SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **MARIEDITH I. BAGARINAO (INSTRUCTOR III)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	100%	4.49	
b. Students			
Total for Instruction	100%	4.49	4.49
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	0%		
Total for Research			
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	0%		
4. Administration	0%		
5. Production	0%		
TOTAL	**100%**	**4.49**	**4.49**

EQUIVALENT NUMERICAL RATING: **4.49**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.49**

ADJECTIVAL RATING: **VERY SATISFACTORY**

Prepared by: Reviewed by:

MARIEDITH I. BAGARINAO   ULYSSES A. CAGASAN
Name of Faculty   Head, Department of Agronomy

Recommending Approval:

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

Approved by:

BEATRIZ S. BELONIAS
Vice President, Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Mariedith I. Bagarinao, a faculty member of the DEPARTMENT OF AGRONOMY 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 July - December, 2020.

MARIEDITH I. BAGARINAO
Instructor III
Date: 21/12/2020

Approved:

ULYSSES A. CAGASAN
Department Head
Date: Dec, 22, 2020

VICTOR B. ASIO
College Dean
Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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	3	4	5	5	5	5.00	
	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							

							4.8	4.8	4.8	4.80	
	A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	1		2						
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									
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof									
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments	1		1		3	3	3	3.00	
	Assessment tools	Prepares assessment tools such as long exam,	1		1		3	3	3	3.00	
	A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor									
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom									
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									
UMFO 2. HIGHER EDUCATION SERVICES											
OVPI UMFO 3. Higher Education Management Services											

	PI	Measure	Description	Target		Actual				Rating	
	PI 5: Total FTE, coordinated, implemented and monitored *	**A9**. Actual Faculty's FTE	*Handles and teaches courses assigned*	20		36.35	5	5	5	5.00	
		A10. *Number of grade sheets submitted within prescribed period*	Prepares gradesheet and submits on or before deadline	1		1	3	3	3	3.00	
		A 11. *Number of INC forms with grade submitted within prescribed period*	Facilitates students in their completion of the subject and submits completion forms with								
		A12. *Number of trainings attended related to instruction*	Attend mandated trainings								
		A13. *Number of long examinations administered and checked*	Administers and checks long examination for subjects taught	2		6	5	5	5	5.00	
		A14. *Number of quizzes administered and checked*	Prepares and checks quizzes for lec and lab	15		24	5	5	5	5.00	
		A15. *Number of lab reports and term papers checked and graded*	Checks lab reports and term papers submitted as	12		20	5	5	5	5.00	
	PI 8: Number of students advised: *	**A16**. Number of students advised:	*Acts as academic adviserto students*	1		4	5	5	5	5.00	
		A17. *Number of students advised on thesis/ field practice/special problem:*				4	5	5	5	5.00	
		As SRC Chairman	Advises, and corrects research outline and thesis/SP								
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript			1	4.8	4.8		4.80	

	PI	Activity	Description							
		_A18_. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	3	8		5	5	5	5.00
	PI 9: Number of student organizations advised/ assisted *	_A19_. Number of Student organizations advised	Advises student organizations recognized by							
		_A20_. Number of Student organizations assisted on student related activities	Assists student organizations in implementing							
	PI 10: Number of instructional materials developed *	**A 21 :** Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof		1		4.8	4.8	4.8	4.80
		Supplemental learning resources	_Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught_	1	1		3	3	3	3.00
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc	1	3		5	5	5	5.00
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							

		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom			5	5	5	5	5.00	
	PI 11. Additional outputs	**A 25**. Number of Additional outputs accomplished:									
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation								
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU								
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal								
									AVE	4.49	
UMFO 3 . RESEARCH SERVICES											
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	**A27.** Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries								
	PI 2. Number of research outputs completed within the year *	**A 28**. Number of research outputs completed within the year *	Conducts and completes research oroject within the year								
	PI 3. Percentage of research outputs published in internationally referred or	**A 29.** Percentage of research outputs published in internationally-refereed or CHED recognized journal within the	Writes publishable materials out of research outputs								
		In refereed int'l journals									

		In refereed nat'l/regional journals									
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	**A 30.** Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for								
		In int'l fora/conferences									
		In nat'l/regional fora/conferences									
	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 awards (research conducted by faculty or student w/ faculty)									
		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the								
		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	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. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries								

	Research Mentoring	Research Mentor							
	Peer reviewers/Panelists	Peer reviewers/Panelists							
	Resource Persons	Resource Persons							
	Convenor/Organizer	Convenor/Organizer							
	Consultancy	Consultant							
	Evaluator	Evaluator							
	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						
	PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *							
		A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and						
UMFO 5. SUPPORT TO OPERATIONS									
	OVPI MFO 4. Program and Institutional Accreditation Services								

PI 8.Compliance to all requirements thru the established/adequate implementation	A 44. Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the	zero non-conformity						
	A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant						
	On program accreditations								
	On institutional accreditations								

UMFO 6. General Admin. & Support Services (GASS)

PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint						
PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice							
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/mana gement related activities and other outputs to implement new normal							
Total Over-all Rating			62	122.35	76.4	76.4	72	80.89	
Average Rating			5.64	11.12	6.95	6.95	6.51	7.35	4.49
Adjectival Rating						VERY SATISFACTORY			

Comments and Recommendations:

Publish research articles = refereed journal publication

Evaluated & Rated by:

ULYSSES A. CAGASAN
Department Head
Date: Dec. 27, 2020

Recommending Approval

VICTOR B. ASIO
Dean, CAFS
Date:

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date:

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARIEDITH I. BAGARINAO
Performance Rating: OUTSTANDING

Aim: Maintain the outstanding rating

Proposed Interventions to Improve Performance

Date: January 2021   Target Date: December 2021

First Step:

    To finish PhD program

Result:

    Improved performance in teaching strategies

Target Date: January 2022

Next Step:

    To publish scientific paper in refereed journal/attend training
    To write and submit research proposal to funding agencies

Outcome: Published research articles

Final Step/Recommendation:

    To finish PhD program

Prepared by:

ULYSSES A. CAGASAN
Unit Head

Conforme:

MARIEDITH I. BAGARINAO
Name of Ratee Faculty/Staff