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 (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

4.55 **EQUIVALENT NUMERICAL RATING:** Add: Additional Points, if any: 0 TOTAL NUMERICAL RATING: 4.55

ADJECTIVAL RATING:

Outstanding

Head, DBM

Prepared by:

Reviewed by:

BERT CPEÑALOSA Name of Faculty

Recommending Ap

ANTONIO P. ABAMO

Dean/Director

Approved:

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. PEÑALOSA Ratee

NTONIO P ABAMO

MFOs/PAPs	Success Indicators	Target		Percentage of	Actual Accomplishme	Rating				Remarks
MIOSFALS	Success illulcators	Assigned	raiget	Actual Accomplish ment	nt	Q1	E2	Т3	A4	
Advanced Education Services	Graduate Degree Program Management Services			agent property and a second property and a s						
	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									
Statution and the state of the	Number of IMs Dev/Rev & Utilized	Compiler	1	200%	2	5	5	5	5.00	
	Revised IM's within the last 3 years									
AND COLOR OF THE STATE OF THE S	Advising									
	Approved case study manuscript	Adviser				Manage and				
AND	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	

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	Student advised as academic adviser	Adviser							
	Academe/Industry Linkage established:								
	International								
	National								
	Local/Regional								
	Awards/Honors received by students/faculty:								
	Awards received by students								
	Number of awards received by faculty								
	Number of Professorial Chair awardee								
	Number of Scholarships availed								
Advanced education									
	Number of Graduates within prescribed period:								
	Masters								
	Diploma								
	IMs Developed/Revised and Utilized								
	Revised IM's within the last 3 years								
	Number of Student Research Advising								
	Approved special problem manuscript								
	Approved research outline								
	Student Advising and Consult Services:								
	Number of student organizations advised								
	Number of student-related activities assisted								
Research Services	journals/internationally indexed journals:								
	In Ref Internti Journals								
	In Ref Natl Journals								
	In Institutional Journals								
	International								
	Number of papers published in other								
	peer-reviewed publications								
	(proceedings, monographs, etc.)								
	Regional/National/International Fora /Conferences:								
	In International								
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	In National									
	In Regional									
	In Local			<u> </u>						
	Percentage of Research Projects Conducted									
	and Completed on Schedule									
	Number of scientific fora coordinated/facilitated									
	Number of linkages forged:									
	International									
	National									
	Regional									
Extn Services	Number of person-days trained	Trainor								
	Number of trainings conducted	RP								
	Number of beneficiaries served:									
	Groups/ Institutions									
	Individuals									
	Awards recv (inter, natl, local):									
	Individual									
	Unit (Center, College, Department)									
	Technical/ Expert services									
	Consultancy	Consultant								
	Commodity teams									
	RDE reviewer/ panelist									
	Resource person	Resource person								
Seminars/symposium/										
conference attended	International									
	National									
	Local/Regional	Participant	1	100%	1	4	5	5	4.67	
Admin Support										
Services	Number of department mtgs attended		5	140%	7	5	5	5	5.00	
	Membership in University committees	Member								
	Membership in College committees	Member								
	Membership in the Department committees	Member								
Department Head	Number of department meetings presided									
	Number of execom meetings attended									

ANTONIO R. ABAMO Dept/Unit Head		Dean		Vice Presid				
Evaluated & Rated by: ANTONIO R. ABAMO		\(\sqrt{\sq}\}}}\sqrt{\sq}}}\sqrt{\sq}}}\sqrt{\sq}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}	Recommending Approval:		y: BELONIAS			
ADJECTIVIAL RATING			0					
FINAL RATING	FINAL RATING		4.73	Jej Carrie	, ,000000			
Approved Adidtional points (w	ith copy of approval)			ad Teaurage	related to come use			
Additional Points:				for Development Purpose:	taching skills, kust			
Average Rating (Total over	rall rating divided by 4)		4.73		Comments & Recommendations			
Total Over-all Rating					23.67			
	Number of faculty members for study leave							
PROGRAMMENT OF THE PROGRAMMENT O	Number of department activities supervised							
	Number of Faculty Mentored							
	Staff Development Plan							
	Annual Report Procurement Plan	And the second s						
	Prompt submission of required documents							
	Membership in university committees							
THE CONTRACTOR OF THE PROPERTY OF THE CONTRACTOR	Number of UAC mtgs attended							

Date:

Date_

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

Date: ____

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Dept. of Business and Management

Head of Office: Antonio P. Abamo

Number of Personnel: BERT C. PENALOSA

Activity Monitoring One-on-						
	Meeting		Memo	Others (Pls.	Remarks	
	One-on-One	Group	Iviellio	specify)		
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 WONT DRING & COACHING KUIRNAL

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Haad of Office: Artenie F. Ahamo

Number of Personner BERT C. PERALOSA.

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

Conducted by:

ANTONIO P. SEANO.
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Noted by:

ANTONIO P. ARAMO Dean, CME

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.

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

Date:

Target Date:

Next Step:

<u>Provide new teaching methods and innovative learning programs designed for agribusiness students.</u>

Outcome:

Improved teaching capability to undertake Outcomes-Based Education programs.

Final Step/Recommendation:

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

Prepared by:

ANTONIO P. ABAMO

Unit Head

cc: ODA-HRD