

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Pido, Nestor L.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean (50%)		$4.67 \times 50\% = 2.34$	
Students (50%)		$4.67 \times 50\% = 2.34$	
TOTAL for Instruction	25%	$4.68 \times 0.25 =$	1.17
Research	50%	$5.0 \times 0.50 =$	2.5
Extension	25%	$5 \times 0.20 =$	1
TOTAL			4.67

EQUIVALENT NUMERICAL RATING:

4.67

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.67

ADJECTIVAL RATING:

Outstanding

Prepared by:


PRECILA D. CONTERO
Temp. Administrative Officer

Reviewed by:


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

Recommending Approval:


ROSA OPHELIA D. VELARDE
Director for Research

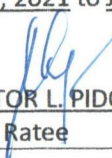
Approved:


MARIA JULIET C. CENIZA
VP for REI

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FOR (IPCR)

I, NESTOR L. PIDO, 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 Jan 1, 2021 to June 30, 2021.


NESTOR L. PIDO
Ratee

Approved: 
LISA L. ARCE
Assistant Director

Approved: 
EDGARDO E. TULIN
Director

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Advanced Higher Education Services	FTE	Teach students taking up PBre 199B and PBre 114	2.75	0.50					
	Number of Student Research Advising	Advise 1 BS student	1 student	0	4	5	5	4.67	
	Number of Instructional Materials Developed/Revised and Utilized	Develop and submit learning materials and guide for PBre 114 PBre 199B	1 course	2 courses (PBre 114 and PBre 199B)					
	Number of hours of online student consultation	Perform student consultations online	15 hrs/wk	15/wk					
	Number of student needs attended	Assist students in securing plant research materials	2 cases	0					


MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Research Services	Number of crop resources conserved and utilized	Manage conservation of yam germplasm, update germplasm database, perform cluster analysis	360 accessions	360 accessions					
	Number of varieties evaluated in variety trials	8 varieties	8 varieties	8 varieties	5	5	5	5	
	Number of recommended varieties maintained	Maintain varieties	18 varieties	18 varieties					
	Percentage of research conducted on schedule	Conduct research	100%	100%					
	Number of research facilities maintained	Oversee maintenance of research facilities	2 storehouses, 1 laboratory, 1 greenhouse	2 storehouses, 1 laboratory, 1 greenhouse					
	Initial draft of progress report in 2 projects	Write 2 progress reports Prepared and submitted report on DA-requested characterization of 2 candidates for yam variety registration	2 drafts Unplanned target	0 1 report					
Extension Services	Number of beneficiaries served	Briefing, discussion and/or Lecture/demo online or by telephone	10 indiv., 1 institution	255 1 institution		5	5	5	

	Technical expert services	Resource person various technology dissemination activities	2 online/radio lecture/interview/briefing	2 online/radio lecture/interview					
	Number of technologies adopted	Distribute recommended varieties	4 varieties	1 variety					
	Number of technology adoptors	Orient online the adoptors on technology and/or provide planting materials	5 individuals	1 extension worker					
	Number of extension projects assisted within prescribed period	Assist in technology transfer or validation/verification	1	1					
Average Rating (Total Over-all rating divided by 4			XX		Comments and Recommendations for Development Purpose: To organize MRs and prepare for turn-over to the Director or VSU.				
Additional Points:									
Punctuality		XX							
Approved additional points (with copy of approval)		XX							
FINAL RATING			4.88						
ADJECTIVAL RATING			Outstanding						

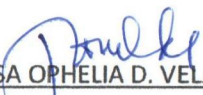
Evaluated and Rated by:

Recommending Approval:

Approved by:


EDGARDO E. TULIN
Dept./Unit Head


LISA I. ARCE
Assistant Director


ROSA OPHELIA D. VELARDE
Director for Research


MARIA JULIET C. CENIZA
VP for Research, Extension & Innovation

Date: _____

Date: _____

Date: _____

Date: _____

1 – quality 2 - Efficiency 3 – Timeliness 4 - Average

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: **PhilRootcrops**Head of Office: **Dr. Edgardo E. Tulin & Ms. Lisa I. Arce**Name of Personnel: **NESTOR L. PIDO**

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	One-on-one discussion on project/program progress/university, concerns	Monthly PRDC meeting Jan. 28, 2021 Feb. 16, 2021 March 4, 2021 March 29, 2021 May 7, 2021 June 2, 2021	Issuance of memoranda		Attendance to PRDC monthly Meetings by the members of Research and Development Council
Coaching	Research proposal for submission to funding agencies	One-on-one discussion on project progress Group coaching during PRDC Meetings			Proposal prepared and submitted to funding agencies New proposal for evaluation

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 PLANName of Employee: **NESTOR L. PIDO**Performance Rating: **Outstanding**

Aim: To implement on-going research projects
To come up with approved proposals for funding and implementation.
To become an effective administrator (as Dean of the Graduate School)

Proposed Interventions to Improve Performance:

Date: Jan 1, 2021Target Date: June 30, 2021

First Step:

-
- Implements on-going research projects
 - Professor and adviser to Biotechnology and Agriculture students
 - Prepare and submit learning materials
 - Prepares terminal reports

Result:

-
- Implemented scheduled activities of the research projects
 - Paper for publication on progress
 - Served as professor and student adviser of Biotechnology and Agriculture students
 - Terminal Reports and AFRs
 - Conducted meetings with staff and laborers
 - Respond clienteles request for services
-

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

Next Step:

- Meeting with staff and laborers for RDE activities and setting up of targets for the year
 - Submits papers for publication
 - Prepares terminal reports and AFRs of research projects
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Outcome: Paper accepted for publication by refereed journals
Terminal reports and AFRs
Implemented scheduled activities of the research projects

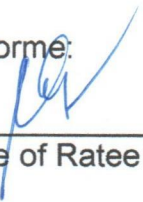
Final Step/Recommendation:

To maintain performance and or exceed the current performance; to organize MR and settle other obligations such as terminal reports and AFRs of projects in preparation for retirement

Prepared by:

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

Conforme:



Name of Ratee /Faculty/Staff