

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

Name of Faculty Member: **Llera, Blanche D.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean (50%)		4.78 x 50% = 2.39	
Students (50%)			
TOTAL for Instruction	25%	2.39 X 0.25 =	0.60
Research	50%	4.67 X 0.50 =	2.34
Extension	25%	5 x 0.25 =	1.25
TOTAL			<b>4.19</b>

EQUIVALENT NUMERICAL RATING: **4.19**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.19**

ADJECTIVAL RATING:

**Very Satisfactory**

Prepared by:

  
**PRECILA C. BELMONTE**  
Temp. Administrative Officer

Reviewed by:

   
**LISA I. ARCE/EDGARDO E. TULIN**  
Assistant Director/Director

Recommending Approval:

  
**ROSA OPHELIA D. VELARDE**  
Director for Research

Approved:

  
**MARIA JULIET C. CENIZA**  
VP for REI

# **INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **BLANCHE FRANCHETTE D. LLERA**, of **PhilRootcrops** commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period September to December, 2021.

**BLANCHE FRANCHETTE D. LLERA**

Ratee

Approved:

**LISA I. ARCE**

Assistant Director

**EDGARDO E. TULIN**

Director

MFO & PAPs	Success Performance Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>Higher Education Services</b>	Number of hours spent on student consultation	Provide time for student consultation	< 10 hrs/wk	>10 hrs/wk	5	5	5	5	
	Number of students advised: As SRC Member	To act as a Thesis (SRC) member of BS Horticulture student/s	1	1	5	5	f	f-67	
	Number of virtual classrooms created and operational	Create/operate virtual classrooms	1	2 (Hort 195b Lab and Hort 141 Lab)	5	5	f	4.67	
<b>Research Services</b>	Number of research studies handled	Conduct research as: Project leader / Study Leader	1	1	5	f	5	f-67	
	Number of research proposal(s) developed and/or submitted/ reviewed	Write research proposals for internal/external funding	1	1	5	f	f	f-33	
	Number of research outputs presented in regional/national/int'l fora/conferences	Present research outputs in international fora/conferences	1	2 (1 <sup>st</sup> Virtual International Conference on Sustainable Agriculture and Aquaculture (paper presentation) and PSSN ICoNSIE (poster presentation))	5	5	5	5	



Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
1. Awards:		
a. 1 <sup>st</sup> Place Best RDE Poster (Project/Program) in the 33 <sup>rd</sup> Joint ViCARP-RRDEN Regional RDE Symposium (November, 2021)		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4-80
ADJECTIVAL RATING		Outstanding

### Comments & Recommendations for Development Purpose:

To attend capability build-up training in relation to the conduct of research.

To prepare research proposal for funding.

To pursue graduate studies.

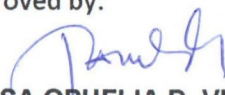
Evaluated & Rated by:


Recommending Approval:

Approved by:

  
**EDGARDO E. TULIN**  
Director

  
**LISA I. ARCE**  
Assistant Director

  
**ROSA OPHELIA D. VELARDE**  
Director for Research

  
**MARIA JULIET C. CENIZA**  
VP. Research for Extension and Innovation

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

1 – Quality    2 – Efficiency    3 – Timeliness    4 – Average



# PERFORMANCE MONITORING & COACHING JOURNAL

	1 <sup>st</sup>	Q U A R T E R
	2 <sup>nd</sup>	
X	3 <sup>rd</sup>	
X	4 <sup>th</sup>	

Name of Office: **PhilRootcrops**

Head of Office: **Dr. Edgardo E. Tulin & Ms. Lisa I. Arce**

Name of Personnel: **BLANCHE FRANCHETTE D. LLERA**

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	One-on-one discussion on project/program progress/university,s concerns	Monthly PRDC meeting  Oct. 7, 2021 Nov. 26, 2021	Issuance of memoranda		Attendance to PRDC monthly Meetings by the members of Research and Development Council
Coaching		One-on-one discussion on project progress  Group coaching during PRDC Meetings			

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

Conducted by:

   
**LISA I. ARCE / EDGARDO E. TULIN**  
 Assistant Director/Director

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: **BLANCHE FRANCHETTE D. LLERA**  
 Performance Rating:

Aim: To implement on-going research projects and prepares research proposals  
 To perform instruction function

Proposed Interventions to Improve Performance:

Date: September 1, 2021 Target Date December 31, 2021

First Step:

- 
- Implements on-going research projects
  - Prepares proposals for review and funding
  - Teaches courses at the DOH
  - Attends related trainings for capability build-up (leadership, management / administration) and other related trainings in relation to administrative duties

Result:

- 
- Implemented the scheduled activities of the research projects
  - Prepared and submitted proposals for review
  - Attended capability build-up trainings
  - Served as instructor and student adviser of Horticulture students
- 

Date: January 1, 2022 Target Date June 30, 2022

Next Step:

Continue the implementation of research projects  
 Follow-up the submitted proposals  
 Attends capability build-up trainings  
 Seek admission to possible universities for PhD studies

Outcome: Research projects continuously implemented  
 Research accomplishments subjected for review and monitoring by the funding agency  
 Instructor and adviser to Horticulture students  
 Attended capability build-up trainings


Final Step/Recommendation:

- To maintain performance and or exceed the current performance; to submit proposals and continue doing four-fold functions of instruction, research, extension and production.
- To attend trainings on leadership, organizational management and effective administration.
- To seek admission to any qualified universities for her PhD studies

Prepared by:

   
**LISA I. ARCE/EDGARDO E. TULIN**  
 Assistant Director/Director

Conforme:

  
**BLANCHE FRANCHETTE D. LLERA**  
 Name of Ratee /Faculty/Staff