

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **KENNETH ORAIZ**
Period: **January to June 30, 2019**

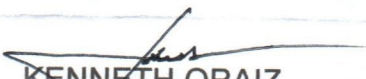
Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	40%	5.00	2.000
b. Students (50%)	40%	5.00	2.000
Total for Instruction	80%		4.00
2. Extension/Production			
a. Client/Dir. for Extension (50%)	10%	4.95	0.480
b. Dept Head/Center Director (50%)	10%	4.95	0.480
Total for Extension	20%		0.960
TOTAL	100%		4.960


EQUIVALENT NUMERICAL RATING: **4.96**
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: **4.96**


ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:


Reviewed by:


KENNETH ORAIZ
Name of Faculty


SUZETTE B. LINA
Head, Department of Soil Science

Recommended Approval:

VICTOR B. ASIO
Dean, College of Agriculture and Food Science

Approved:


BEATRIZ S. BELONIAS
Vice President, Instruction

Visayas State University
College of Agriculture and Food Science
DEPARTMENT OF SOIL SCIENCE
Visca, Baybay City, Leyte
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, KENNETH ORAIZ, Instructor I of the Department of Soil Science, 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 2019 to June 30. 2019. (Accomplishments)


KENNETH ORAIZ, MSc.
Ratee

Date: _____

Approved: 
SUZETTE B. LINA, Ph.D.
Head of Unit

Date: _____

MFO No.	MFO Descrip-tion	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
					Details of Accomplishment	Quality	Efficiency	Timeliness	Average	
MFO 2 Higher Education Services										
Undergraduate Degree Program Management Services										
		PI 1. Number of FTE	Teach: SS118 (Lec);118 (Lab), SS 112 (Lab) ; SS112 (Lab) ; SS22 (Lab) - 3 sections Summer Practicum	18.00	21	5	4	5	4.7	
Undergraduate Student Management Services										
		PI 1. Number of undergraduate thesis outline approved	Read, reviewed and approved thesis outline as adviser and SRC member	0	0					


		PI 2. Number of undergraduate student's manuscripts approved	Read, reviewed and approved undergraduate student's manuscript as adviser and SRC member	0	0					
		Student advising and consultation services								
		PI 5. Number of academic advisees	Advised students on what subjects to take and approve COR	5	10	5	5	5	5.0	
		PI 6. Number of student-related activities assisted	Approved and monitored student activities as Adviser of OSSM (Org. of Soil Science Major)	1	1	5	5	5	5.0	
		PI 8. Number of student awards/honors received	Monitored/guide academic/thesis advisees	0	0					
MFO3. Faculty Evaluation Services		PI 1. Teaching Performance	All subjects handles	VS	0					
MFO 4 Research Services										
		PI 1. Number of article prepared for publication								
		<i>In refereed int'l journals</i>	Research output from my Dissertation	0	0					
		PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
		<i>International conferences</i>		1	2	5	5	5	5.0	
		PI 3. Number of research projects conducted and/or completed on schedule		0						
		PI . Amount of research money generated from external funding (Thousand PHP)		0	0					
		PI 7. Number of trainings/workshops attended		2	5	5	5	5	5.0	

MFO 5 Extension										
		PI 5. Number of Scientific Papers reviewed		0	0					
MFO 7 General Admin and Support Services										
		PI 7. Number of College/University meetings attended		0	2	5	5	5	5.0	
		PI 8. Number of committee membership	Department-based Comm.	1	1	5	5	5	5.0	
		PI 10. Zero percent complaint from clients served	None	0% complain	0					
		Additional Outputs								
Total Over-all Rating		34.7								
Average Rating		4.952								
Adjectival Rating		OUTSTANDING								

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

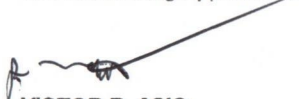
Comments & Recommendations for Development Purpose: Maintain your good performance in work.

Evaluated and Rated by:




SUZETTE B. LINA
Head, Department of Soil Scienc
Date: _____

Recommending Approval:



VICTOR B. ASIO
Dean, College of Agriculture and Food Science
Date: _____

Approved by::



BEATRIZ S. BELONIAS
Vice President, Instruction
Date: _____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: KENNETH ORAIZ

Performance Rating: OUTSTANDING

Aim: To sustain outstanding performance of the department

Proposed Interventions to Improve Performance:

Full support from the University in terms of continuous faculty development program, research/extension activities and administrative support in the preparation of updated teaching materials.

Date: June 2019

Target Date: December 2019

First Step:

Revise/update Instructional Materials

Attend national and international scientific forum

Publish scientific paper in international refereed journals

Result:

Submitted articles in refereed journal

Prepared course syllabi for new courses handled

Attend international scientific forum

Date: June 2019

Target Date: December 2019

Next Step:

Write scientific proposals for future research

Collaborate other institutions for research and extension projects

Outcome: Submit scientific proposals to other institutions for possible collaboration.

Final Step/Recommendation:

If proposal is approved and budget is ready, then implementation will follow.


Prepared by:



SUZETTE B. LINA

Unit Head

Conforme:



KENNETH ORAIZ
Name of Faculty