.78	
Total for Research	15%	4.78	0.71
4. Production	15%	4.67	0.70
TOTAL			4.84

EQUIVALENT NUMERICAL RATING:

4.84

Add: Additional Points, if any: TOTAL NUMERICAL RATING:

4.84

ADJECTIVAL RATING:

Outstanding

Prepared by: /

Reviewed by:

ALFREDOG. DINGAL

Name of Faculty

terrewed by.

MARIA JULIET C. CENIZA
Department Head

Recommending Approval:

JOSE L. BACUSMO

Director for Research

Approved:

OTHELLO B. CAPUNO

Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (iPCR)

I, <u>ALFREDO G. DINGAL</u>, Associate Professor of the _NATIONAL COCONUT RESEARCH CENTER-Visayas _commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY TO JUNE 2020.

Recommending Approval:

Approved:

ALFREDO G. DINGAL Assoc Professor

Date:

JOSE L. BACUSMO

Director for Research

Date:

Date:

OTHELLO B. CAPUNO Vice President, OVPRE8

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Center Target	% of Accom-	Details of Accom-	1		Rating		REMARKS (Indicators in percentage should
NĢ.	MITOSIFATS			raryer		plishment	Quality	Eficiency	Timeliness	Average	be supported with numerical values in numerators and denominators)
UMFC	2. HIGHER EDUCATION	SERVICES		-,-,-,-,-,-,-		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			, , , , ,		
OVPI	UMFO 3. Higher Education	n Management Services		-,-,-,-,-		, to	* * * *		, , , , ,		
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	5	147.62%	10.5	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	166.67%	6	5	5	5	5.00	
		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			, , , , , , , , , , , , , , , , , , , 					
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	150.00%	4	5	5	5	5.00	
	1	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	166.67%	6	5	5	5	5.00	

		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	100	166.67%	150	5	5	5	5.00	
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviserto students	2	166.67%	3	5	5	5	5.00	
		A17 . Number of students advised on thesis/ field practice/special problem:									
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	166.67%	3	5	5	5	5.00	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	35	170.00%	50	5	5	5	5.00	The state of the s
UMFO	3. RESEARCH SERVICES	3				1 1 1 1 1 1 1 1 1	1				
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	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								
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year	2	166.67%	3	5	5	5	5.00	
. , . ,	outputs presented in	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								
		In intitutional fora/conferences					1		7 7 7 7		
		A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	100.00%	1	4	5	4	4.33	
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)									

A10 Jr

	Number of technologies generated and utilized by industries and farmers or other clients		2	166.67%	3	5	5	5	5.00	
IMFO 4. EXTENSION SERVICE	ES		1 1 1 1 1 1	1		+		1	 	
<u>Pl 2</u> . 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 programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects								
PI 5. Number of technical/expert services	<u>A 40</u> . Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries								and the second seco
Research Mentoring	Research Mentor		2	166.67%	3	5	5	5	5.00	and an interesting of the state
Peer reviewers/Panelists	Peer reviewers/Panelists		, , , , , , , , , , , , , , , , , , , 							and have the section of the section
Resource Persons	Resource Persons		1	100.00%	1	4	5	4	4.33	orphinister glorighting to any hospital group to a group
	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation								ang tangkang kang kang kang kang kang kang ka
	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *									and the first of t
	Number of IEC materials/technologies developed / used	Prepares IEC materials, Posters on Coconut Pests and their Control	1	150.00%	2	5	5	5	5.00	
MFO 5. SUPPORT TO C	PERATIONS									
Incomce Generating and	Production Services		,							

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	Number of STF/IGP's monitored, supervised and managed	Manages and monitors STF and Income Generating Projects of the Center	1	150.00%	2	4	5	5	4.67	
		4.00							4.89	
Average Rating		4.89		Comments & R	ecommendations	s for De	evelopm	ent Pur	pose:	
Additional Points:			-	a gora	menter to	he	, 8	rebord	water	Work for the
Approved Additioonal	Points (with copy of aproval)		,	adi	antag of	his	unit	_		or the
FINAL RATING		4.89		1						
Adjectival Rating		Outstanding								

Evaluated & Rated by:

MARIA JYLJET . CENIZA Director, NCRC-V Date

JOSE L. BACUSMO

Director for Research

Approved by:

OTHELLO B. CAPUNO
Vce President, OVPREi
Date:

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: <u>ALFREDO G. DINGAL</u>

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of ()utput*	Over-all assessment of output**	Remarks/ Recommendation
1	Handles and teaches assigned sunjects	Handled and taught 2 Agronoliny subjects	January 2020	June 2020	June 2020	Very Impressive	Very Satisfactory	
2	Prepares gradesheet and submits on or before deadline	Prepared grade sheets and submitted on or before deadline	January 2020	June 2020	June 2020	Vely Impressive	Very Satisfactory	,,
3	Fabilitates students in their completion of the subject and submits completion forms with grade within prescribed period	Facilitated students in their completion of the subject and subject and subject completion forms with grade within prescribed period	January 2020	June 2020	June 2020	Ve∤y Impressive	Very Satisfactory	
4	Administers and checka long examination for subjects taught	Administered and checked long examination for subjects taught	January 2020	June 2020	June 2020	Ve y Impressive	Very Satisfactory	,
5	Prepares and checks quizzes for lec and lab	Prepared and checked quizzes for lec and lab	January 2020	June 2020	June 2020	Ve y Impressive	Very Satisfactory	,
6	Checks lab reports and term papers submitted as required	Checked lab reports and term papers submitted as required	January 2020	June 2020	June 2020	Ve y Impressive	Very Satisfactory	
7	Ac's as academic adviserto students	Acted as academic adviser to 3 students	January 2020	June 2020	June 2020	Ve y Impressive	Very Satisfactory	,
8	Ad vises and corrects research ourline and thesis/SP manuscript	Advised and corrected research outline and thesis/SP manuscript	January 2020	June 2020	June 2020	Veyy Impressive	Very Satisfactory	,
9	Entertains students consulting on subject taught, thesis and grades	Entertained students consulting on subject taught, hesis and grades	January 2020	June 2020	June 2020	Ve₁y Impressive	Very Satisfactory	

10	Handles and teaches courses assigned	Handles and teaches courses assigned	January 2020	June 2020	June 2020	Ve y Impressive	Very Satisfactory
11	Prepares gradesheet and submits on or before deadline	Preparced gradesheet and submitted on or before deadline	January 2020	June 2020	June 2020	Ve _y y Impressive	Very Satisfactory
12	Fapilitates students in their completion of the subject and submits completion forms with grade within prescribed period	Facilitated students in their completion of the subject and subject completion forms with grade within prescribed period	January 2020	June 2020	June 2020	Ve∖y Impressive	Very Satisfactory
13	Administers and checke long examination for subjects taught	Administered and checked long examination for subjects taught	January 2020	June 2020	June 2020	Ve∤y Im _I Pressive	Very Satisfactory
14	Prepares and checks quizzes for lec and lab	Prepared and checked quizzes for lec and lab	January 2020	June 2020	June 2020	Vely Impressive	Very Satisfactory
15	Provides the technical and expert services requested by beneficiaries	Provided the technical and expert services requested by beneficiaries	January 2020	June 2020	June 2020	Veyy Impressive	Very Satisfactory
16	Provides the technical and expert services requested by beneficiaries	Provided the technical and expert services requested by beneficiaries	January 2020	June 2020	June 2020	Ve y Impressive	Very Satisfactory
17	Provides the technical and expert services requested by beneficiaries	Provided the technical and expert services requested by beneficiaries	January 2020	June 2020	June 2020	Ve y Impressive	Very Satisfactory
18	Manages and monitors STF and Income Generating Projects of the Center	Managed and monitored STF and Income Generating Projects of the Center	January 2020	June 2020	Ju _n e 2020	Ve _t y Impressive	Very Satisfactory

^{*} Either very impressive, impressive, needs improvement, poor, very poor ** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:



PERFORMANCE MONITORING & COACHING JOURNAL

✓ 1st Q U ✓ 2nd A R 3rd T E 4th R

Name of Office:	NCRC-V
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Name of Employee: ALFREDO G. DINGAL

Head of Office: MARIA JULIET C. CENIZA

Number of Personnel:

Activity		MECHA	NISM			
Monitoring	Me	eting	Mama	Others (Pls.	Remarks	
wionitoring	One-on-One	Group	Memo	specify)		
Monitoring						
Monitoring research outputs	~	✓				
Coaching Coaching on report writing	~	✓				

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

Conducted by:

Noted by:

MARIA JULIET C. CENIZA Immediate Supervisor

OTHELLO B. CAPUNO
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee:ALFREDO G. DINGAL Performance Rating:
Aim: To improve knowledge on cultural aspects of coconut and its intercrop
Proposed Interventions to Improve Performance:
Date: January 5, 2020 Target Date: 1st Quarter
First Step:
Allow the staff to conduct lecture on the cultural management aspects of coconut
Result:
The staff served as speakers on farmers training on coconut production and nursery establishment
Date: February 3, 2020 Target Date: Feb 28, 2020 Next Step:
Allow the staff to participate in seminars related to research
Outcome: The staff attended seminar on research Final Step/Recommendation:
Prepared by: MARIA JULIET C. CENIZA Unit Head
Conforme:

ALFREDOXG. DNGAL Name of Ratee Faculty/Staff