

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS
(July-Decembrr 2019)**

Name of Faculty: Henry Y. Goltiano

Associate Professor V

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) 3	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head (50%)	50%	.5 x 5 = 2.5	
b. Students (handled 2 MS subjects. In all subjects I was evaluated I rated Outstanding.)	50%	.5 x 5 = 2.5	
Total for instruction	.55	5	2.75
2. Research			
a. Client/Dir. For Research (50%)			
b. CAFS Dean/Center Director (50%)			
Total for Research	.15	5	0.75
3. Extension			
a. Client/Dir. For Extension (50%)			
b. Dept. Head/Center Director			
Total for Extension	.05	4.67	0.23
4. Administration	.25	5	1.25
5. Production			
TOTAL			4.98

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

4.98

OUTSTANDING

Prepared by:

Reviewed by:



HENRY Y. GOLTIANO

Name of Faculty

N/A
HENRY Y. GOLTIANO

Department Head

Recommending Approval:


VICTOR B. ASIO
CAFS, Dean

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

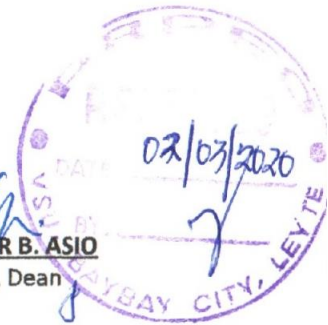
"Exhibit B"
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, HENRY Y. GOLTIANO, of the Department of Agricultural Education and Extension accomplished the following for the period July-December 2019.

HENRY Y. GOLTIANO

Ratee

Approved: VICTOR B. ASIO
CAFS, Dean



MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks (% increase of accomplishment over target)
					Q1	E2	T3	A4	
Advanced education services	FTE: Number of students taught	As DAAEx faculty handled the following graduate subjects:		Graduate courses handled:					
		Aug-Dec 2019 target: AgEx 217 (Tching Farmers Class) F 9am-12n AgEx 216 (Farmers Educat'l Prog) F 2-5pm	1.25 (5 students x 3units/12) 0.25 (1 student)	4.00 (16x3/12) 0.50 (2 students)	5 5	5 5	5 5	5 5	
		Subtotal or average for advance educn services	1.50	4.50	5	5	5	5	
Higher Education Services	FTE: Number of students taught	As DAAEx faculty handled the following undergraduate subjects:							
		Aug-Dec 2019 target: AgEx 200.2 (Supervised Field Practice)	0.15 (1 students x 3units/20)	0.45 (3 students)	5	5	5	5	
		Subtotal or average for higher educn services FTE	0.15	0.45	5	5	5	5	
	Student Advising	Chairman GAC	1	1	5	5	5	5	
		Member GAC	1	2	5	5	5	5	
		Subtotal or average for student advising	2	3	5	5	5	5	
	Consultation services	Number of hours spent on student consultation	20	70	5	5	5	5	
		Subtotal for consultation services	20	70	5	5	5	5	
Research	No. of research involvement	Research involvement ACIAR FLR	1	1	5	5	4	4.67	
		Subtotal or average for Research	1	1	5	5	4	4.67	

Control No-22


Extension	CAFS Extn Coordinator	Lead in planning unified extension program	1	1	4	5	5	4.67	
		Subtotal or average for extension	1	1	4	5	5	4.67	
Administrative	Head, DAEx	-Supervised DAEx	1	1	5	5	5	5	
		Subtotal or average for extension	1	2	5	5	5	5	
Others	Managing Editor, ATR	Reviews/edits articles	5	10	5	5	5	5	
TOTAL OVERALL RATING									

Average Rating (Total Over-all rating divided by all the areas)	4.92	Adjectival Rating	Outstanding
Additional Points:		Comments & Recommendations for Development Purpose: <i>Keep up the excellent work!</i>	
Punctuality			
Approved Additional points (with copy of approval)			
FINAL RATING	4.92		
ADJECTIVAL RATING	Outstanding		

Evaluated & Rated by:

Recommending Approval:

Approved by:


VICTOR B. ASIO
CAFS, Dean

N/A


BEATRIZ S. BELONIAS
Vice President for Instruction

Date: _____

Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Department of Agricultural Education & Extension (DAEEEx)

Head of Office: Henry Y. Goltiano

Number of Personnel: 7

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	The undersigned asks for updates on the various assignments from each faculty and staff to ensure that targets are met and quality expected complied.	The faculty and staff have shown dedication in their respective responsibilities as observed by the undersigned. The undersigned encouraged them to continue doing their best.	NA	NA	Faculty and staff continue to do their best
Coaching	Each one has adequate capabilities for their respective responsibilities. Each however is encouraged to upgrade their capabilities thru appropriate trainings and exposure.	Having done their best, each faculty and staff were encouraged to keep up the good work.	NA	NA	Some faculty have applied for local/ international trainings

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

HENRY Y. GOLTIANO

Immediate Supervisor

Noted by:

VICTOR B. ASIO

CAFS Dean

cc: OVPI
ODAHRD
PRPEO

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Henry Y. Goltiano

Performance Rating: Outstanding

Aim: To strengthen Dr. Goltiano's capability as researcher

Proposed Interventions to Improve Performance: send Dr. Goltiano to an international forum outside the country where he can present his research findings

Date: January-March 2020 Target Date: Within April-May 2020

First Step: Dr. Goltiano will look forums where his research findings can be presented

Result: Dr. Goltiano invited to present paper in an international forum

Date: June-July 2020 Target Date: Within June-July 2020

Next Step: provide Dr. Goltiano funding (i.e., registration & travel fare, accommodation and allowances) to present paper in an international forum outside the country.

Outcome: Dr. Goltiano able to successfully present paper in an international forum abroad.

Final Step/Recommendation: Support Dr. Goltiano travel abroad to present research paper.

Prepared by:


VICTOR B. ASIO
CAFS Dean

Conforme:


HENRY Y. GOLTIANO

Name of Ratee Faculty/Staff