SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ROM

ROMEL B. ARMECIN

	Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head/Dean (100%)		4.855 x 100%= 4.855	
	Total for Instruction	60%	4.855	2.913
2.	Research	0070	4.033	2.713
	a. Dept.Head/Center Director (100%)	9 / // //	4.780 x 100% = 4.780	
	Total for Research	30%	4.780	1.434
3.	Extension			
	a. Dept Head/Center Director (100%)		4.670 x 100%= 4.670	
	Total for Extension	10%	4.670	0.467
4.	Administration			
5.	Production			
	TOTAL			4.814

EQUIVALENT NUMERICAL RATING:

4.814

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.814

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

ROMEL B. ARMECIN

Name of Faculty

Recommending Approval:

VP for Research & Extension

Director for Research

Approved:

EDGARDO E. TULIN

President

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ROMEL B. ARMECIN, a faculty member of the Ecological Farm and Resource Management Institute (Eco-FARMI), commit to deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period July to December 2020.

ROMEL B. ARMECIN
Professor IV

Date:

Approved:

VP for Res. & Extension

Date: _____

	Description of Success/Performance				Astrol		R	ating		
MFO No.	Description of MFOs/PAPs	Indicators	Task Assigned	Target	Actual Accomplishment	Q¹	E ²	T ³	A ⁴	Remarks
UMFC	1. ADVANCED EDUCA	ATION SERVICES								
OVPI	MFO 2. Graduate Stude	ent Management Services								
	PI 1: Total FTE coordinated, implemented & monitored	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	-	A2. Number of students advised	Advise graduate students	2	3	5	5	5	5.00	
		A3. Number of students advised on thesis/special problem/dissertation								

		As GAC Chairman	Advises and corrects	1	1	5	4	5	4.67	
			research outline and							
			thesis/SP/dissertation							
			manuscript							
		As GAC Member	Advises and corrects	3	3	5	4	5	4.67	
			research outline and							
			thesis/SP/dissertation							
			manuscript							
		A4. Number of students	Entertains students	3	3	5	4	5	4.67	
		entertained for consultation	seeking consultation with							
		purposes	faculty							
1 1	PI 9: Number of	A5. Number of on-line	Converts the existing							
1 1	instructional materials	ready courseware	instructional materials							
	developed		into flexible learning							
		for review	systems		-					
		On-line ready	Prepares instructional							
		courseware	module/laboratory							
			guide/workbook or a							
			combination thereof							
		Supplemental learning	Prepares PowerPoint							
		resources	presentation, video clips,							
			movie clips, reading							
			assignments depending							
			on course taught			-				
		Assessment tools	Prepares assessment							
			tools such as long							
			examination, quizzes,							
			exercises, etc.							
			Submits the courseware							
		ready courseware reviewed								
		,	for editing by the MMDC							
		the MMDC editor	editor							

. .

		A7. Number of virtual classroom created and operational	Creates virtual classroom usining either Moodle or Google Classroom							
	PI 10: Additional outputs	A8. Other outputs implementing the new normal due to Covid-19	Designs experiential learning activities and other outputs to implement the new							
LIMEC	 D 2. HIGHER EDUCATION	NI SEDVICES	normal			-	-			
		A9. Actual Faculty's FTE	Handles and teaches courses assigned	2	7.9	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Preapres grade sheets and submits on or before deadline	2	2	5	5	5	5.00	
		A11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grades							
		A12. Number of trainings attended related to instruction	Attends mandated trainings							
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	1	5	5	5	5.00	
		administered and checked	Prepares and checks quizzes for lecture and laboratory	2	2	5	5	5	5.00	

. .

	A15. Number of laboratory reports and term papers checked and graded	Checks laboratory reports and terms papers submitted as required							
PI 8: Number of students advised	A16. Number of students advised	Acts as academic adviser to students	1	1	5	5	5	5.00	
	A17. Number of students advised on thesis/field practice/special problem								
	As SRC Chairman	Advises and corrects research outline and thesis/SP manuscript	2	2	5	5	5	5.00	
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	2	5	5	5	5.00	
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	4	4	5	5	5	5.00	
PI 9: Number of student organizations advised/assisted	A19. Number of student organizations advised	Advises student organizations recognized by USSO							
	A20. Number of student organizations assisted on student-related activities	Assists student organizations in implementing student related activities							
PI 10: Number of instructional materials developed	A21. Number of on-line courseware developed and submitted	Prepares and submits for review by the Technical Review Panel	1	1	5	4	5	4.67	
431010204	On-line ready courseware	Prepares instructional module/laboratory guide/workbook or a combination thereof	1	1	5	4	5	4.67	

A

	Supplemental learning resources Assessment tools	Prepares PowerPoint presentation, video clips, movie clips, reading assignments depending on course taught Prepares assessment tools such as long							
	A22. Number of on-line courseware reviewed by the TRP and edited by the MMDC editor	examination, quizzes, exercises, etc. Submits the courseware duly reviewed by the TRP for editing by the MMDC editor	1	1	5	4	5	4.67	
	A23. Number of virtual classroom created and operational	Creates virtual classroom usining either Moodle or Google Classroom	1	1	5	4	5	4.67	
PI 11: Additional outputs	A24. Number of additional outputs accomplished								
	Program accreditation/evaluation	Prepares documents and/or program profile and other materials required during program instructional/insitutional accreditation and/or evaluation							
	Agency/firm/industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
	A25. Other outputs implementing the new normal due to Covid-19	Designs experiential learning activities and other outputs to implement the new normal							

UMFO 3. RESEARCH SERV	ICES	I			T				
PI 1: Number of	A26. Number of research	Conducts research for			+-	-			
		possible utilization by							
	, ,	industry or other							
last three (3) years	years utilized by the	beneficiaries							
utilized by the industry	industry or by other	bellelicialles							
or by other	beneficiaries								
beneficiaries	 			4	+-	4	-	4.07	
PI 2: Number of	A27. Number of research	Conducts and completes	1	1	5	4	5	4.67	
research outputs	outputs completed within	research project within							
completed within the	the year	the year							
year									
PI 3: Number of	A28. Number of research	Writes publishable							
research outputs	outputs published in	materials out of research							
published in	internationally-refereed or	outputs and submits for							
	CHED-recognized journal	publication							
or CHED-recognized	within the year								
journal within the year									
	In refereed international								
	journals								
	In refereed		1	1	5	4	5	4.67	
	national/regional journals								
PI 4: Number of	A29. Number of research	Prepares, submits and							
research outputs	outputs presented in	presents research paper							
presented in	regional/national/	in scientific							
regional/national/	international	fora/conferences							
international fora/	fora/conferences								
conferences									
	In international				+				
	fora/conferences								
					+				
	In regional/national fora/conferences								
	lora/contenences								

	PI 5: Number of research proposals approved	proposals prepared, submitted and approved	Prepares research proposals, submits and follows up approval for immediate implementation							
	PI 6: Adiditional outputs	A31. Number of research- related awards								
		A32. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts a peer reviewer of journal articles/scientific papers and returns duly reviewed paper	2	3	5	5	5	5.00	
		A33. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology-generated research output							
		A34. Other outputs implementing the new normal due to Covid-19	Designs research-related activities and other outputs to implement the new normal							
UMFC	4. EXTENSION SERVI	CES								
	as a result of extension services	partnerships with LGUS, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained								
	PI 2: Number of trainees weighted by the length of training	A36. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							

. .

4 1

	PI 3: Number of	A37. Number of extension	Implements duly							
	extension programs	programs/projects	approved extension							
	organized and	implemented	projects							
	supported consistent									
1	with the SUC's									
	mandate and priority									
	programs									
	PI 4: Percentage of	A38. Percentage of	Provides quality and							
		beneficiaries who rated the	relevant training courses							
	the training courses	training courses and	and advisory services							
		advisory services as								
	as satisfactory or	satisfactory or higher in								
	higher in terms of	terms of quality and								
	quality and relevance	relevance								
	*									
	PI 5: Number of	A39. Number of	Provides technical and							
	technical/expert	technical/expert services	expert services as							
	services		requested by							
			beneficiaries							
	Research	Research Mentor		1	1	5	4	5	4.67	
	Mentoring									
	Peer	Peer reviewer/panelist								
	reviewer/Panelist									
	Resource person	Resource person								
	Convenor/	Convenor/organizer								
	organizer									
	Consultancy	Consultancy								
	Evaluator	Evaluator								
	PI 8: Number of	A40. Number of extension	Prepares extension							
	extension proposals	proposals approved	project proposals,							
	approved		submits and follow up							
			approval for immediate							
			implementation							
	PI 11: Additional	A41. Number of extension-								
	outputs	related awards								

x *

A42. Other outputs implementing the new normal due to Covid-19 of related activities and other outputs to implement the new normal OVPI MFO 4. Program and Institutional Accreditation Services P18: Compliance to all requirements through the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/Department under ISO 9001:2015 A44. Compliance to all requirements of the ONS core processes of the College/Department under ISO 9001:2015 A44. Compliance to all requirements of the program and isnitutional accreditation and correctitation on institutional accreditation On program accreditation On institutional accreditation on institutional accreditation services P12: Zero percent complaint from clients serviced A45. Customer-friendly frontline services services friendly frontline services services friendly frontline services services frontline services friendly frontline services frie						 	 	
UMFO 5. SUPPORT TO OPERATIONS OVPI MFO 4. Program and Institutional Accreditation Services P18: Compliance to all requirements through the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/Department under ISO 9001:2015 A44. Compliance to all requirements of the Program and institutional accreditations A44. Compliance to all requirements as a prescribed in the accreditation on institutional accreditation On program accreditation On program accreditation On institutional accreditation Provides customer- refinedly frontline services other outputs to implement the new normal zero processes of the university are remplied within the performance of functions as faculty mity property of the purpose services of the university and processes of the university under ISO 9001:2015 A44. Compliance to all requirements as a prescribed in the accreditation tools On program accreditation A55. Customer-friendly frontline services Provides customer- refinely frontline services Provides customer- refinely frontline services processes of the university and processes of the university are compliant on the purpose services processes of the university under ISO on program accreditation On program accreditation Provides customer- refinelly frontline services processes of the university and purpose services process								
Implement the new normal Implement the new normal				related activities and				
UMFO 5. SUPPORT TO OPERATIONS OVPI MFO 4. Program and Institutional Accreditation Services PI 8: Compliance to all requirements through the established/adequate university under ISO 9001:2015 A44. Compliance to all requirements of the QMS of the core processes of the University under ISO 9001:2015 A44. Compliance to all requirements of the QMS of the core processes of the University under ISO 9001:2015 A44. Compliance to all requirements of the program and institutional accreditations A44. Compliance to all requirements of the program and institutional accreditation on institutional accreditation On program accreditation On institutional accreditation On program accreditation On institutional accreditation On institutional accreditation On program accreditation On institutional accreditation On program accreditation On progra			normal due to Covid-19	other outputs to				
UMFO 5. SUPPORT TO OPERATIONS OVPI MFO 4. Program and Institutional Accreditation Services PI 8: Compliance to all requirements through the established/adequate implementation, maintenance and improvement of the College/Department under ISO 9001:2015 A44. Compliance to all requirements of the core processes of the College/Department under ISO 9001:2015 A44. Compliance to all core processes of the College/Department under ISO 9001:2015 On program and institutional accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) PI 2: Zero percent Provides customer-friendly frontline services Final the QMS or the QMS or the QMS or processes of the university are complied within the performance of functions as faculty Prepares required documents and complies all requirements as prescribed in the accreditation tools				implement the new				
OVPI MFO 4. Program and Institutional Accreditation Services PI 8: Compliance to all requirements through the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/Department under ISO 9001:2015 A44. Compliance to all requirements of the Program and institutional accreditation On program accreditation On program accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) PI 2: Zero percent compliance to all require services Provides customer-friendly frontline services Provides customer-friendly frontline services Provides customer-friendly frontline services				normal				
PI 8: Compliance to all requirements through the cestablished/adequate implementation, maintenance and improvement of the QMS off the core processes of the College/Department under ISO 9001:2015 A44. Compliance to all requirements of the QMS of the core processes of the College/Department under ISO 9001:2015 A44. Compliance to all requirements of the program and isnitiutional accreditations On program accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) PI 2: Zero percent complaint from clients Presures that all the QMS core processes of the university are complied within the performance of functions as faculty Indicate the program and isnitiutional accreditation Prepares required documents and complies all requirements as prescribed in the accreditation tools On program accreditation A45. Cumpliance to all requirements as prescribed in the accreditation On institutional accreditation Provides customer-friendly frontline services Provides customer-friendly frontline services	UMFO	5. SUPPORT TO OPE	RATIONS					
requirements through the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/Department under ISO 9001:2015 A44. Compliance to all requirements of the program and isnitiutional accreditation On program accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) P12: Zero percent complaint from clients Prequirements of the QMS within the performance of functions as faculty Ton-confor mity within the performance of functions as faculty Prepares required documents and complies all requirements as prescribed in the accreditation tools On program accreditation A54. Compliance to all requirements as prescribed in the accreditation tools P12: Zero percent complaint from clients		OVPI MFO 4. Program	and Institutional Accredita	tion Services				
requirements through the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/Department under ISO 9001:2015 A44. Compliance to all requirements of the Program and isnitiutional accreditation on institutional accreditation On program accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) P12: Zero percent complaint from clients Prequirements of the university are complied within the performance of functions as faculty Prepares required documents and complies all requirements as prescribed in the accreditation tools On program accreditation A44. Compliance to all requirements and complies all requirements as prescribed in the accreditation tools On program accreditation A55. Customer-friendly frontline services Or provides customer-friendly frontline services Provides customer-friendly frontline services		PI 8: Compliance to all	A43. Compliance to all	Ensures that all the QMS	zero			
the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/Department under ISO 9001:2015 A44. Compliance to all requirements of the program and isntitutional accreditation On program accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) P12: Zero percent complaint from clients Proprograms or services in the university are complied within the performance of functions as faculty mity mity mity mity mity mity mity mity mity prepares required documents and complies all requirements as prescribed in the accreditation tools Proprogram accreditation On program accreditation A45. Customer-friendly frontline services Provides customer-friendly frontline services priendly frontline services				core processes of the	non-			
established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/Department under ISO 9001:2015 A44. Compliance to all requirements of the program and isnitiutional accreditation On program accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) P12: Zero percent complaint from clients university under ISO within the performance of functions as faculty mity mity functions as faculty mity mity functions as faculty mity functions as faculty mity mity functions as faculty functions as faculty functions as faculty mity functions as faculty functions as fac			core processes of the	university are complied	confor			
implementation, maintenance and improvement of the QMS of the core processes of the College/Department under ISO 9001:2015 A44. Compliance to all requirements of the program and isntitutional accreditations On program accreditation On institutional accreditation Provides customer-friendly frontline services frontline services functions as faculty functions ac		established/adequate		within the performance of	mity			
maintenance and improvement of the QMS of the core processes of the College/Department under ISO 9001:2015 A44. Compliance to all requirements of the program and isnitiutional accreditations On program accreditation On institutional accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) P1 2: Zero percent complaint from clients M45. Customer-friendly frontline services Prepares required documents and complies all requirements as prescribed in the accreditation tools P1 2: Zero percent complaint from clients A45. Customer-friendly frontline services Provides customer-friendly frontline services Provides customer-friendly frontline services Provides customer-friendly frontline services			9001:2015	functions as faculty				
QMS of the core processes of the College/Department under ISO 9001:2015 A44. Compliance to all requirements of the program and isntitutional accreditations On program accreditation On institutional accreditation On institutional accreditation On institutional accreditation Prepares required documents and complies all requirements as prescribed in the accreditation tools On program accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) P1 2: Zero percent complaint from clients A45. Customer-friendly frontline services Provides customer-friendly frontline services Provides customer-friendly frontline services								
QMS of the core processes of the College/Department under ISO 9001:2015 A44. Compliance to all requirements of the program and isntitutional accreditations On program accreditation On institutional accreditation On institutional accreditation On institutional accreditation Prepares required documents and complies all requirements as prescribed in the accreditation tools On program accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) P1 2: Zero percent complaint from clients A45. Customer-friendly frontline services Provides customer-friendly frontline services Provides customer-friendly frontline services		improvement of the						
processes of the College/Department under ISO 9001:2015 A44. Compliance to all requirements of the program and isntitutional accreditations On program accreditation On institutional accreditation On institutional accreditation On institutional accreditation On institutional accreditation On program accreditation On program accreditation On institutional accreditation P12: Zero percent complaint from clients A45. Customer-friendly frontline services Provides customer- friendly frontline services Provides customer- friendly frontline services Provides customer- friendly frontline services								
College/Department under ISO 9001:2015 A44. Compliance to all requirements of the program and isntitutional accreditations On program accreditation On institutional accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) PI 2: Zero percent complaint from clients frontline services Provides customer-friendly frontline services Provides customer-friendly frontline services	1 1							
under ISO 9001:2015 A44. Compliance to all requirements of the program and isntitutional accreditations On program accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) P1 2: Zero percent complaint from clients A45. Customer-friendly frontline services Prepares required documents and complies all requirements as prescribed in the accreditation tools On program accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) Provides customer-friendly frontline services Provides customer-friendly frontline services Provides customer-friendly frontline services On program and isntitutional documents and complies all requirements as prescribed in the accreditation tools On program accreditation On institutional accreditation On program accreditation On program accreditation On institutional accreditation On program accreditation On pro								
A44. Compliance to all requirements of the program and isntitutional accreditations On program accreditation On institutional accreditation On institutional accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) PI 2: Zero percent complaint from clients A45. Customer-friendly frontline services Provides customer- friendly frontline services Provides customer- friendly frontline services Provides customer- friendly frontline services Or prepares required documents and complies all requirements as prescribed in the accreditation tools On program accreditation tools								
requirements of the program and isntitutional accreditations On program accreditation On program accreditation On institutional accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) PI 2: Zero percent complaint from clients frontline services Provides customer-friendly frontline services documents and complies all requirements as prescribed in the accreditation tools UNFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS)			A44. Compliance to all	Prepares required				
program and isntitutional accreditations all requirements as prescribed in the accreditation tools On program accreditation On institutional accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) P1 2: Zero percent complaint from clients frontline services Provides customer-friendly frontline services friendly frontline services percent								
On program accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) PI 2: Zero percent complaint from clients frontline services friendly frontline services percent			,					
On program accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) PI 2: Zero percent complaint from clients Frontline services Provides customer- friendly frontline services accreditation Complaint from clients A45. Customer-friendly frontline services friendly frontline services accreditation tools A55. Customer- friendly frontline services accreditation tools A65. Customer- friendly frontline services accreditation tools								
On program accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) PI 2: Zero percent complaint from clients Provides customer- friendly frontline services Friendly frontline services On program accreditation Provides (GASS) Provides customer- friendly frontline services Provides customer- percent			addi dallallorio	l.				
accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) PI 2: Zero percent Complaint from clients A45. Customer-friendly Provides customer- zero-percent friendly frontline services percent perce				acorcanation tools				
accreditation On institutional accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) PI 2: Zero percent Complaint from clients A45. Customer-friendly Provides customer- zero-percent friendly frontline services percent perce			On program					
accreditation UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) Provides customer-complaint from clients A45. Customer-friendly Provides custo								
UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS) PI 2: Zero percent complaint from clients frontline services friendly frontline services percent percent friendly frontline services			On institutional					
PI 2: Zero percent complaint from clients frontline services Provides customer- greent friendly frontline services percent percent			accreditation					
complaint from clients frontline services friendly frontline services percent	UMFO	6. GENERAL ADMINIS	STRATION AND SUPPORT	SERVICES (GASS)				
		Pl 2: Zero percent	A45. Customer-friendly	The second secon	zero-			
served to clients com-		complaint from clients	frontline services	friendly frontline services	percent			
		served		to clients	com-			

, 1

PI 3: Additional	A46. Number of new	Initiates/introduces		T			
outputs	initiatives introduced	improvements in					
	resulting to best practice	performing functions					
	replicated/benchmarked by	resulting to best practice					
	other departments/						
	agencies						
	A47. Other outputs	Designs administration/					
	implementing the new	management-related					
	normal due to Covid-19	activities and other					
		outputs to implement the					
		new normal					
Total Over-all Rating							
						96.67	
Average Rating						4.83	
Adjectival Rating						0	

Evaluated and Rated by:

Recommending Approval:

Approved by:

Comments and Recommendation for Development

EDGARDO E. TULIN VSU President

JOSE L. BACUSMO Director for Research

VP for Research & Exension

PERFORMANCE MONITORING & COACHING JOURNAL

Rating Period: July - December 2020 2020

	1 st	Q U
	2 nd	Ä R
V	3 rd	T
√	4 th	E R

Name of Officer: ROMEL B. ARMECIN Head of Office: OTHELLO B. CAPUNO

Number of Personnel: 1

	MECHANISM				
Activity Monitoring	Meeting		Memo	Others (Pls.	Remarks
	One-on-One	Group	IVICITIO	Specify	
Monitoring					
- conducts meeting with unit heads - monitor and review research activities related to Organic agriculture	September 2020	July 2020			
Totalod to Organio agriculturo	Gepterriber 2020				
Coaching					
Engagement in consultation practice	July 20, 2020				

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

Conducted by:

Noted by:

Immediate Supervisor

LDONNOO E. TOLIN

Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN Rating Period: July - December 2020

	of Employee: rmance Rating:	ROMEL B. ARMECIN						
Aim:	m: To become an effective Director of Eco-FARMI.							
Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:								
Date:	July 2020		Target Date:	3rd Quarter				
First S	Step:							
Be aware of the functions and strategies of an effective administrator.								
Assess the manpower resources and potential of the Institute and its constituents								
Resul	t:							
Strength, weaknesses, and opportunities of the Institute determined and analyzed								
Date:	October 2020		Target Date:	4rth Quarter				
Next S	Step:							
Seek or participate in leadership training and other related webinars on improving and enhancing management capabilities of key administrator								
Outco	me:							
Better	managerial capabil	ities acquired/gained.						
Final S	Step/Recommenda	ation:						
Further experie	r exposure and pare ences on office mar	ticipation in virtual observation/b nagement.	enchmarking fr	om reputable institutions to gain more				
		P	repared by:					
			_	OTHELLO B. CAPUNO				

Conforme:

ROMEL B. ARMECIN

Ratee