

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

Name of Faculty Member: FRETZEL JANE O. POGADO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2 x 3)
1. Instruction			
a. Head/Dean (50%)		4.67	4.67
b. Students (50%)			
TOTAL for Instruction			
2. Research			
TOTAL RATING			4.67

EQUIVALENT NUMERICAL RATING: 4.67

Add: Additional Points, if any:

TOTAL NUMERICAL RATING 4.67

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

Reviewed by:

  
**FRETZEL JANE O. POGADO**  
Name of Faculty

  
**ANALYN M. MAZO**  
Head

Recommending Approval:

  
**CANDELARIO L. CALIBO**  
CAS Dean

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President for Instruction

Report of the Survey of the Agricultural Resources of the State of California

County	Area (Acres)	Population	Value of Land (1900)
Alameda	1,100,000	100,000	\$100,000,000
Albany	1,100,000	100,000	\$100,000,000
Alameda	1,100,000	100,000	\$100,000,000
Albany	1,100,000	100,000	\$100,000,000
Alameda	1,100,000	100,000	\$100,000,000
Albany	1,100,000	100,000	\$100,000,000
Alameda	1,100,000	100,000	\$100,000,000
Albany	1,100,000	100,000	\$100,000,000
Alameda	1,100,000	100,000	\$100,000,000
Albany	1,100,000	100,000	\$100,000,000

Report of the Survey of the Agricultural Resources of the State of California

UNITED STATES DEPARTMENT OF AGRICULTURE

Report of the Survey of the Agricultural Resources of the State of California

UNITED STATES DEPARTMENT OF AGRICULTURE

Report of the Survey of the Agricultural Resources of the State of California

UNITED STATES DEPARTMENT OF AGRICULTURE

UNITED STATES DEPARTMENT OF AGRICULTURE

Visayas State University  
DEPARTMENT OF BIOLOGICAL SCIENCES  
Visca, Baybay City, Leyte  
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, FRETZELJANE O. POGADO, DBS faculty member, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period of August to December, 201

  
FRETZELJANE O. POGADO

Instructor I, DBS

Date: 11/29/18

  
ANALYN M. MAZO

Head

Date:

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO	1: Advanced Education Services									
DBS MFO 1. Graduate Degree Program										
	PI 1: Number of graduate degree specializations									
	PI 2: Total FTE monitored									
	PI 4: Other accomplishments									
	Number of proposed graduate degree program									
DBS MFO 2. Graduate Student										
	PI 1: Number of graduate students advised									
UMFO 2. Higher Education Services										
DBS MFO 1. Curriculum Program										
	PI 1: Total FTE monitored	To handle Zool 21 lab, Zoo 11 lec and lab, Biol 125 lab, SCTS 11 lec	30.00	32.45	4	5	4	4.33	Handled Biol 125- 4.5, Zool 21 lab-8.1, Zool 11 lec- 8.6, Zoo 11 lab- 5.55, and ScTS 11-5.7	
	PI 2: Number of curricular program compliant to									
	PI 3: Average passing percentage in licensure									
	PI 4: Number of academe/industry linkage									
	PI 8: Number of students advised for their academic									
	PI 9: Number of student organizations advised									
	PI 10: Number of instructional materials									
	PI 11: Number of OBE compliant syllabus prepared									
	PI 12: Additional outputs									
	Number of awards/recognitions received by									
DBS MFO 3. RESEARCH										
	PI 1: Number of published papers in internationally									
	PI 2: Number of research outputs presented in local/regional/national /international fora/conferences	To present research outputs	1	1	4	4	4	4.00	Presented Scientific poster of the study "Diversity and Distribution of Gastropods in Mangrove Islands and Coastal Mangrove Areas of Calatagan, Batangas" at CEBREM, Musuan, Bukidnon	

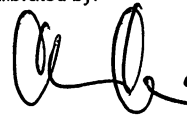
	PI 3: Number of research project/study conducted								
	PI 5: Number of researchproject proposals approved								
	PI 6: Amount of money generated outside VSU								
	PI 8: Amount of money generated from institutional								
	PI 9: Additional outputs								
	Number of research related awards (research conducted by student or student with faculty)	To win research related awards	1	1	5	5	5	5.00	Won 2nd Best Scientific Poster during the Scientific Conference and Biodiversity and CEBREM 7th Anniversary at CMU, Musuan, Bukinon.
	Number of research articles submitted for								
<b>DBS MFO 4. Extension services</b>									
	PI 1: Number of technical/expert services rendered								
	PI 2: Number of extension projects/components								
	PI 6: Additional Outputs								
	Number of clientele served for identification of specimens as expert in the field								
	Number articles reviewed for peer-reviewed journals								
	Number of scientific fora attended as								
	Number of seminars/workshops/trainings attended	To attend seminar/workshops	2	4	5	5	5	5	Attended Seminar of Newly-hired Faculty and ARTA (Anti-Red Tape Act), Seminar on the Use of animals in research and instruction, Scientific conference and biodiversity and CEBREM 7th Anniversary and Perspectives for research on fragmented aquatic plant population: Survival strategy and resilience in coastal landscapes
<b>DBS MFO 5. Support to operation</b>									
<b>OVPI MFO 1 Faculty Development Services</b>									
	PI 1. Number of faculty pursuing advanced degree								
<b>OVPI MFO 2 Faculty Recruiting/Hiring Services</b>									
	PI 1: Number of new faculty recommended for hiring								
<b>OVPI MFO 3 Faculty Evaluation Services</b>									
	PI 2: Percentage of Faculty rated by students with at								
<b>OVPI MFO 4 Program and institutional Accreditation</b>									
	PI 1: Number of degree programs which passed								
	PI 2: Percentage of degree program compliant with								
	PI 3. Number of NP submitted for BS Bio Level III Phase II AACUP accreditation								

	PI 4: Number of supporting documents bound for BS Bio Level III Phase 2 AACUP accreditation								
	PI 5: % of Presentation made for the Level III Phase II AACUP accreditation								
<b>DBS MFO 6: General Administration and Support</b>									
	PI 1: Zero complaints from clients								
	PI 2: Additional outputs								
	Number of management meetings attended	To attend DBS monthly meetings	5.0	5	5	5	5	5.00	Attended DBS monthly meetings
	Number of management meetings conducted								
	Number of recommendations made for the approval								
	Number of requests made for approval by the								
	Number of Purchase requests made for materials/equipment needed for smooth laboratory								
	Number of job/letter requests made for the lecture/laboratory rooms and office maintenance								
	PI 7: Number of well maintained laboratory/lecture								
	Number of well maintained comfort rooms for comfortable use of students, faculty and staff								
	Percent of laboratory specimens properly collected for instructional purposes								
	Number of exam papers properly mimeographed and reproduced on time								
	Number of laboratory/lecture guides reproduced on time								
	Number of documents acted upon promptly								
	<b>Laboratory Services</b>								
	Number of laboratory equipment properly maintained								
	No. of glasswares/equipment dispensed								
	% of students & faculty served on time during the								
	% of request for reagents prepared & issued during								
	% specimens collected & prepared before scheduled								
	% materials/equipment submitted to the property								
Total Over-all Rating								23.33	
Average Rating								4.67	
Adjectival Rating								OUTSTANDING	

Received by:

  
**ANALYN M. MAZO**  
 Department Head

Calibrated by:

  
**Candelario L. Calibo**  
 College Dean

Approved:

  
**BEATRIZ S. BELONIAS**  
 VP for instruction

**COMMENTS & RECOMMENDATIONS FOR DEVELOPMENT PURPOSE:**

*Must be in constant communication with the subject coordinators. Come to class always prepared & on time*

*p. mazo*

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Fretzeljane O. Pogado

Performance Rating: Outstanding

Aim: Enhance Teaching Ability

Proposed Interventions to Improve Performance:

Date: August 2018 Target Date: November 2018

First Step:

Make necessary preparation before coming to class

Result:

Come to class prepared

Date: \_\_\_\_\_ Target Date: September-December \_\_\_\_\_

Next Step:

Look for possible University


Outcome:

Possible university is UP-MSI but can also try universities abroad


Final Step/Recommendation:

\_Look for possible scholarship

Prepared by:

  
**ANALYN M. MAZO**  
Unit Head

Conforme:

  
**FRETZELJANE O. POGADO**  
Ratee

10/1/73

RECEIVED

State of Tennessee  
Department of Transportation

State of Tennessee

Department of Transportation

State of Tennessee

State of Tennessee

Department of Transportation

State of Tennessee

Department of Transportation

State of Tennessee

State of Tennessee

Department of Transportation

State of Tennessee  
Department of Transportation

State of Tennessee

Department of Transportation

State of Tennessee

State of Tennessee  
Department of Transportation

State of Tennessee  
Department of Transportation