SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
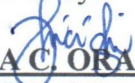## WITH MULTIPLE FUNCTIONS
(July - December 2021)

Name of Faculty Member: AIZA C. ORACION

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5.0x50%= 2.5	
b. Students (50%)		3.78x50% = 1.89	
Total for Instruction	60%	4.39	2.63
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	40%	5.0	2.0
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL			4.63

EQUIVALENT NUMERICAL RATING: 4.63
Add: Additional Points, if any: 0.0
TOTAL NUMERICAL RATING: 4.63

ADJECTIVAL RATING: **OUTSTANDING**
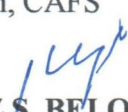
Prepared by: Reviewed by:

AIZA C. ORACION   **KAREN LUZ P. YAP**
Name of Faculty   Department Head

Recommending Approval:

VICTOR B. ASIO
Dean, CAFS

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, AIZA C. ORACION., a faculty member of the DEPARTMENT OF AGRICULTURAL EDUCATION AND EXTENSION accomplished the following targets for the period OCTOBER TO DECEMBER 2021.

Approved:

AIZA C. ORACION
Instructor I
Date: February 03, 2022

KAREN LUZ P. YAP
Department Head
Date: 02-04-2022

VICTOR B. ASIO
College Dean
Date: 2/15/22

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Eficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	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							

		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							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		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 new normal							

UMFO 2. HIGHER EDUCATION SERVICES

OVPI UMFO 3. Higher Education Management Services

	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	18	8.39	4	4	4	4.00	3 AgSc Lab AgEx 200.2 AgEx 200n
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	20	5	5	5	4	4.67	
		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	12	7	5	5	4	4.67	Pame, Eric Romblon, Rhechille Doria, KC Jane Cribillo, Ana Rose Managbanag, Vincent Ocon, Christian Clavite, Rogelio Jr.

		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	6	5	5	5	5.00	The 12th GFRAS Annual Meeting Side Event" The Tropical Agriculture Platform towards the Future Advisory Service and Agro-ecology" Grit and Passion in Extension Service Promoting and Sustaining Agriculture and the Environment Session 2: The Role of UP PSAE in Enhancing Food and Environment Security in Mindanao International Video conference on Best Practices and Approaches on Agriculture Extension Modalities International Webinar and Workshop on Food Value Chain in the New Normal Virtual Training of Trainers on Brgy. Integrated Development Approach for Nutrition Improvement (BIDANI) for Partner State Universities and Colleges
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	3	5	5	4	4.67	3 AgSc Lab
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	6	5	5	5	4	4.67	3 AgSc Lab
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	7	3	5	5	4	4.67	3 AgSc Lab
	PI 8: Number of students advised: *	A16. Number of students advised:	*Acts as academic adviserto students*	1	2	5	5	5	5.00	BSA-AgEx major students
		A17. Number of students advised on thesis/ field practice/special problem:								
		As Field Practice Supervisor/Adviser	Advises, and corrects research outline and thesis/SP manuscript	1	2	5	5	5	5.00	Villocino J. Poliquit A.
		As Field Practice Member	Advises and corrects research outline and thesis/SP manuscript	1						
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	16	12	5	4	4	4.33	BSDE and BSA students
	PI 9: Number of student organizations advised/ assisted *	*A19. Number of Student organizations advised*	*Advises student organizations recognized by USOO*							

		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student							
	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	2	4	5	5	5	5.00	AgSci 113 Lab
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	6	6	5	5	5	5.00	AgSci 113 Lab
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	8	9	5	5	5	5.00	AgSci 113 Lab
		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	2	1	4	4	4	4.00	AgSci 113 Lab
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	1	5	5	5	5.00	PhD in AgEd Level 2 - AACCUP
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1						
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	1	5	5	5	5.00	AgEx 200.2 (internship)
UMFO 3 . RESEARCH SERVICES										
	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	A	Task							Remarks
	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							
	PI 3. Percentage of research outputs published in internationally-referred or 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							
		In refereed int'l journals								
		In refereed nat'l/regional journals								
	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							
		In int'l fora/conferences								
		In nat'l/regional fora/conferences								
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation		1	5	5	5	5.00	The VSU-PhilFIDA Research entitled ""Evaluation of the Extension Service Delivery of the Abaca Industry in Eastern Visayas in Support to the Implementation of Investment for the Agriculture and Fisheries Modernization Plan (FMP) at the Local and National Levels or I-Plan Sub-Components 1.2 was approved for implementation
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by								
		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							
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
UMFO 4. EXTENSION SERVICES										

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 maintained	Identifies and links with probable partners for extension activities and maintains this active partnership							
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 programs	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							
Research Mentoring	Research Mentor								
Peer reviewers/Panelists	Peer reviewers/Panelists								
Resource Persons	Resource Persons								
Convenor/Organizer	Convenor/Organizer								
Consultancy	Consultant								
Evaluator	Evaluator								
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							
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
	A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							

UMFO 5. SUPPORT TO OPERATIONS

	OVPI MFO 4. Program and Institutional Accreditation Services									
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*	A 44. Compliance to all requirements of theQMS core processes of the university 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		zero non-conformity						
	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		100% compliant						
	On program accreditations									
	On institutional accreditations									

UMFO 6. General Admin. & Support Services

PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint						
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								
Total Over-all Rating				80.67						
Average Rating				4.75						
Adjectival Rating				OUTSTANDING						

Comment & Recommendation for Development Purposes:
a dedicated and responsible faulty. Welcome to the department!

Evaluated & Rated by:

KAREN LUZ P. YAP
Department Head
Date: 02-04-22

Recommending Approval

VICTOR B. ASIO
Dean, CAFS
Date: 2/15/22

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 2/16/22

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: _Aiza C. Oracion_
Performance Rating: _Outstanding_

Aim: _Send Ms. Oracion to an international training/webinar within January-December 2022_

Proposed Interventions to Improve Performance: International trainings and finish PhD degree

Date: January 2022   Target Date: January – June 2022

First Step: Approved by the department's personnel committee

Result: Ms. Oracion to attend webinar on delivering Traditional Extension Programs.

Date: Aug 2022 _____ Target Date: August - December 2022

Next Step: Recommend to provide support to an international training/webinar from faculty development plan budget____

Outcome: Attended international training within January-December 2022

Final Step/Recommendation:

 The department strongly recommend her for an international trainings/webinars and finish her PhD degree.

Prepared by:

KAREN LUZ P. YAP
DAEEx Head

Conforme:

AIZA C. ORACION
Name of Ratee Faculty/Staff