

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **LOREME S. CAGANDE (Substitute Instructor I)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	50.00	4.42	2.21
b. Students	50.00	5.00	2.50
Total for Instruction	100.00		4.71
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research			
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100.00		4.71

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

Reviewed by:

L. S. Cagande
LOREME S. CAGANDE
Name of Faculty

Ulysses A. Cagasan
ULYSSES A. CAGASAN
Head, Department of Agronomy

Recommending Approval:

V. B. Asio
VICTOR B. ASIO
Dean, College of Agriculture and Food Science

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS
Vice President, Instruction

Visayas State University
College of Agriculture Food and Science
DEPARTMENT OF AGRONOMY
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, LOREME S. CAGANDE, Substitute Instructor I of the Department of Agronomy, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December 2019.

L. S. Cagande
LOREME S. CAGANDE
Substitute Instructor I
Date: January 29, 2020

Ulysses A. Cagasan
ULYSSES A. CAGASAN
Head, Department of Agronomy
Date: Jan. 30, 2020

MFO No.	MFO Description	Success Indicator (SI)	%	Task Assigned	Target	Actual Accomplishment	Rating				Remark	
							Quality	Efficiency	Timeliness	Average		
UMFO 1. Advanced Education Services											20%	
OVPI MFO 1. Graduate Degree Program Management Services												
0 = 3	1 = 4.8	>2 = 5.0	PI 1: Number of graduate degree specializations offered and monitored		Number of graduate degree specializations monitored							
1.5 - 2.0 = 4.8			PI 2: Total FTE monitored		Total FTE	1	0.33	3	3	3	3.00	
			PI 3: Percentage increase in number of graduate students enrolled		Monitored graduate students enrolled in the university							
			PI 4: Number of graduate program proposed and approved		Number of curricular program proposed and approved							
			PI 5: Number of thesis advisees who graduated within prescribed period		Number of graduate students who graduated on time							
			PI 6: Percentage increase in number of students who graduated within prescribed period		Recommended graduate students for graduation							
OVPI MFO 2. Graduate Student Management Services												
			PI 1: Number of graduate students awarded with scholarship/ assistantship		Monitored graduate students awarded with scholarship/assistantship							
			PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period		Monitored graduate students awarded with scholarship/ assistantship who graduated within prescribed period							

UMFO 2. Higher Education Services									
OVPI MFO 1. Curriculum Program Management Services									
	PI 1: Total FTE monitored		Total FTE	15	27.9	5	5	5	5.00
	PI 4: Percentage increase in number of undergraduate students enrolled		Reviewed and approved the offering of unscheduled subjects						
	PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period		Evaluated credentials of graduating students with latin honors with the Honors and Awards Committee						
	PI 6: Percentage passing of students in licensure board examination		Gave due recognition to placers of the PRC Licensure Board Examinations						
	PI 7: No. of students graduated within the prescribed period		Recommended for approval graduate students awarded with honors/distinction						
OVPI MFO 2. Student Management Services									
UMFO 3. Research Services									
	PI 1. Number of published papers in internationally indexed journals								
	<i>In refereed int'l journals</i>								
	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
	<i>In nat'l fora/conferences</i>								
	PI 3. Number of research projects conducted and/or completed on schedule								
	No. of technical/expert services (as peer reviewer)								
UMFO 4. Extension Services									
	PI 4. Number of extension projects conducted and/or completed on schedule								
UMFO 5. Support to Operations (STO)									
OVPI MFO 1. Faculty Development Services									
OVPI MFO 2. Faculty Recruitment/Hiring Services									
OVPI MFO 3. Faculty Evaluation Services									
OVPI MFO 4. Admission & Registration Services									
OVPI MFO 5. Guidance and Counselling & Support to Students Services									
OVPI MFO 6. Library Services									
OVPI MFO 9. Development Broadcasting & Communication Services									
UMFO 6. General Administration and Support Services (GASS)									
OVPI MFO 1. Administrative and Facilitative Services									
OVPI MFO 2. Frontline Services									


	PI 1. Efficient and customer-frienly frontline service		Zero percent complaint from clients served							
	Best practices/new initiatives		Subsidized students' contribution during parties							
			Set schedules of thesis manuscript processing to assure on time graduation							
Total Over-all Rating									8.00	
Average Rating						4.00	4.00	4.00	4.00	
Adjectival Rating							VERY SATISFACTOR			

Comments and Recommendations for Development Purpose:

Develop research proposal and conduct research and extension

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

Evaluated and Rated by:


ULYSSES A. CAGASAN
Head, Department of Agronomy
Date: 02/2/2020

Recommending Approval:


VICTOR B. ASIO
Dean, College of Agriculture and Food Science
Date:

Approved by:



BEATRIZ S. BELONIAS
Vice President, Instruction
Date:

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LOREME S. CAGANDE
Performance Rating: VERY SATISFACTORY

Aim: To get an outstanding rating

Proposed Interventions to Improve Performance

Date: January 30, 2020

Target Date: January to December 31, 2020

First Step:

To improve teaching strategies,
Attend and present papers in scientific conferences

Result:

Improved teaching strategies; attended and presented paper in scientific conference

Target Date: July 1 to Dec. 31, 2020

Next Step:


Attend trainings/seminars/conferences to widen knowledge and experience

Outcome: Attended and presented oral or poster in the conferences

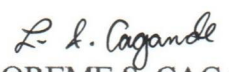
Final Step/Recommendation:

Aim and maintain outstanding rating and publish research paper in refereed journals

Prepared by:


ULYSSES A. CAGASAN
Unit Head

Conforme:


LOREME S. CAGANDE
Name of Ratee Faculty/Staff