

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: WENCES REY B. DELA PENA (Instructor 1)


Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	40.00	4.80	1.92
b. Students	40.00	4.33	1.73
Total for Instruction	80		3.65
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research			0.00
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	20.00	4.90	0.98
4. Administration			0.00
5. Production	-		
TOTAL	100		4.63


EQUIVALENT NUMERICAL RATING: 4.63  
Add: Additional Points, if any:  
TOTAL NUMERICAL RATING: 4.63

ADJECTIVAL RATING: OUTSTANDING

Prepared by:  
  
WENCES REY B. DELA PENA  
Name of Faculty

Reviewed by:  
  
BERTA C. RATILLA  
Head, Department of Agronomy


Recommending Approval:  
  
VICTOR B. ASIO, Ph.D.  
Dean, College of Agriculture and Food Science


Approved by:  
  
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, WENCES REY B. DELA PENA , Instructor 1 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 2018.

  
**WENCES REY B. DELA PENA**  
Instructor 1  
Date: January 28, 2019

  
**BERTA C. RATILLA**  
Head, Department of Agronomy  
Date: \_\_\_\_\_

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					#DIV/0!		
1.5 - 2.0 = 4.8			PI 2: Total FTE monitored		Total FTE	2	4.5	5	5	5	5.00	
			PI 3: Percentage increase in number of graduate students enrolled		Monitored graduate students enrolled in the university					#DIV/0!		
			PI 4: Number of graduate program proposed and approved		Number of curricular program proposed and approved					#DIV/0!		
			PI 5: Number of thesis advisees who graduated within prescribed period		Number of graduate students who graduated on time					#DIV/0!		
			PI 6: Percentage increase in number of students who graduated within prescribed period		Recommended graduate students for graduation					#DIV/0!		
OVPI MFO 2. Graduate Student Management Services												
UMFO 2. Higher Education Services												
OVPI MFO 1. Curriculum Program Management Services												
		PI 1: Total FTE monitored		Total FTE	10	15	5	5	5	5.00		
		PI 2: Number of new undergraduate curricular program compliant to CMO, approved and offered		Reviewed and indorsed for approval in the appropriate body						#DIV/0!		

	PI 3: Number of existing curriculum proposal subjected to evaluation and compliant to CMO		Reviewed and indorsed for approval in the appropriate body						#DIV/0!	
	PI 4: Percentage increase in number of undergraduate students enrolled		Reviewed and approved the offering of unscheduled subjects						#DIV/0!	
	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						#DIV/0!	
			Recommended candidates for latin honors to the appropriate body						#DIV/0!	
	PI 6: Percentage passing of students in licensure board examination		Gave due recognition to placers of the PRC Licensure Board Examinations						#DIV/0!	
	PI 7: No. of students graduated within the prescribed period		Recommended for approval graduate students awarded with honors/distinction						#DIV/0!	
<b>OVPI MFO 2. Student Management Services</b>										
<b>UMFO 3. Research Services</b>										
	PI 1. Number of published papers in internationally indexed journals									
	<i>In refereed int'l journals</i>								#DIV/0!	
	<i>In refereed nat'l journals</i>								#DIV/0!	
	<i>In institutional journals</i>								#DIV/0!	
	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences									
	<i>In int'l fora/conferences</i>			1	2	5	5	5	5.00	
	<i>In nat'l fora/conferences</i>			0	1	4.8	4.8	4.8	4.80	
	<i>In reg'l fora/conferences</i>								#DIV/0!	
	<i>In institutional fora/conferences</i>								#DIV/0!	
	PI 3. Number of research projects conducted and/or completed on schedule								#DIV/0!	
<b>UMFO 4. Extension Services</b>										
<b>UMFO 5. Support to Operations (STO)</b>										
<b>OVPI MFO 1. Faculty Development Services</b>										
<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>										
<b>OVPI MFO 3. Faculty Evaluation Services</b>										
<b>OVPI MFO 4. Admission &amp; Registration Services</b>										
<b>OVPI MFO 5. Guidance and Counselling &amp; Support to Students Services</b>										
	PI 2: Number of students who have availed of guidance and counselling services		Academic adviseed guided and adviced as organization adviser	10	62	5	5	5	5.00	
	PI 3: Percentage of students awarded scholarship and grants		Monitored number of students awarded with scholarships and grants	0	1	4.8	4.8	4.8	4.80	
<b>OVPI MFO 6. Library Services</b>										
<b>OVPI MFO 7. Distance Education Services</b>										

OVPI MFO 8. Program and Institutional Accreditation Services										
OVPI MFO 9. Development Broadcasting & Communication Services										
UMFO 6. General Administration and Support Services (GASS)										
Total Over-all Rating									29.60	
Average Rating						4.93	4.93	4.93	4.93	
Adjectival Rating								OUTSTANDING		

Comments and Recommendations for Development Purpose:


Publish research results, present in scientific conference and attend trainings

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

Evaluated and Rated by:


BERTA C. RATILLA  
Head, Department of Agronomy  
Date: \_\_\_\_\_

Recommending Approval:


VICTOR B. ASIO, Ph.D.  
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: WENCES REY B. DELA PEÑA  
Performance Rating: OUTSTANDING

Aim: To get an outstanding rating

Proposed Interventions to Improve Performance:

Date: July 2018

Target Date: December 2018

First Step:

To improve teaching strategies, present poster/paper in scientific conferences

Result:

Improved teaching strategies and presented poster during AAACU scientific conference

Date: January 2019

Target Date: December 2019

Next Step:

Attend trainings/seminars/conferences to widen knowledge and skills, present paper in scientific conferences, publish scientific paper

Outcome: Attended and presented paper in scientific conferences, published scientific papers

Final Step/Recommendation:

Prepared by:

  
**BERTA C. RATILLA**  
Unit Head

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961

1-1-1961