SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: PASTOR P. GARCIA

Program Involvelement	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		Ч	
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. ARMECIN Director, Eco-FARMI

Approved:

VP, Research & Extension

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, PASTOR P. GARCIA, Associate Professor III of the Ecological Farm and Resource Management Institute (Eco-FARMI), Visayas State University agree

to be rated on the attainment of the following targets in accordance with the indicated measures for the period January 1 to June 30, 2019.

PASTOR P. GARCIA Ratee ROMEL B. ARMECIN

OIC, Unit Head

		Success/ Performance			Accomplishment			Rating			
MFO No.	MFO Description	Indicators	Task Assigned	Target	Actual	Details of accomplishment	Q ¹	E ²	T ³	A ⁴	Remarks
MFO 1	Advanced Education Services	PI 1: Total FTE monitored	Conduct lecture, prepare exams, compute grades and submit to Univ Registrar	1.5	0						No new enrollees
		PI 2: Number of graduate students advised	Acts as adviser or member of graduate research	1	0						No new enrollees
MFO 2	Higher Education Services	PI 1: Number of FTE coordinated and implemented									
		PI 2: Number of students advised									-
		PI 3: No. of student organizations Advised/Assisted									
		PI 4: Number of instructional materials developed									U U
		PI 5: Additional outputs									
A COLUMN THE REAL PROPERTY.	Research Services	PI 1: Number of published papers in internationally indexed journal (institutional)									
		PI 2: Number of research outputs presented in regional/ national/ int'l fora/ conferences									2

) v									
		PI 3: Number of research projects conducted and/ or completed on schedule		4	6	1) Small-scale Irrigation project; 2) AMIA project; 3) Geo-informatics study for Sab-a basin; 4) Rehabilitation of degraded upland; 5) Development of rapid composter; 6) Enhancing Landuse and LCCAP using drone	7	T	7	7	
		PI 4: Number of research proposals submitted	Develops and submits research proposals for funding	1	1	Proposal to IIRR entitled "Geoinformatics Studies of the Leyte Sab-a Peatland Forest in San Miguel, Leyte"	4	4	4	4	
		PI 5: Percent of research proposals approved									
		PI 6: Amount of research money generated from external funding	Generates fund outside from VSU	250K	230K	1) IIRR - P230,000	4.5	4.5	4.5	4.5	
		PI 7: Amount of research money generated from institutional funding	Generate research projects from VSU funding	70K	349,891	1) For GIS.1.1819	1 -	1	1-	4	
		PI 8: Additional outputs									
MFO 4	Extension Services	PI 1. Number of person-days trained weighted by length of training			-						
		PI 2: Number of IEC materials/ technoguides developed/ used									
		PI 3: Number of beneficiaries served									
		PI 4: Number of Extension projects conducted and/or completed on schedule	Conducts/implements extension projects/ components	1	1	Title: Strengthening VSU's Land Administration and Management Program and Enhanced Land Use Planning Services to Local Government Units in Eastern Visayas	4	4	4	4	
		PI 5: Number of extension proposal submitted									
		PI 6: Percent of extension proposals approved									

	8)										
The second secon		PI7: 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	1	1	1	4	
		PI 8: Additional outputs									
		* Number of extension-related awards									
		* New linkage established									
		* Conducted trainings/seminar workshop									
acception and analysis of the second											
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									
		* Number of literatures contributed to Ecological Farming System (EFS)					4				
MFO 6	General Admin.	PI 1: Number of staff	Exercise overall supervision	_		D					
	& Support Services	supervised and monitored	of research and extension projects	6	8	Research staff for AMIA, GIS map server, SSIP project and Drone Mapping	1	1	7	7	
		PI 2: No. of mgt meetings conducted	Preside over project meetings	12	16	Preside projects's monthly meetings and special meetings	1-	7	7	7	
		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	7	7	7	I	

PI 6: No. of documents reviewed/ signed	Reviews/sign admin docs, vouchers, travel request, etc	60	120	Signed vouchers, appointments, PR, others	15	7	5	I	300000
PI 6: Amount of Funds generated outside VSU	Generate funds outside VSU								(SA41880)
PI 7: No.of IGP/STF's supervised									y là Asideo
PI 8: No. of reports/ docs reviewed									VI. 6:16:10:46
PI 9: Additional outputs				The state of the s					W 178.09

Total Over-all Rating	Ave. Rating (Total Over-all rating divided by <u>(0</u>)	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:

trainings related to +

field specialization

Evaluated and rated by:

ROMEL B. ARMECIN

Unit Head

- 1 Quality
- 2 Efficilency
- 3 Timeliness
- 1 Average

Recommending Approval:

MOISES NEIL V. SEREÑO

Director for Extension

Recommending Approval:

JOSE L. BACUSMO

Director for Researc

Approved by:

OTHELLO B CAPUNO

VP for Research & Extension

PERFORMANCE MONITORING & COACHING JOURNAL Rating Period: January - June 2019

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

Name of Officer: PASTOR P. GARCIA
Head of Office: ROMEL B. ARMECIN

Number of Personnel: 1

		MECHANIS	M		
Activity Monitoring	Mee	ting	Memo	Others (Pls.	Remarks
	One-on-One	Group	MCHO	Specify	
Monitoring					10
Treparate & ruhwig	- tell y	11a			
Theparoch & ruhwig	1-41. 1	(()			
Coaching					
Dicursia or the timely submission of Leveloput plan	Kiay 201	ń			

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

Conducted by:

ROMEL B. ARMECIN

Immediate Supervisor

Noted by:

Next Higher Superviso

cc: OVPI ODAHRD PRPEO

Instrument for Performance Effectiveness of #acml+y 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									
8	5	Outstanding	The performance almost always exceeds the job requiremen	nts. T	he sta	ff deli	vers					
5 Outstanding		Outstanding	output which always result to best practice of the unit. He is	output which always result to best practice of the unit. He is exceptional role model.								
4	4	Very Satisfactory	The performance meets and often exceeds the job requirem	ents								
;	3	Satisfactory	The performance meets job requirements									
2	2	Fair	The performance needs some development to meet job requ	uirem	ents							
-	1	Poor	The staff fails to meet requirements									
_	lo.	*u o /M oil # n n n o				- 1						
A.	-	mitment (both for subordinates				Scale						
	1.		it's needs and makes the latter's experience in transacting	5/	4	3	2	1				
	2	business with the office fulfilling		E		2	2	1				
	2.			5	4	3	2	1				
	3.	-	ports required by higher offices/agencies such as CHED,	5	4	3	2	400				
		rendering overtime work even	SUC and similar regulatory agencies within specified time by without countings pay									
	A		vision to variance pay. nis/her share of the office targets and delivers outputs within	5		3	2	1				
	7.	the prescribed time.	nsmen smare on the onice targets and delivers outputs within	3	4	3	2					
	5		p attain the targets of his/her office by assisting co-employees	5	4	3	2	1				
	J.	who fail to perform all assigned		2		3	2	,				
	6.					3	2	-				
	0.	personal matters and logs out upon departure from work.			4	3	-					
	Keeps accurate records of her work which is easily retrievable when needed		5)	4	3	2	1					
	8.		nprove her work and the services of the office to its clients	ত	4	3	2	1				
	9		ed by the head or by higher offices even if he assignment is		4	3	2	1				
		_	ritical towards the attainment of the functions of the university.	3	-	1	-	١,				
	10.		lean periods by performing non-routine functions the outputs	(5)	4	3	2	1				
		_	tice that further increase effectiveness of the office or	2				,				
	D-months of	satisfaction of clientele.					10000000					
	11.	Accepts objectives criticisms a	nd opens to suggestions and innovations for improvement of	5	4	3	2	1				
		his work accomplishments.		/								
	12	Willing to be trained and devel	oped	1	4	3	2	1				
			Total Score					Г				
В.	Lea	dership & Management (For sur	pervisor only to be rated by higher supervisor)			Scale	1					
	1	7 7 7	ertise in all areas of work to gain trust, respect and confidence	5	4	3	2	1				
		from subordinates and that of I										
	2		strategic and specific plans and targets of the office aligned	5	4	3	2	1				
		to that of the overall plans of th		~								
	3		nproving efficiency and effectiveness of the operational	5	4	3	2	1				
			office for further satisfaction of clients					District Chinase				
	4	Accepts accountability for the	overall performance and in delivering the outputs required of	57	4	3	2					
		his/her unit.						-				
	5		rs, coaches and motivates subordinates for their improved	3	4	3	2	1				
	-	efficiency and effectiveness in	accomplishing their assigned tasks needed for the	V								
			w of the few									

Overall recommendation	*	
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attainments of the calibrated targets of the unit.

MBArraein

Total Score

EMPLOYEE DEVELOPMENT PLAN Rating Period: January - June 2019

Name of Employee: Performance Rating:	PASTOR P. GARCIA
r chomance Rating:	
Aim: To enhance the kr	nowledge of staff on research development and research paper writing.
Proposed Interventions responsibilities:	to Improve Performance and/or Competence and Qualification to assume highe
Date: January 2019	Target Date: 1st Quarter
First Step:	
Allow the staff to attend/pa	rticipate on journal articles to
results.	rticipate on journal article writing and other tools in dessiminating research
Result:	
Published articles in referree	ed journals.
Date: April 2019	
7411 2019	Target Date: 2nd Quarter
Next Step:	
Allow the staff to attend/partic	Cinato in coming
atternar partir	cipate in seminars, and training related to journal article writing for retooling.
Outcome:	
	lated to acionsta
orimidi (c	lated to scientific article writing for publication of research results.
Final Step/Recommendation	
Conforme: Phone	Prepared by: P. GM RCIA ROMEL B. ARMECIN
R	Unit Head