SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
(January - June 2021)

Name of Faculty Member: VIRGELIO C. DARGANTES, JR.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5.0x50%= 2.5	
b. Students (50%)		3.73x50% = 1.87	
Total for Instruction	70%	4.37	3.059
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	30%	4.78	1.434
4. Administration			
5. Production			
TOTAL			4.49

EQUIVALENT NUMERICAL RATING: 4.49
Add: Additional Points, if any: 0.0
TOTAL NUMERICAL RATING: 4.49

ADJECTIVAL RATING: **Very Satisfactory**

Prepared by: Reviewed by:

VIRGELIO C. DARGANTES, JR.   **KAREN LUZ Y. TEVES**
Name of Faculty   Department Head

Recommending Approval:

VICTOR B. ASIO
Dean, CAFS

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, VIRGELIO C. DARGANTES JR., a faculty member of the DEPARTMENT OF AGRICULTURAL EDUCATION AND EXTENSION accomplished the following for the period January - June 2021.

Approved:

VIRGELIO C. DARGANTES JR.	**KAREN LUZ Y. TEVES**	**VICTOR B. ASIO**
Instructor I	Department Head	College Dean
Date: July 26, 2021	Date: July 28, 2021	Date: 07 Aug an

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Eficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented &	**A1**. Actual Faculty's FTE	Handles subjects/courses assigned	5.0	1.5	4	4	4	4.00	AgDe201 (extram) - (6x3)/12 = 1.5
	PI 8: Number of graduate students advised *	**A2**. Number of students advised	Acts as academic adviser to graduate students							
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							

PI	Activity	Description							Remarks
PI 9: Number of instructional materials developed *	**A5**. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware		1	4	4	4	4.00	AgDe 201
		Supplemental learning resources		2	4	4	4	4.00	AgDe 201
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	10	5	5	4	4.67	AgDe 201 (Assessmants)
	A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	1	4	4	4	4.00	AgDe 201 (Open University)
PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							

(Note: "Prepares Instructional module/laboratory guide/workbook or a combination thereof" — description for On-line ready courseware; "Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught" — description for Supplemental learning resources)

UMFO 2. HIGHER EDUCATION SERVICES

OVPI UMFO 3. Higher Education Management Services

PI	Activity	Description							Remarks
PI 5: Total FTE, coordinated, implemented and monitored *	**A9**. Actual Faculty's FTE	Handles and teaches courses assigned	25	20.2	5	5	5	5.00	AgEx132n (30x3)/20 = 4.5 AgEx132n (29x3)/20= 4.35 AgEx132n (30x3)/20 = 4.5 AgEx132n (35x3)/20= 5.25 AgEx 132 (6x3)/20= 0.9 AgEx 200.2 (1x6)/20 = 0.3 AgEx 200.2 (4x2)/20 = 0.4
	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	20	4	4	4	4	4.00	
	A 11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	3	3	5	5	4	4.67	Baraoil Angie Luz, Celiz Mercy Mae, Leliz Uldarico

			Q1	Q2	E1	E2	E3	Avg	Remarks
	A12. Number of trainings attended related to instruction	Attend mandated trainings	2	4	5	5	5	5.00	Webinar-workshop on Identifying Supporting Documents for Level II Online AACCUP Accreditation, Enhancing Capability of Faculty Reviewers in the Licensure Examination for Agriculture (Design and Development of Review Materials), Webinar on Navigating Materials to Support the university's flexible learning, Echo Seminar on the TIEC CHED Flexible Learning Foundation VC
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	3	5	5	4	4.67	Agex 132n
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	11	5	5	4	4.67	Agex 132n
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	2						to be accomplish
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviserto students	5	10	5	5	4	4.67	BSA Students
	A17. Number of students advised on thesis/ field practice/special problem:								
	As Field Practice & Thesis Supervisor/Adviser	Advises, and corrects research outline and thesis/SP manuscript	2	7	5	5	4	4.67	AgEx 200.2 -Baraoil Angie Luz, Malatag Analyn, Mendoza Madel AgEx 200n - Colminas, Omos, Pole, Rebojo
	As Field Practice/Thesis Member	Advises and corrects research outline and thesis/SP manuscript	2	6	5	4	4	4.33	AgEx 200.2 - Martin, Johndel AgEx 200n - Ciabo, Palermo,Del Mayor, Mondala, Talaña
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	15	5	5	5	5.00	BSDE and BSA studennts
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	4	4	4.33	AgEx So
	A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student	1						No activities due to pandemic
PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							

		On-line ready courseware	*Prepares Instructional module/laboratory guide/workbook or a combination thereof*	2	1	5	5	5	5.00	AgEx 132n (4 sections)
		Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	5	4	5	5	5	5.00	AgEx 132n
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	12	5	5	5	5.00	AgEx 132n
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	2	5	5	4	4.67	AgEx 132n (2)
	PI 11. Additional outputs	**A 25**. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	1	5	5	4	4.67	RQAT Evaluation: MS in major in Agricultural Extension
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1						
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	1	4	4	4	4.00	AgEx 200.2 (internship)
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	**A27.** Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries							
	PI 2. Number of research outputs completed within the year *	**A 28**. Number of research outputs completed within the year *	Conducts and completes research oroject within the year							

PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	**A 29.** Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
	In refereed int'l journals								
	In refereed nat'l/regional journals								
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	**A 30.** Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences							
	In int'l fora/conferences								
	In nat'l/regional fora/conferences								
PI 5. Percent of research proposals approved *	**A 31.** Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
PI 6. Additional outputs*	**A 32.** No. of research-related awards (research conducted by								
	A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper							
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
	A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							

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	**A 36.** 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	2	1	4	4	4	4.00	LGU-Hilongos (Green-the-Home Project)
PI 2. Number of trainees weighted by the length of training	**A 37.** Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	20						to be accomplish in july - dec

PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	implementes duly approved extension projects	1		1	5	5	4	4.67	Component Leader: Green-the-Home Project
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	90%							to be accomplish in july - dec
PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries								
Research Mentoring	Research Mentor									
Peer reviewers/Panelists	Peer reviewers/Panelists									
Resource Persons	Resource Persons									
Convenor/Organizer	Convenor/Organizer		2							
Consultancy	Consultant									
Evaluator	Evaluator									
PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation			1	5	5	4	4.67	PhilFida - Evaluation of the Extension Service Delivery System Of The Abaca Industry in Eastern Visayas In Support to the Implementation of Investments For The Agriculture and Fisheries Modernization Plan (Afmp) At The Local and National Levels or I-Plan Sub-Component 1.2
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *									
	A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal								

UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 4. Program and Institutional Accreditation Services

PI 8.Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member		zero non-conformity					
	A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools		100% compliant					
	On program accreditations								
	On institutional accreditations								

UMFO 6. General Admin. & Support Services

PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint					
PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice							
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
Total Over-all Rating				113.33					
Average Rating				4.53					
Adjectival Rating				VS					

Comments & Recommendation for Development Purposes:
Thank you for being responsible and dedicated teacher to our students! Great job!

Evaluated & Rated by:

KAREN LUZY. TEVES
Department Head
Date: July 29, 2021

Recommending Approval

VICTOR B. ASIO
Dean, CAFS
Date: 03 Aug 2021

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 8/4/2021

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: _Virgelio C. Dargantes, Jr._
Performance Rating: _Very Satisfactory_

Aim: _Send Mr. Dargantes to a training within January-December 2021 and for a doctoral program beginning August 2022_

Proposed Interventions to Improve Performance: Training and pursue PhD degree

Date: June 2021   Target Date: Aug – Dec 2021

First Step: Approved by the department's personnel committee

Result: Mr. Dargantes to attend training on organizational capacity assessment and pursue phd in extension education in UPLB

Date: Aug 2021-July 2022 Target Date: August 2022

Next Step: Provide support to training and the VSU fellowship for the PhD program until able to get scholarship from other source

Outcome: Attended training within January-June 2022 and pursued phd from Aug 2022-2025.

Final Step/Recommendation:

 The department strongly recommend her for a training and phd program.

Prepared by:

KAREN LUZ Y. TEVES
DAEEx Head

Conforme:

VIRGELIO C. DARGANTES, JR.
Name of Ratee Faculty/Staff