


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **PASTOR P. GARCIA**


Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2X3)
1. Instruction			
a. Center Director (50%)			
b. Students (50%)			
Total Instruction		0.000	0.000
2. Research			
* Dept. Head/Center Director		4.625 x 100%	4.625
Total for Research	60%	4.625	2.775
3. Extension			
* Dept. Head/Center Director		4.500 x 100%	4.500
Total for Extension	25%	4.500	1.125
4. Administration Support	15%	5.000	0.750
TOTAL	100%		4.650
EQUIVALENT NUMERICAL RATING			
Add: Additional Points, if any			
TOTAL NUMERICAL RATING			4.650
ADJECTIVAL RATING			VS

Prepared by:



PASTOR P. GARCIA
Name of Faculty

Reviewed by:


ROMEL B. ARMECHIN
Director, Eco-FARM

Approved:


OTHELLO B. CAPUNO
VP, Research & Extension

		PI 7: Amount of extension money generated from institutional funding	Generate extension projects from VSU funding	0	150,000	Title: Strengthening VSU's Land Administration and Management Program and Enhanced Land Use Planning Services to Local Government Units in Eastern Visayas	✓	✓	✓	✓	
		PI 8: Additional outputs									
		* Number of extension-related awards									
		* New linkage established									
		* Conducted trainings/seminar workshop									
MFO 5	Support to operations	PI 1: Number of university seminars/ trainings/									
		PI 2: Number of in-house seminars/ trainings coordinated									
		PI 3: Amount of income generated from activity									
		PI 4: Additional outputs									
		* Number of literatures contributed to Ecological Farming System (EFS)									
MFO 6	General Admin. & Support Services	PI 1: Number of staff supervised and monitored	Exercise overall supervision of research and extension projects	6	8	Research staff for AMIA, GIS map server, SSIP project and Drone Mapping	✓	✓	✓	✓	
		PI 2: No. of mgt meetings conducted	Preside over project meetings	12	16	Preside projects's monthly meetings and special meetings	✓	✓	✓	✓	
		PI 3: No. of letters/ memos issued	Issuance of letter request/memos								
		PI 4: No. of reports/ documents submitted	Prepares and/ or reviews and submits reports, data and other info. Requested by VSU and other agencies	10	12	Submitted reports to DA-BAR, DA-SWWCO and IIRR	✓	✓	✓	✓	


		PI 5: No. of documents reviewed/ signed	Reviews/sign admin docs, vouchers, travel request, etc	60	120	Signed vouchers, appointments, PR, others	5	5	5	5	
		PI 6: Amount of Funds generated outside VSU	Generate funds outside VSU								
		PI 7: No. of IGP/STF's supervised									
		PI 8: No. of reports/ docs reviewed									
		PI 9: Additional outputs									

Total Over-all Rating	Ave. Rating (Total Over-all rating divided by 10)	47.5/10	
	Additional Points: * Punctuality		
	* Approved Additional points (with copy of approval)		
	FINAL RATING	4.75	
	ADJECTIVAL RATING	VS	

Comments and Recommendations for Development Purposes:


Recommended to attend trainings related to the field specialization

Evaluated and rated by:

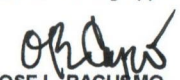

ROMEL B. ARMECIN
Unit Head

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


Recommending Approval:


MOISES NEIL V. SERENO
Director for Extension

Recommending Approval:


JOSE L. BACUSMO
Director for Research

Approved by:


OTHELLO B. SAPUNO
VP for Research & Extension

PERFORMANCE MONITORING & COACHING JOURNAL

Rating Period: January - June 2019

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

Name of Officer : **PASTOR P. GARCIA**

Head of Office : **ROMEL B. ARMECIN**

Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. Specify)	
	One-on-One	Group			
Monitoring Preparation & submission of development plan - Feb. 2019					
Coaching Discussion on the timely submission of development plan May 2019					

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

Conducted by:

ROMEL B. ARMECIN

Immediate Supervisor

Noted by:

OTHELLO B. CAPUNO

Next Higher Supervisor

cc: OVPI

ODAHRD

PRPEO

Instrument for Performance Effectiveness of *Faculty*
Rating Period : January - June 2019

Name of Staff : **PASTOR P. GARCIA**Position : **Assoc. Professor II**

Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your office/center using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers output which always result to best practice of the unit. He is exceptional role model.
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements
1	Poor	The staff fails to meet requirements

A. Commitment (both for subordinates and supervisors)		Scales				
1.	Demonstrate sensitivity to client's needs and makes the latter's experience in transacting business with the office fulfilling and rewarding	5	4	3	2	1
2.	Makes self available to clients even beyond official time	5	4	3	2	1
3.	Submits urgent non-routine reports required by higher offices/agencies such as CHED, DBM, CSC, DOST, NEDA, PASUC and similar regulatory agencies within specified time by rendering overtime work even without overtime pay.	5	4	3	2	1
4.	Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time.	5	4	3	2	1
5.	Commits himself/herself to help attain the targets of his/her office by assisting co-employees who fail to perform all assigned tasks.	5	4	3	2	1
6.	Regularly reports to work on time, logs in upon arrival, secures pass slip when going out on personal matters and logs out upon departure from work.	5	4	3	2	1
7.	Keeps accurate records of her work which is easily retrievable when needed	5	4	3	2	1
8.	Suggest new ways to further improve her work and the services of the office to its clients	5	4	3	2	1
9.	Accepts additional task assigned by the head or by higher offices even if he assignment is not related to his position but critical towards the attainment of the functions of the university.	5	4	3	2	1
10.	Maximizes office hours during lean periods by performing non-routine functions the outputs of which results as a best practice that further increase effectiveness of the office or satisfaction of clientele.	5	4	3	2	1
11.	Accepts objectives criticisms and opens to suggestions and innovations for improvement of his work accomplishments.	5	4	3	2	1
12.	Willing to be trained and developed	5	4	3	2	1
Total Score						
B. Leadership & Management (For supervisor only to be rated by higher supervisor)		Scale				
1.	Demonstrate mastery and expertise in all areas of work to gain trust, respect and confidence from subordinates and that of higher superiors.	5	4	3	2	1
2.	Visionary and creative to draw strategic and specific plans and targets of the office aligned to that of the overall plans of the university	5	4	3	2	1
3.	Innovates for the purpose of improving efficiency and effectiveness of the operational processes and functions of the office for further satisfaction of clients	5	4	3	2	1
4.	Accepts accountability for the overall performance and in delivering the outputs required of his/her unit.	5	4	3	2	1
5.	Demonstrate, teaches, monitors, coaches and motivates subordinates for their improved efficiency and effectiveness in accomplishing their assigned tasks needed for the attainments of the calibrated targets of the unit.	5	4	3	2	1
Total Score		82	17			
Average Score		4.82				

Overall recommendation :

[Signature]
P. Garcia

EMPLOYEE DEVELOPMENT PLAN
Rating Period: January - June 2019

Name of Employee: PASTOR P. GARCIA
Performance Rating: _____

Aim: To enhance the knowledge of staff on research development and research paper writing.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2019 Target Date: 1st Quarter

First Step:

Allow the staff to attend/participate on journal article writing and other tools in disseminating research results.

Result:

Published articles in refereed journals.

Date: April 2019 Target Date: 2nd Quarter

Next Step:

Allow the staff to attend/participate in seminars, and training related to journal article writing for retooling.

Outcome:

The staff attended seminar related to scientific article writing for publication of research results.

Final Step/Recommendation:

Confirms:

PASTOR P. GARCIA
RATED

Prepared by:

ROMEL B. ARMECIN
Unit Head