

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **JEDESS MILADEL N. SALOMON**  
Position/Designation: **Instructor II, NARC**

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x%)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
<b>1. Instruction</b>	<b>25%</b>		
a. Head/Dean (50%)		5.0x50%= 2.5	0.625
b. Students (50%)		5.0x50%= 2.5	0.625
<b><i>TOTAL for Instruction</i></b>			<b>1.250</b>
<b>2. Research</b>			
<b>3. Extension</b>	<b>75%</b>	<b>4.33</b>	<b>3.248</b>
<b>3. Others</b>			
<b>TOTAL</b>	<b>100%</b>		<b>4.498</b>

**EQUIVALENT NUMERICAL RATING:**

**4.498**

Add: Additional Points, if any:

**TOTAL NUMERICAL RATING:**

**4.498**

**ADJECTIVAL RATING:**

**OUTSTANDING**

Prepared by:

**JEDESS MILADEL N. SALOMON**

Name of Staff

Reviewed by:

**FELICIANO G. SINON**

Director, NARC

Recommending Approved:

**FELICIANO G. SINON**

Director

Approved:


**OTHELLO B. CAPUNO**

Vice-President

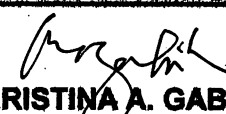
**VISAYAS STATE UNIVERSITY**  
Visca, Baybay City, Leyte, Philippines

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **JEDESS MILADEL N. SALOMON**, Instructor III of the **National Abaca Research Center-Visayas State University** commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **July 2018 to December 2018**.

  
**JEDESS MILADEL N. SALOMON**  
Ratee

Approved:

  
**CHRISTINA A. GABRILDO**  
Head of Unit, DDC

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>MFO1: Advanced and Higher Education Services</b>		<b>Instruction: At least 25% of the total tasks</b>							
<b>PI1: Full-Time Equivalent (FTE)</b>	Number of course/subjects/sections handled per semester	- Teaches course/subject/section per semester	- 1 course/subject/section per semester	Dec 143 (lec), 7 students Dec 143 (Lab), 7 students	5	5	5	5.0	
	Number of hours spent to student consultation	Renders student consultation	1 hr/wk	1 hr/wk	5	5	5	5.0	

<b>Ave. Rating</b> (Total Over-all rating) divided by 4)			-	<b>Comments and Recommendation for Development Purposes</b> <i>Congratulations!</i> <i>Start considering for further studies.</i>
<b>Additional Points:</b>				
Punctuality	-			
Approved Additional points (with copy of approval)	-			
<b>FINAL RATING</b>			5.0	
<b>ADJECTIVAL RATING</b>			Outstanding	

Evaluated and Rated by

  
**FELICIANO G. SINON**  
Director, NARC

Date: \_\_\_\_\_

Recommending Approval:

  
**FELICIANO G. SINON**  
Director, NARC

Date: \_\_\_\_\_

Approved by:

  
**OTHELO B. CARUNO**  
Vice-President

Date: \_\_\_\_\_



**VISAYAS STATE UNIVERSITY**

Visca, Baybay City, Leyte, Philippines

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **JEDESS MILADEL N. SALOMON**, Instructor III of the **National Abaca Research Center-Visayas State University** commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **July 2018 to December 2018**.

**JEDESS MILADEL N. SALOMON**

Ratee

Approved:

**FELICIANO G. SINON**

Head of Unit

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>MFO2: Research Services</b>		Research: At least 25% of the total tasks							
<b>MFO3: Extension Services</b>		Extension: At least 75% of the total tasks							
<b>PI1: Number of Trainings conducted</b>	Number of person-days trained	- Trains x person for y days	80	199	5	5	5	5.0	
	Number of trainings facilitated	Facilitates the conduct of trainings	2	5	5	5	4	4.67	
	Number of extension programs/projects conducted/implemented	- Conducts/implements extension projects/components	1	1	3	4	5	4.0	
	Number of clients served/briefed	Briefs walk-in visitors	200	198	3	4	5	4.0	
<b>Number of IEC materials produced</b>	Number of IEC materials produced	Produces and disseminates IEC materials	200	682	5	5	4	4.67	
<b>Others</b>	Number of exhibits manned	Mans exhibits	1	1	3	4	4	3.67	
	Number of field visits conducted	Conducts field visits	3	5	4	4	5	4.33	
	Number of meetings organized/attended	Organizes/attends meetings	3	12	5	5	4	4.67	
	Number of workshops conducted	Conducts workshops	1	1	3	4	5	4.0	
<b>Total Over-all Rating</b>				%					

Ave. Rating (Total Over-all rating) divided by 4)				Comments and Recommendation for Development Purposes <i>Congratulations! Start considering for further studies.</i>
Additional Points:				
Punctuality				
Approved Additional points (with copy of approval)				
FINAL RATING				
ADJECTIVAL RATING				

Evaluated and Rated by

**FELICIANO G. SINON**  
Director, NARC

Date: \_\_\_\_\_

Recommending Approval:

**FELICIANO G. SINON**  
Director, NARC

Date: \_\_\_\_\_

Approved by:

**OTHELO B. CAPUNO**  
Vice-President

Date: \_\_\_\_\_



Exhibit I

**PERFORMANCE MONITORING**

Name of Employee: **JEDESS MILADEL N. SALOMON**

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
MFO1: Advanced and Higher Education Services (FTE and Advising) : Instruction: At least 25% of the total tasks								
1	No. of course/subjects/sections handled per semester	1	July 1, 2018	Dec. 31, 2018	2	Very Impressive	O	Congratulation ons. Start considering for further studies
2	No. of hours spent to student consultation	1	July 1, 2018	Dec. 31, 2018	1 hr/wk	Very Impressive	O	
MFO2: Research and Extension Support Services (Research: At least 0% of total tasks)								
3	No. of research proposal submitted for funding	1	1 research per year		-			
MO3: Extension: At least 50% of the total task								
4	No. of person-days trained	80	As scheduled		199	Very Impressive	O	
5	No. of trainings facilitated	2	As scheduled		5	Very Impressive	O	
6	No. of extension programs/projects conducted/implemented	1	July 1, 2018	Dec. 31, 2018	1	Impressive	VS	
7	No. of clients served/briefed	200	July 1, 2018	Dec. 31, 2018	198	Impressive	VS	
8	No. of IEC materials produced	200	As scheduled		682	Very	O	

					Impressive	
Others: At least 25%						
9	No. of exhibits manned	1	As scheduled	1	Impressive	VS
10	No. of field visits conducted	3	As scheduled	5	Impressive	VS
11	No. of meetings organized/attended	3	As scheduled	12	Very Impressive	O
12	No. of workshops conducted	1	As scheduled	1	Impressive	VS

\* Either very impressive, impressive, needs improvement, poor, very poor

\*\* Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

  
**FELICIANO G. SINON**  
 Unit Head

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **JEDESS MILADEL N. SALOMON**  
Performance Rating: **OUTSTANDING**

Signature: 

**Aim: To carry out research, extension, and instruction functions.**

**Proposed Interventions to Improve Performance:**

**Date: July 1, 2018**

**Target Date: Dec. 31, 2018**

**First Step:**

- 
- 1. Develop and submit research proposal.**
  - 2. Facilitate/organize trainings, workshops, etc.**
  - 3. Update/Improve IMS.**

**Result:**

- Research proposal submitted to VSU.**
- I research project conducted.**
- Trainings and workshops conducted**

**Date: Jan. 1, 2019**

**Target Date: June 30, 2019**

**Next Step:**

- 1. Present research results and extension accomplishments**
- 2. Evaluate student outputs and compute grades.**

**Outcome: Hopefully,**

- 1. Students with more knowledge**
- 2. Research that can be published**
- 3. Assisted Abaca stakeholders.**

**Final Step/Recommendation:**

**I need to undergo intense training in order to comply all my functions in research, extension and instructions.**

**Prepared by:**

  
**FELICIANO G. SINON**  
Unit Head