

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Rina C. Alde

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.93X50%=2.47	
b. Students (50%)		4.33X 50%=2.17	
Total for Instruction	100%	4.64	4.64
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL			4.64

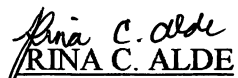
EQUIVALENT NUMERICAL RATING: 4.64

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.64

ADJECTIVAL RATING: Very Satisfactory

Prepared by:


RINA C. ALDE
Name of Faculty


Reviewed by:


LUZ O. MORENO
Department Head

Recommending Approval:


VICTOR BASIO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President



VISAYAS
STATE UNIVERSITY



DEPARTMENT OF PLANT BREEDING AND GENETICS

Visayas State University
Visca, Baybay City, Leyte, PHILIPPINES
Website: www.vsu.edu.ph

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I RINA C. ALDE, INSTRUCTOR I of the Department of Plant Breeding & Genetics commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period August to December, 2018.

Rina C. Alde
RINA C. ALDE
Ratee

Luiz O. Moreno
LUZ O. MORENO
Head of Unit


MFO No.	MFO Description	Success/Performance Indicator (PI)	Tasked Assigned	Target	Actual Accomplishments		Rating				Remarks
					Accomplishment as of August- December 2018	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
OVPI MFO 1. Curriculum Program Management Services											
	PI 1. Total Undergraduate FTE monitored #students x #hrs over 22 units	FTE =	Task to handle the following subjects: AgBo 11(Lab) Biol 22p (Lab) Ppre 111(Lec & Lab)	15	21.58		5	5	5	5.00	
	PI 7. Number of academe/Industry linkage established			0							
	PI 8. Number of students advised		Act as academic adviser	0	15		5	5	5	5.00	
			Act as thesis adviser	1	2		4.5	5	5	4.83	
			Act as student research committee member	1	1		4.5	5	5	4.83	
	PI 9. Number of Student organizations Advised/Assisted		Act as facilitator in some activities of a student organization such as APBM	1	1		4.5	5	5	4.83	
	PI 10. Number of instructional materials developed/revised			0	3		5	5	5	5.00	
	PI 11. Number of hours devoted for student consultation per semester			50	72		5	5	5	5.00	
							Total points			34.49	4.93

UMFO 3. RESEARCH SERVICES										
	PI 1. Number of published papers in internationally indexed journals									
	refereed international journals		0							
	refereed national journals		0							
	institutional journals		0							
	PI 2. Number of research outputs presented in regional/national/international fora/conferences									
	international fora/conferences		0							
	national fora/conferences		0							
	institutional fora/conferences		0							
	PI 3. Number of research projects conducted and/or completed on schedule		0							
	PI 4. Number of research proposals submitted		0							
	PI 5. Percent of research proposals approved		0%							
	PI 6. Amount of research money generated from external funding (Thousand PHP)		0							
	PI 7. Amount of research money generated from institutional funding (Thousand PHP)		0							
	PI 8. Additional outputs		0							
	Total points									
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of person-days trained weighted by length of training		0							
	PI 2. Number of trainings conducted		0							
	PI 3. Number of IEC materials/technoguides developed/used		0							
	PI 4. Number of beneficiaries served									
	Groups		0							
	Individuals		0							
	PI 5. Number of technical/expert services									
	Research Mentoring		0							
	Peer reviewers/Panelist		0							
	Resource Persons		0							
	Convenor/Organizer		0							
	Consultancy		0							
	Evaluator		0							

	PI 6. Number of extension projects conducted		0							
	PI 7. Number of extension proposals submitted		0							
	PI 8. Percent of extension proposals approved		0%							
	PI 9. Amount of extension money generated from external funding (Thousand PHP)		0							
	PI 10. Amount of extension money generated from institutional funding (Thousand PHP)		0							
	PI 11. Additional outputs		0							
	Number of extension-related awards (extension conducted by faculty and faculty & student)		0							
									Total points	
Total Over-all Rating										4.93

Average Rating (Total Over-all rating divided by 4)		Comments & Recommendations for Development Purpose: Ms.Alde is encouraged to attend seminars, training and conferences related to instruction and her field of expertise.
Additional points		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING	4.93	
ADJECTIVAL RATING	Outstanding	

Evaluated & Rated by:


LUZ O MORENO
Head,DPBG

Date:_____

Recommending Approval:


VICTOR B. ASIO
College Dean

Date:_____

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

Date:_____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Rina C. Alde
Performance Rating: 4.93 (Outstanding) August-December 2018

Aim: To improve instruction/teaching and research capability.

Proposed Interventions to Improve Performance:

Date: August 2018 Target Date: December 2018

First Step:
Ms. Alde is advised to develop write OBE complaint teaching modules and
laboratory manual.

Result:
Make OBE compliant teaching modules and laboratory manuals in courses
assigned to her.

Date: August 2018 Target Date: December 2018


Next Step:
Encourage Ms. Alde to conceptualize develop research proposals related to her
field of specialization.


Outcome:
Ms. Alde conducted literature review research and attend research-related seminars.

Final Step/Recommendation:

Ms. Alde is encouraged to conceptualize and develop research proposals, continue doing literature review research.

Prepared by:


LUZ O. MORENO
Unit Head

Conforme:

RINA C. ALDE
Name of Ratee Faculty/Staff