

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

Name of Faculty Member: BERT C. PENALOSA

January-June 2019

Program Involvement (1)	Percentage Weight of Involve-ment (2)	Numerical Rating (Rating x %) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		4.80x50%	2.40	
b. Students (50%)		4.33x50%	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				
TOTAL	100%			4.75

EQUIVALENT NUMERICAL RATING:

4.75

Add: Additional Points, if any:

0

TOTAL NUMERICAL RATING:

4.75

ADJECTIVAL RATING:

Prepared by:



BERT C. PENALOSA

Name of Faculty

Reviewed by:


ANALITA A. SALABAO
Head, DBM

Recommending Approval:


ANALITA A. SALABAO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President

Outstanding

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 January 2019 - June 2019

BERT C. PEÑALOSA

Ratee

Approved:

ANALITA A. SALABAO

Head, DBM

MFOs/PAPs	Success Indicators	Tasked Assigned	Target	Percentage of Actual Accomplishment	Actual Accomplishment	Rating				Remarks
						Q1	E2	T3	A4	
Advanced Education Services	1. Graduate Degree Program Management Services									
	PI1: Number of graduate degree specializations offered and monitored									
	PI2: Total FTE monitored									
	PI3: Percentage increase in number of graduate students enrolled									
	PI4: Percentage increase in the number of students who graduated within prescribed period									
Higher Education Services	Full Time Equivalent (FTE)	Teaching	20.00	133%	26.55	5	5	5	5.00	
	Vacation/Sick Leave									
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	Compiler								
	Revised IM's within the last 3 years		1	200%	2	4	5	5	4.67	
	Advising									
	Approved case study manuscript	Adviser	10	220%	22	5	5	5	5.00	
	Approved thesis outline									
	Approved thesis manuscript									
	Student Advising and Consult Services:									
	Number of student org advised	Adviser								
	Student-related activities assisted	Adviser	1	200%	2	5	5	4	4.67	

[illegible]

	Number of UAC mtgs attended									
	Membership in university committees									
	Prompt submission of required documents									
	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									53.00	

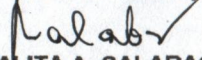
Average Rating (Total overall rating divided by 4)		4.82
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.82
ADJECTIVIAL RATING		0

Comments & Recommendations

for Development Purpose:

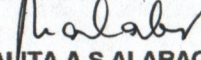
Dependable teaching skills. Must get related to agribusiness.

Evaluated & Rated by:


ANALITA A. SALABAO
 Dept/Unit Head

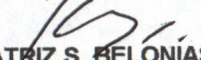
Date: _____

Recommending Approval:


ANALITA A.S. ALABAO
 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: January-June 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: January 2019

Target Date: June 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

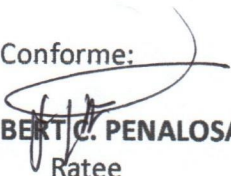
Final Step/Recommendation:

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. PENALOSA
Ratee

cc: ODA-HRD