

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: BERT C. PENALOSA

January-June 2018

Program Involvement (1)	Percentage Weight of Involve- ment (2)	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		4.67x50%	2.33	
b. Students (50%)		4.33x50%	2.17	
Total for Instruction	90%		4.50	4.05
2. Research				
a. Client/Dir. For Research (50%)				
b. Dept. Head/Center Director (50%)				
Total for Research	0%			0.00
3. Extension				
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	0%		0.00	0.00
4. Administration	10%		5.00	0.50
5. Production				
TOTAL	100%			4.55

EQUIVALENT NUMERICAL RATING:

4.55

Add: Additional Points, if any:

0

TOTAL NUMERICAL RATING:

4.55

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

BERT C. PENALOSA

Name of Faculty

ANTONIO P. ABAMO

Head, DBM

Recommending Approval:

ANTONIO P. ABAMO

Dean/Director


Approved:

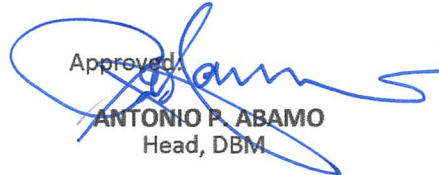
BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **BERT C. PENALOSA**, Instructor of the Department of Business and Management commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January 2018 to June 2018


BERT C. PENALOSA
 Ratee

Approved: 
ANTONIO P. ABAMO
 Head, DBM

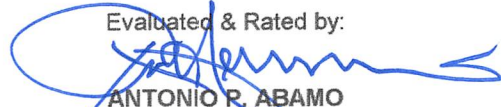
MFOs/PAPs	Success Indicators	Tasked Assigned	Target	Percentage of Actual Accomplish ment	Actual Accomplishme nt	Rating				Remarks
						Q1	E2	T3	A4	
Advanced Education Services	1. Graduate Degree Program Management Services									
	PI1: Number of graduate degree specializations offered and monitored									
	PI2: Total FTE monitored									
	PI3: Percentage increase in number of graduate students enrolled									
	PI4: Percentage increase in the number of students who graduated within prescribed period									
Higher Education Services	Full Time Equivalent (FTE)	Teaching	25.00	174%	43.60	5	4	5	4.67	
	Vacation/Sick Leave									
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	Compiler	1	200%	2	5	5	5	5.00	
	Revised IM's within the last 3 years									
	Advising									
	Approved case study manuscript	Adviser								
	Approved thesis outline									
	Approved thesis manuscript									
	Student Advising and Consult Services:									
	Number of student org advised	Adviser								
	Student-related activities assisted	Adviser	1	100%	1	5	4	4	4.33	

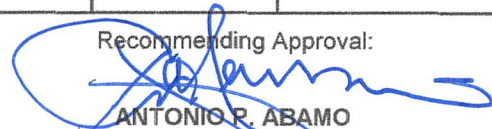
	Number of UAC mtgs attended									
	Membership in university committees									
	Prompt submission of required documents									
	Annual Report									
	Procurement Plan									
	Staff Development Plan									
	Number of Faculty Mentored									
	Number of department activities supervised									
	Number of faculty members for study leave									
Total Over-all Rating									23.67	

Average Rating (Total overall rating divided by 4)		4.73
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.73
ADJECTIVIAL RATING		0

Comments & Recommendations
for Development Purpose:

Dependable Teaching skills. Must get courses related to agribusiness

Evaluated & Rated by:

ANTONIO P. ABAMO
Dept/Unit Head

Recommending Approval:

ANTONIO P. ABAMO
Dean

Approved by:

BEATRIZ S. BELONIAS
Vice President

Date: _____

Date: _____

Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Dept. of Business and Management

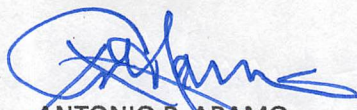
Head of Office: Antonio P. Abamo

Number of Personnel: BERT C. PENALOSA

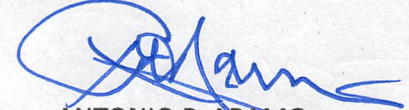
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Faculty meeting		Following up the progress of extension involvement of DBM	Very productive discussion
Coaching		How possible to develop teaching guides and tips for teaching effectively			Effective and successful

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

Conducted by:


ANTONIO P. ABAMO
 Immediate Supervisor

Noted by:


ANTONIO P. ABAMO
 Dean, CME

PERFORMANCE MONITORING & COACHING JOURNAL

Q	1st	
U	2nd	
A	3rd	
N	4th	
I		
T		

Name of Office: Dev. of Business and Management

Head of Office: Antonio P. Abano


Number of Personnel: BERT C. PERALTA

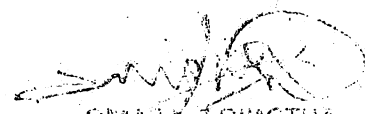
Remarks	Other (Pls. specify)	MECHANISM			Activity Monitoring
		Admno	Meeting	One-on-One	
Very productive discussion	Following up the progress of extension involvement of BRT		Family meeting		Monitoring
Effective and discussion			How possible to develop teaching guides and tips for teaching effectively		Coaching

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

Noted by:

Conducted by:


ANTONIO P. ABANO
Dean, CME


ANTONIO P. ABANO
Immediate Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Bert C. Peñalosa
Performance Rating: January– May 2018

Aim: To enhance innovative teaching approach and continue to acquire knowledge necessary in agribusiness programs.

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

Date: January 8, 2018

Target Date: May 31, 2018

First Step:

To attend trainings, seminars and workshop activities that will enhance teaching skills, actual business engagement and financial practices.

Result:

Attendance and active participation in related trainings, seminars and activities.

Date:

Target Date:

Next Step:

Provide new teaching methods and innovative learning programs designed for agribusiness students.

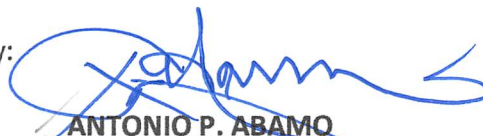
Outcome:

Improved teaching capability to undertake Outcomes-Based Education programs.

Final Step/Recommendation:

To continue attending business activities and conferences to upgrade competency to perform instruction, research and extension functions.

Prepared by:


ANTONIO P. ABAMO
Unit Head

cc: ODA-HRD