SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS
(January – June)

Name of the Faculty Member: <u>FATIMA T. BALIÑA</u>

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
21. Instruction			
i. Head/Dean (50%)		5.0x50% = 2.50	
j. Students (50%)		4.33x50% = 2.17	
Total for Instruction	75%	4.67	3.50
22. Research			
i. Client/Dir. for Research (50%)			
j. Dept. Head/Center Director (50%)			
Total for Research	25%	5	1.25
23. Extension			
i. Client/Dir. for Extension (50%)			
j. Dept. Head/Center Director (50%)			
Total for Extension			
24. Administration			
25. Production			
TOTAL			4.75

EQUIVALENT NUMERICAL RATING: <u>4.75</u>
Add: Additional Points, if any: <u>0.0</u>
TOTAL NUMERICAL RATING: <u>4.75</u>

ADJECTIVAL RATING: **OUTSTANDING**

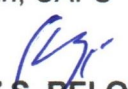Prepared by: Reviewed by:

FATIMA T. BALIÑA   **MILAGROS C. BALES**
Name of Faculty   Department Head

Recommending Approval:

VICTOR B. ASIO
Dean, CAFS

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, __FATIMA T. BALIÑA__ , a faculty member of the __DEPARTMENT OF AGRICULTURAL EDUCATION AND EXTENSION__ accomplished the following targets from __JANUARY - JUNE 2022__.

Approved:

__FATIMA T. BALIÑA__
Associate Professor II
Date:

__MILAGROS C. BALES__
Department Head
Date:

__VICTOR B. ASIO__
College Dean
Date:

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	Eficiency	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	4.0	4	5	5	5	5.00	AgEx 218 (6x3)/12 = 1.50 AgEx 217 (3x3)/12 = .75 AgEx 217 (1x3)/12 = 0.33 AgEx 218 (4x3)/12 = 1.0
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	2	4	4	4	4.00	(Retirerable) Pilande, Evelyn R., Lebeco, Eric E.,
		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*	5	8	5	5	5	5.00	AgEx 217, AgEx 218, both extram & online
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*	1	1	4	4	4	4.00	
		Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	5	7	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	6	5	5	5	5.00	AgEx 217, AgEx 218, both extram & online

		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	1	2	5	5	5	5.00	AgEx 217, AgEx 218
	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 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	10	3	4	4	4	4.00	AgEx 132 (17x3)/9 = 5.7 AgEx 132 (3x3)/9 =1 AgEx 199 (14x3)/9=4.7
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	5	4	4	4	4.00	AgEx 132 online, and extram, AgEx 199
		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 grade within prescribed period	4	5	5	5	5	5.00	Torion, Eduard; Alvarez, Thricia; Macalalag, Joseph; Palermo, Aaron; Mangahoc, Lowell King

		A12. Number of trainings attended related to instruction								
			Attend mandated trainings	*1*	1	4	4	4	4.00	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	*2*	4	5	5	5	5.00	AgEx 132
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	*10*	10	4	4	4	4.00	AgEx 132, AgEx 199
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	*10*	10	4	4	4	4.00	AgEx 132, AgEx 199
	PI 8: Number of students advised: *	A16. Number of students advised:	*Acts as academic adviserto students*	5	8	5	5	5	5.00	Galera, May; Lopez, Sharon D.; Salinas, Kimerly; Sabellano, Yukino; Salape, Cristy; Rosales, Teodoro; Rodriguez, John Kenneth S
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	15	15	4	4	4	4.00	AgEx 200n - Canupin, Ciabo, Palermo, Pigte, Claveria, Del Mayor, Mondala, Celeste, Colminas, Omos, Pole, Rebojo, Bucog, Sanchez, Talaña, Sacmar, Tequillo

		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	30	50	5	5	5	5.00	All AgEx 132, 199 students and Sci 113 students
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 materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	3	3	4	4	4	4.00	AgEx 132, AgEx 199, & Ag Sci 113
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	3	5	5	5	5.00	AgEx 132, AgEx 199, & Ag Sci 113
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	6	10	5	5	5	5.00	AgEx 132 , Ag Ex 199
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	4	5	5	5	5.00	AgEx 132 , Ag Ex 199
	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	1	2	5	5	5	5.00	AgEx 132 , Ag Ex 199

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	1	1	5	5	5	5.00	AACCUP Level 4 : MAgDev major in Agricultural Extension: Area 2
	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	1						

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 project within the year	1	1	5	5	5	5.00	PhilFIDA Evaluation Project
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
	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 a/conferences							
	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 paper received and returns duly reviewed 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. *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 implementation								
	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 other outputs to implement new normal								
UMFO 5. SUPPORT TO OPERATIONS											
	OVPI MFO 4. **Program and Institutional Accreditation Services**										

PI 8.Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	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 performance of his/her functions as faculty member		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										
	COPC										
UMFO 6. General Admin. & Support Services				Zero % complaint							
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients									
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/management related activities and other outputs to implement new normal									

	Total Over-all Rating			111.00	
	Average Rating			4.63	**Comments & Recommendations for Development Purpose:**
	Adjectival Rating			OUTSTANDING	*Keep it up !*

Evaluated & Rated by:

MILAGROS C. BALES
Department Head
Date:

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: <u>Fatima T. Baliña</u>
Performance Rating: <u>Outstanding</u>

Aim: <u>Professor Baliña has retired last July 12, 2022.</u>

Proposed Interventions to Improve Performance: <u>No interventions needed because she has retired last July 12, 2022.</u>

Date: <u>NA</u>   Target Date: <u>NA</u>

First Step: NA

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Result: <u>NA</u>
Date: <u>NA</u>   Target Date: <u>NA</u>

Next Step: <u>NA</u>

Outcome: <u>NA</u>

Final Step/Recommendation: <u>NA</u>

Prepared by:

MILAGROS C. BALES
DAEEx Head

Conforme:

FATIMA T. BALIÑA
Name of Ratee Faculty/Staff