

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: NELLO D. GORNE (Assoc. Prof. V)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	35	4.69	1.64
b. Students	35	4.56	1.60
Total for Instruction	70		3.24
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	10	0.00	0.00
Total for Research	10		0.00
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	10	4.00	0.40
Total for Extension	10		0.40
4. Administration	10	5.00	0.50
5. Production			
TOTAL	100		4.14

EQUIVALENT NUMERICAL

4.14

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.14

ADJECTIVAL RATING:

VERY SATISFACTORY

Prepared by:

Reviewed by:

NELLO D. GORNE

Name of Faculty

LUZ G. ASIO

Department Head

Recommending Approval:

SUZETTE B. LINA

Dean, College of Agriculture and Food Science

Approved by:

ROTACIO S. GRAVOSO

Vice President, Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, NELLO D. GORNE, a faculty member of the DEPARTMENT OF AGRONOMY agree to deliver and to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY - JUNE 2024.



NELLO D. GORNE
Associate Professor IV
Date: July 23, 2024

Approved:


LUZ G. ASIO
Department Head
Date: 24 July 2024



SUZETTE B. LINA
College Dean
Date: 26 July 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan-Jun)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI : Total FTE monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	0.5	3.67	5	5	5	5.00	
	PI 10: Additional outputs	A2. Number of students advised	Acts as academic adviser to graduate students	2	8	5	5	5	5.00	
		A3 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	8	5	5	5	5.00	
		A4 . Number of Graduate reports checked	Checks reports required for graduate subject	2	12	5	5	5	5.00	
		A5 . Number of Graduate examinations conducted and checked	Conducts and checks examinations for graduate subject handled	2	8	5	5	5	5.00	
		A6 . Number of Graduate grade sheets submitted	Submits gradesheets for graduate subjects	1	4	5	5	5	5.00	
		A7 . Number of comprehensive examination conducted	Conducts comprehensive examination for graduate students	1	3	5	5	5	5.00	
		A8 . Supplemental learning resources	Prepares Instructional learning resources for graduate subjects	1	4	5	5	5	5.00	

UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
PI 10: Total FTE, coordinated, implemented and monitored *	A1. Actual Faculty's FTE	<i>Handles and teaches courses assigned</i>	1.5	1.9	5	5	5	5.00		
PI 15: Number of instructional materials/syllabi approved	A2. Number of instructional materials/syllabi approved	<i>Prepares instructional materials/syllabi for approval</i>								
PI 16: Percentage of courses offered with final grades submitted within the allowable period	A3. Percentage of courses offered with final grades submitted within the allowable period	<i>Submits grade sheets within allowable period</i>	1	1	4	4	4	4.00		
PI 18: Percentage of courses rated at least VS in the Teaching Performance Evaluation by Students (TPES)	A4. Percentage of courses rated at least VS in the Teaching Performance Evaluation by Students (TPES)	<i>Receives at least a VS in the Teaching Performance by students (TPES)</i>	20%	100%	5	5	5	5.00		
PI 19: Additional Outputs	A10. Number of long examinations administered and checked	<i>Administers and checks long examination for subjects taught</i>	3	4	5	5	5	5.00		
	A11. Number of quizzes administered and checked	<i>Prepares and checks quizzes for lec and lab</i>	6	6	4	4	4	4.00		
	A12. Number of lab reports and term papers checked and graded	<i>Checks lab reports and term papers submitted as required</i>	4	4	4	4	4	4.00		
	A13. Number of grade sheets submitted within prescribed period	<i>Prepares gradesheet and submits on or before deadline</i>	2	2	4	4	4	4.00		
	A14. Number of Student organizations assisted on student related activities	<i>Assists student organizations in implementing student related activities</i>	1	1	4	4	4	4.00		
	A.19. Awards received	<i>Receives International/ National/Regional award</i>								
UMFO 3 . RESEARCH SERVICES										
PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A20. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<i>Conducts research for possible utilization by industry or other beneficiaries</i>								

	PI 2. Number of research outputs completed within the year *	A 21. Number of research outputs completed within the year *	Conducts and completes research project within the year							
	PI 3: Number of research outputs presented in regional/national/ int'l fora/conferences	A 22. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences							
		<i>a. International</i>								
		<i>b. National</i>								
		<i>c. Regional or Institutional Conferences</i>	Prepares, submits and presents research paper in scientific fora/conferences							
	PI 7: Amount of research money obtained from external sources	A 23. Amount of research money obtained from external sources	Requests for research money from external sources							
UMFO 4. EXTENSION SERVICES										
	PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities (MOUs/MOAs)	A 32. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	1	1	4	4	4	4.00	
	PI 2. Number of trainees weighted by the length of training	A 33. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	PI 3: Number of extension programs and projects	A 34. Number of extension programs and projects	Implements extension programs and projects	1	1	4	4	4	4.00	
	PI 4: Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	A 35. Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses							
	PI 5. Number of technical/expert services	A 36. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							

		<i>a. Peer reviewer of journal/book</i>		1	1	4	4	4	4.00	
		<i>b. Review of research and extension proposal</i>								
		<i>c. Resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, facilitator)</i>								
		<i>d. accreditor</i>								
		<i>e. consultancy</i>								
	PI 6: Number of extension proposals submitted	A 37. Number of extension proposals submitted	Prepares extension project proposals and submits for review							
	PI 7: Number of extension proposals approved	A 38. Number of extension proposals approved	Follow ups submitted and reviewed extension proposals							
	PI 8: Number of extension proposals implemented	A 39. Number of extension proposals implemented	Implements duly approved extension projects							
	PI 9: Number of extension outputs presented in int'l, national, regional or institutional conferences	A 40. Number of extension outputs presented in:	Prepares, submits and presents extension paper in conferences							
		<i>a. International</i>								
		<i>b. National</i>								
		<i>c. Regional or Institutional Conferences</i>								
	PI 10: Number of extension activities conducted	A 41. Number of extension activities conducted	Conducts extension program activities	1	1	4	4	4	4.00	
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *	Receives an award related to extension activities							
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 1. Faculty Development Services										
	PI 7: Number of trainings, seminars, and conferences attended	A 50. Number of training, seminars, and conferences attended (international, national, regional/institutional)	Attends training, seminars, and conferences attended (international, national, regional/institutional)							

[illegible]

PI 3: Number of committee meetings conducted	A 67. Number of committee meetings conducted	Acts as committee chairman	1	1	5	5	5	5.00	
PI 4: Number of routinary documents acted	A 68. Number of routinary documents acted	Signs documents	5	10	5	5	5	5.00	
PI 5: Number of requests acted	A 69. Number of requests acted	Approves requests							
PI 6: Number of memoranda prepared	A 70. Number of memoranda prepared	Issues memoranda							
PI 9: Number of submitted DTR within 20 days after the last day of the month	A 73. Submits DTR within 20 days after the last day of the month	Submits DTR within 20 days after the last day of the month	1	6	5	5	5	5.00	
PI 10: Percentage of complaints, if any, addressed on time	A 74. Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)							
PI 17: Additional Outputs	A 80. Number of meetings attended	Attends meetings (departmental/institutional)	6	10	5	5	5	5.00	
	A 81. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							
Total Over-all Rating								34.95	
Average Rating								4.14	
Adjectival Rating									VERY SATISFACTORY

Comments and Recommendation for Development Purposes:

Write feasible research purposes.

Evaluated & Rated by:

ASIO
LUZ G. ASIO

Department Head

Date: *24 July 2024*

Recommending Approval:

SUZETTE B. LINA
SUZETTE B. LINA

Dean, CAS

Date: *26 July 2024*

Approved by:

ROTACIO S. GRAVOSO
ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: *29 July 2024*

PERFORMANCE MONITORING & COACHING JOURNAL

Name of Office: Department of Agronomy

Head of Office: LUZ G. ASIO

Number of Personnel: 23

X	1st	Q U A R T E R
X	2nd	
	3rd	
	4th	


Activity Monitoring	MECHANISM			Remarks	
	Meeting		Memo		Others (Pls. specify)
	One-on-One	Group			
Monitoring and evaluation helps identify the most valuable basis for modification of interventions and assess the quality of activities being conducted.	IPCR submission to monitor outputs Head and Student evaluation of faculty's class performance. Class observation by the head.	Conducts monthly meetings and checks updates on assigned task-related activities.			
Coaching True coaching improves employee and organizational resiliency and effectiveness in change, enabling employees to become effective in their tasks or roles in the workplace.	One-on-one coaching for faculty with satisfactory and below ratings. Attend instructional coaching for teacher effectiveness workshop.	Conducts regular meetings with the faculty and the department. Attend instructional coaching for teacher effectiveness workshop.			

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

Conducted by:


LUZ G. ASIO
Immediate Supervisor

Noted by:


SUZETTE B. LINA
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: NELLO D. GORNE

Performance Rating: OUTSTANDING

Aim: To sustain the outstanding rating

Proposed Interventions to Improve Performance

Date: January 2024

Target Date: June 2024

First Step:

To attend trainings and seminar and present paper in scientific conferences
Update instructional materials/syllabus

Result:

Presented research results in conference; attended trainings & seminars;
submitted extension proposals for evaluation and funding

Target Date: January to December 2024

Next Step:


To write scientific articles for publications; research proposals for funding

Outcome: Have scientific paper published; research proposal funded

Final Step/Recommendation:

Maintain outstanding rating and publish research paper in refereed journals

Prepared by:


LUZ G. ASIO
Unit Head

Conforme:


NELLO D. GORNE
Name of Ratee Faculty/Staff



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: GORNE, NELLO D.

Department: Dept. of Agronomy

College: College of Agriculture & Food Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
CpSc 21	PRINCIPLES OF CROP PRODUCTION	LEC	4.00	Very Satisfactory	80.0%
CpSc 21	PRINCIPLES OF CROP PRODUCTION	LEC	5.00	Outstanding	100.0%
CpSc 21	PRINCIPLES OF CROP PRODUCTION	LAB	4.00	Very Satisfactory	80.0%
CpSc 21	PRINCIPLES OF CROP PRODUCTION	LAB	4.00	Very Satisfactory	80.0%
CpSc 21	PRINCIPLES OF CROP PRODUCTION	LEC	4.00	Very Satisfactory	80.0%
Agro 197	METHODS OF AGRICULTURAL RESEARCH	LEC	5.00	Outstanding	100.0%
AGRO243	ADVANCED FORAGE AND PASTURE	LEC	5.00	Outstanding	100.0%
AGRO243	ADVANCED FORAGE AND PASTURE	LAB	5.00	Outstanding	100.0%
AGRO243e	ADVANCED FORAGE AND PASTURE	LEC	5.00	Outstanding	100.0%
Average Rating			4.56	Outstanding	91.11%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory(S)

3.50 – 4.49 Very Satisfactory(VS)

4.50 – 5.00 Outstanding(O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: May 02, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 02, 2024

Received by:

GORNE, NELLO D.

Name and Signature of Faculty

Date: 5/23/24

Distribution of copies: ODIE, College, Department, Faculty

Vision: A globally competitive university for science, technology, and environmental conservation.

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.