
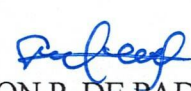
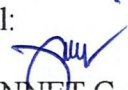


Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: TRIANA F. SOROÑO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
26. Instruction			
k. Head/Dean (50%)		2.36	
l. Students (50%)		2.22	
Total for Instruction	80%	4.58	3.66
27. Research			
k. Client/Dir. for Research (0%)			
l. Dept. Head/Center Director (0%)			
Total for Research			
28. Extension			
k. Client/Dir. for Extension (0%)			
l. Dept Head/Center Director (0%)			
Total for Extension	10%	5.00	0.50
29. Administration & Support to Operations	10%	5.00	0.50
30. Production			
TOTAL			4.66

EQUIVALENT NUMERICAL RATING: 4.66

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.66ADJECTIVAL RATING: **Outstanding**Prepared by: 
TRIANA F. SOROÑO
Name of FacultyReviewed by: 
ELDON P. DE PADUA
Department HeadRecommending Approval: 
JANNET C. BENCURE
Dean/DirectorApproved: 
ROTACIO S. GRAVOSO
Vice President



VISAYAS
STATE UNIVERSITY




**DEPARTMENT OF AGRICULTURAL
AND BIOSYSTEMS ENGINEERING**


Visca, Baybay City, Leyte, PHILIPPINES
Telephone: (053) 525-0140 local 1015
Email: dabe@vsu.edu.ph
Website: www.vsu.edu.ph

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, TRIANA F. SORONO, a faculty member of the DEPARTMENT OF AGRICULTURAL AND BIOSYSTEMS ENGINEERING commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 2024.


TRIANA F. SORONO
Instructor I
Date: 19 July 2024

Approved:

ELDON P. DE PADUA
Department Head
Date: 19 July 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3. Number of students advised on thesis/special problem/dissertation								

		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	PI 9: Number of instructional materials developed *	A5 . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning	Prepares Power Point presentation, video, etc.							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		A 6 : Number of on-line	Submits the course ware duly reviewed by TDD							
		A 7 : Number of virtual	Creates virtual classroom using either							
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 9: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches	40	55	5	5	5	5.00	

		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	16	14	5	5	4	4.67	
		A11 . Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period							
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	3	3	5	5	5	5.00	
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	10	14	5	4	4	4.33	
		A14 . Number of	Prepares and	30	30	5	5	4	4.67	
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	40	40	5	4	4	4.33	
	PI 8: Number of students	A16 . Number of students	<i>Acts as academic</i>							
		A17 . Number of students advised on thesis/ field practice/special problem:		3	6	5	5	4	4.67	
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript		1	5	4	4	4.33	
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript		5	5	4	4	4.33	
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	24	5	4	4	4.33	

	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO							
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	PI 10: Number of instructional	A 21 : Number of on-line	Prepares and	8	8	5	5	4	4.67	
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	8	8	4	4	4	4.00	
		<i>Supplemental learning</i>	<i>Prepares Power Point presentation, video, online</i>	10	20	5	5	5	5.00	
		<i>Assessment tools</i>	<i>Prepares assessment tools such as long exam, quizzes, problems sets, etc.</i>	10	15	5	5	4	4.67	
		A 23 : Number of on-line	Submits the course	8	8	5	4	4	4.33	
		A 24 : Number of virtual	Creates virtual	8	8	5	5	5	5.00	
	PI 11. Additional outputs	A 25. Number of								
		<i>Program accreditation/evaluation</i>	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		<i>Agency/firm/Industry</i>	Coordinates with							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research	A27. Number of research	Conducts research							
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research or project within the year							

	PI 3. Percentage of research	A 29. Percentage of <i>In refereed int'l journals</i>	Writes publishable							
		<i>In refereed nat'l/regional</i>								
	PI 4. Number of research	A 30. Number of research <i>In int'l fora/conferences</i>	Prepares, submits							
		<i>In nat'l/regional</i>								
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	PI 6. Additional outputs*	A 32. No. of research-related award/research articles/scientific paper	Acts as peer							
		A 33. Number of journal articles/scientific paper								
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership							
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects							

	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services							
	PI 5. <i>Number of technical/expert services</i>	A 40. <i>Number of technical/expert services as/in:</i>	Provides the technical and expert services requested by beneficiaries							
	<i>Research Mentoring</i>	<i>Research Mentor</i>								
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>								
	<i>Resource Persons</i>	<i>Resource Persons</i>								
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>								
	<i>Consultancy</i>	<i>Consultant</i>								
	<i>Evaluator</i>	<i>Evaluator</i>								
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extr. conducted by faculty or student & faculty) *								
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										

[illegible]


Comments & Recommendations for Development Purposes:

Explore strategies to improve your instruction rating.
Attend seminars/conferences/trainings to improve RDE and instruction capabilities.
Conduct RDE projects.

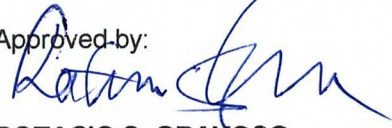
Evaluated & Rated by:


ELDON P. DE PADUA
Department Head
Date: 19 July 2024

Recommending Approval:


JANNET C. BENCURE
Dean, CET
Date: 24 July 2024

Approved by:


ROTACIO S. GRAVOSO
Vice President for Academic Affairs
Date: 26 July 2024

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: DABE

Head of Office: Engr. Eldon P. De Padua

Number of Personnel: 8


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Monitoring of classes conducted by DABE faculty members	Reminded the faculty members to conduct their classes regularly	Posted an announcement in the department's online communication platform			Faculty members conducted their classes regularly (through Face to face)
Monitoring of the submission of OBE Syllabus and TOS by department	Reminded the faculty members regarding the submission of Course Syllabi and TOS	Included in DABE regular meeting for the month of August and September 2023		Notice of meeting	Some of the faculty members have submitted their OBTL Syllabus and TOS
Monitoring of the submission of IPCR with targets	Reminded the faculty members to submit their IPCR with targets	Included in DABE regular meeting for the month of June		Notice of meeting	All faculty members have submitted their IPCRs with targets
Monitoring of the attendance of faculty members in the Mandatory Orientation and Re-orientation of	Reminded the assigned faculty members to attend in the Mandatory Orientation and	Posted an announcement in the department's online communication platform	OP Memo Circular No.22 s.2023		All assigned faculty members attended the orientation and re-orientation

Academic Advisers, Department Enrolment Focal Persons, and College Hotline Agents	Re-orientation of Academic Advisers, Department Enrolment Focal Persons, and College Hotline Agents	ion platform			event
Monitoring of faculty members' preparations for the 1 st Sem AY 2023-2024 classes	Reminded the faculty members regarding the start of classes in the 1 st Sem AY 2023-2024	Included in DABE regular meeting for the month of July 2023		Notice of Meeting	Faculty members have started the preparation of their assigned courses for the coming semester (1 st Sem AY 2023-2024)
Monitoring of the conduct of midterm exam for 1 st Sem AY 2023-2024	Reminded the faculty members regarding the conduct of midterm exam for 1 st Sem AY 2023-2024	Posted an announcement in the department's online communication platform			All faculty members conducted the midterm exam
Monitoring of the submission of midterm grades for 1 st Sem AY 2023-2024	Reminded the faculty members to submit the midterm grades of their students	Included in DABE regular meeting for the month of April		Notice of meeting	Some of the faculty members have submitted their midterm grades
Monitoring of DABE projected faculty workload	Reminded the faculty members regarding the Subject Offerings for the 1 st Sem AY 2023-2024	Included in DABE regular meeting for the month of September 2023		Notice of meeting	Distributed and monitored the projected faculty workload for 1 st Sem AY 2023-2024
Coaching					
Coaching on the conduct of classes regularly using the blended-learning strategy to DABE faculty members	Reminded the faculty members to conduct their classes regularly	Posted an announcement in the department's online communication platform	DABE Memo. No. 03 s. 2024		Faculty members conducted their classes regularly (through blended/flexible teaching-learning method)

Coaching on the preparation of OBTL Syllabus and TOS prior to submission by department	Reminded the faculty members regarding the submission of Course Syllabi and TOS	Included in DABE regular meeting for the month of August and September 2023		Notice of meeting	Majority of the faculty members have submitted their OBTL Syllabus and TOS
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Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


ELDON P. DE PADUA
 Head, DABE

Noted by:


JANNET C. BENCURE
 Dean, CET

TRACKING TOOL FOR MONITORING TARGETS

Major Final Output/Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
				1 st Month	2 nd Month	3 rd Month	4 th Month	5 th Month	6 th Month	
MFO 1. Advanced Education Services										
OVPI MFO 2. Graduate Study Management Services										
PI 2. Percentage of accredited graduate programs	Offering MS Program	Dept. Head and Graduate Faculty	Continuing Task							
PI 3. Number of graduate degree specializations offered and monitored	Offering MS Program	Dept. Head and Graduate Faculty	Continuing Task							
MFO 2. Higher Education Services										
PI 1. Percentage of first-time licensure exam takers that pass the licensure exams	Teaching	Dept. Head and Faculty				50 %				11 out of 22 first-time takers passed the exam
PI 2. Percentage of graduates (2 years prior) that are employed	Teaching	Dept. Head and Faculty								Tracer study for 2023 graduates is to be conducted on October 2024
PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	Enrolling students	Dept. Head and Faculty	Jan-June 2024	x	x	x	x	x	x	100% of the students
PI 5: Total FTE, coordinated, implemented and monitored	Offering BS Program	Dept. Head and Faculty	Continuing Task	x	x	x	x	x	x	DABE FTE for BS courses are coordinated, implemented and monitored
PI 8. Number of students advised										
<i>On thesis/field practice/special problem</i>	Advising	Dept. Head and Faculty	Continuing Task	x	x	x	x	x	x	Thesis and Field Practice
<i>No. of Approved Manuscript submitted within the</i>	Advising	Dept. Head and Faculty		34						EPDePadua-1; MGCSumari

<i>prescribed period</i>										a-3; DLSTan-1
<i>On consultation</i>	Advising	Dept. Head and Faculty	Continuin g Task	x	x	x	x	x	x	Course/subj ect related, Enrollment, Career guidance
PI 9: Number of student organizations advised/ assisted										
<i>Student organizations advised</i>	Organiza tion advising	Org. Adviser/Fac ulty	Continuin g Task	x	x	x	x	x	x	PSABE VSU-SC; CET-SSC
<i>Student organizations assisted on student related activities</i>	Assisting student related activities	Dept. Head and Faculty	Continuin g Task						x	ABE Day
PI 10. Number of instructional materials developed										
<i>On-line ready courseware</i>	Making instructio nal materials	Dept. Head and Faculty	Jan-June 2024	x	x	x	x	x	x	Some online courseware are continuously updated
<i>Flexible instructional materials</i>	Making instructio nal materials	Dept. Head and Faculty	Jan-June 2024	x	x	x	x	x	x	Some online instructional materials are continuously updated
<i>Assessment Tools</i>	Making assessm ent tools	Dept. Head and Faculty	Jan-June 2024	x	x	x	x	x	x	Assessment tools are continuously monitored and updated by all faculty members
<i>Number of virtual classrooms created and operationalized</i>	Creating and operation alizing virtual classroo ms	Dept. Head and Faculty	Jan-June 2024							Virtual classrooms are already available
MFO 3. Research Activities										
PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries	Conducti ng research es	Faculty	Continuin g task	x	x	x	x	x	x	1.Hydraulic ram pump demo unit (technical evaluation of 1 ram pump model # 2 prototype) 2. Evaporative cooling system demo unit (automated proto-type), 3 optimization of single chamber syngas; 4. Solar tunnel

										dryer
PI 2. Number of research outputs completed within the year	Conducting researches	Faculty	Continuing Task	x	x	x	x	x	x	All research activities of the faculty members are on-going
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%										
<i>In refereed int'l journals</i>	Preparing technical papers	Dept. Head and Faculty								
<i>In refereed nat'l/regional journals</i>	Preparing technical papers	Dept. Head and Faculty								
PI 4. Number of research outputs presented in regional/national/int'l fora/conferences										
<i>In int'l fora/conferences</i>	Preparing technical papers	Dept. Head and Faculty								Hydraulic Ram Pump Development and Automation for Small Irrigation System and Upland Barangays
<i>In nat'l/regional fora/conferences</i>	Preparing technical papers	Dept. Head and Faculty								(1) Biodiesel Production from Chicken (Gallus gallus domesticus) Fat Oil and Waste Cooking Oil, (2) Development of Solar-based Evaporative Cooling System for Intermediate Field Storage of Fruits and Vegetables, (3) Bioenergy Generation from Agricultural

[illegible]

[illegible]

<i>Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies</i>	Observing 5S within the unit	Dept. Head, Faculty, & Admin. Staff	Continuing Task	x	x	x	x	x	x	5S practice was observed within the department
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Prepared by:


ELDON P. DE PADUA
 Unit Head

PERFORMANCE MONITORING FORM


Name of Employee: **TRIANA F. SOROÑO**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Advanced Education - evaluating MSAE admission application	-	-	-	-	-	-	Not Teaching MS
2	Higher Education - Teaching BS courses	Conduct classes, virtual classrooms w/ learning materls. & assessments	1-1-2024	6-30-2024	6-30-2024	VI	O	ESci 113; ABEn 145; ABEn 165
3	Research services	-	-	-	-	-	-	No Research Conducted
4	Extension services	-	-	-	-	-	-	No Extension services
5	Support to operations	Varied ISO & acad. documents and services	1-1-2024	6-30-2024	6-30-2024	VI	VS	Assigned ISO, acad. documents, etc. done
6	General administration & support services	Varied general documents & services	1-1-2024	6-30-2024	6-30-2024	VI	VS	Assigned gen. docs. & services done

*Either very impressive (VI), impressive (I), needs improvement (NI), poor (P), very poor (VP)

**Outstanding (O), very satisfactory (VS), satisfactory (S), unsatisfactory (US), poor (P)

Prepared by:


ELDON P. DE PADUA
 Head, DABE



EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Triana F. Soroño**
Performance Rating: 4.66

Aim: Engr. **Triana F. Soroño** as an effective instructor, researcher, and extensionist of the Department of Agricultural and Biosystems Engineering (DABE).

Proposed Interventions to Improve Performance:

Note:

Engr. Soroño will be developed into a more effective instructor, researcher, and extensionist of DABE.

Date: January 1, 2024

Target Date: June 30, 2024

First Step

- Re-orientation on the roles and responsibilities of a faculty not only in the area of instruction but also in the areas of research, development, extension and innovation.

Second Step

- Send to relevant trainings/workshops/seminars/short-term courses to improve the technical and professional proficiency of the staff.

Results:

- Improved technical and professional skills.
- Mastery on the delivery of instruction in BSABE curriculum.
- Mastery on making project proposals and implementing/managing approved research and extension projects.

Prepared by:

ELDON P. DE PADUA
Head, DABE

Conforme:

TRIANA F. SOROÑO
Instructor, DABE



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: SOROÑO, TRIANA F.

Department: Dept. of Agricultural and Bio-system Engineering

College: College of Engineering and Technology

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
ESci 113	CALCULUS FOR ENGINEERS 2	LEC	4.00	Very Satisfactory	80.0%
ABEn 165	AQUACULTURE ENGINEERING	LEC	5.00	Outstanding	100.0%
ABEn 165	AQUACULTURE ENGINEERING	LAB	4.00	Very Satisfactory	80.0%
ABEn 145	HYDROMETEOROLOGY	LEC	5.00	Outstanding	100.0%
ABEn 145	HYDROMETEOROLOGY	LAB	5.00	Outstanding	100.0%
ABEn 145	HYDROMETEOROLOGY	LEC	5.00	Outstanding	100.0%
ABEn 165	AQUACULTURE ENGINEERING	LAB	4.00	Very Satisfactory	80.0%
ABEn 165	AQUACULTURE ENGINEERING	LEC	3.50	Very Satisfactory	70.0%
Average Rating			4.44	Very Satisfactory	88.75%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory(S)

3.50 – 4.49 Very Satisfactory(VS)

4.50 – 5.00 Outstanding(O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: April 08, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: April 08, 2024

Received by:

SOROÑO, TRIANA F.

Name and Signature of Faculty

Date: 05/23/2024

Distribution of copies: ODIE, College, Department, Faculty