

Exhibit K

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
(July-December 2020)**

Name of Faculty Member: VIRGELIO C. DARGANTES, JR.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5.0x50%= 2.5	
b. Students (50%)		5.0x50% = 2.5	
Total for Instruction	65%	5.0	3.25
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	30%	4.73	1.42
4. Administration	5%	4.67	0.23
5. Production			
TOTAL			4.9

EQUIVALENT NUMERICAL RATING: 4.9
Add: Additional Points, if any: 0.0
TOTAL NUMERICAL RATING: 4.9

ADJECTIVAL RATING: Outstanding

Prepared by:

VIRGELIO C. DARGANTES, JR.
Name of Faculty

Reviewed by:

HENRY Y. GOLTIANO
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, VIRGELIO C. DARGANTES JR., a faculty member of the DEPARTMENT OF AGRICULTURAL EDUCATION AND EXTENSION accomplished the following targets for the period JULY TO DECEMBER 2020.

VIRGELIO C. DARGANTES JR.

Instructor I

Date:

Approved:

HENRY Y. GOLTIANO

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	Efficiency	Timelines	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	0.5	9.25	5	5	5	5.00	AgDe 201 (29x3)/12 = 7.25 AgEx 218 (8x3)/12 = 2.00
	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								
		<i>As GAC Chairman</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		<i>AS GAC Member</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	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			5	5	5	5.00	AgEx 218, AgDe 201
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught		6	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	48	5	5	5	5.00	AgEx 218, AgDe 201
		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 218, AgDe 201
	PI 10 . Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	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	15	17.13	5	5	5	5.00	AgSc 113 (29x1)/9 = 3.22 AgSc 113 (25x1)/9 = 2.78 AgSc 113 (28x1)/9 = 3.11 AgSc 113 (20x1)/9 = 2.22 AgEx 133 (32x3)/20= 4.8 AgEx 136e - (2x3)/20 = AgEx 200.1 (1x2)/20 = 0.1 AgEx 200.2 (3x6)/20 = 0.9
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	9	10	5	5	5	5.00	
		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 grade within prescribed period	1	3	5	5	5	5.00	Pacayo Hazel, Bornias Jumar, Pagaling Jison

	A12 . Number of trainings attended related to instruction	Attend mandated trainings	1		5	5	5	5.00	—Webinar on Table of Specifications and Test Item Analysis — Webinar on Organizing your VSU Email — ISO 9001:2015 Awareness/Re-awareness Webinar — VSU E-Learning Environment Training-Workshop
	A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	1	5	5	4	4.67	AgEx 133
	A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	10	5	5	5	5.00	AgEx 133 and AgSci 113
	A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	1						* to be accomplished in january-february 2021
PI 8: Number of students advised: *	A16 . Number of students advised:	<i>Acts as academic adviser to students</i>	3	43	5	5	5	5.00	BSA students
	A17 . Number of students advised on thesis/ field practice/special problem:								
	<i>As Field Practice Supervisor/Adviser</i>	Advises, and corrects research outline and thesis/SP manuscript	3	3	5	5	5	5.00	Baraoil Angie Luz, Dalmacio Jemarie, Mendoza Madel
	<i>As Field Practice Member</i>	Advises and corrects research outline and thesis/SP manuscript	8	3	5	5	5	5.00	Baraoil Angie Luz, Dalmacio Jemarie, Mendoza Madel
	A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	46	5	5	5	5.00	BSDE and BSA students
PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	<i>Advises student organizations recognized by USOO</i>	1	1	5	5	5	5.00	AgEx So
	A20 . Number of Student organizations assisted on student related activities	<i>Assists student organizations in implementing student related</i>	1	1	5	4	4	4.33	AgExSo meeting
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		5	5	5	5.00	AgEx 133, AgSci 113 (4 lab Virtual Classrooms) and AgEx 136
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	18	5	5	5	5.00	AgEx 133, AgSci 113, AgEx 136
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	144	5	5	5	5.00	AgEx 133, AgSci 113, AgEx 136
		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	6	5	5	5	5.00	AgEx 133, AgSci 113 (4 lab Virtual Classrooms) and AgEx 136
	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	2	2	5	4	5	4.67	LGU/OMA-Hilongos; CAO-Baybay
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
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 or project within the year							

	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							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	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 scientific fora/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	PI 5. Percent of research proposals approved *	A 31. Percentage 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								
		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	1	1	5	5	5	5.00	LGU-Hilongos (Green-the-Home Project)
	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	15	35	5	4	4	4.33	Training on Broiler Production

	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	1		5	5	5	5.00	Green the Home Project as Component Leader
	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	90%	95%	5	5	5	5.00	LGU-Hilongos and beneficiaries (GHT Project)
	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							
	<i>Research Mentoring</i>	<i>Research Mentor</i>								
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>								
	<i>Resource Persons</i>	<i>Resource Persons</i>								
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>		1	1	5	4	4	4.33	Training on Broiler Production
	<i>Consultancy</i>	<i>Consultant</i>								
	<i>Evaluator</i>	<i>Evaluator</i>								
	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 the QMS 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									
UMFO 6. General Admin. & Support Services											
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint	5	5	4	4.67	DAEEx as Alternate dDRC	
	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 performing 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				137.00	Comments & Recommendations for Development Purposes: <i>He's an effective worker who should be given opportunity to pursue a doctoral degree.</i>					
	Average Rating				4.89						
	Adjectival Rating				Outstanding						

Evaluated & Rated by:

HENRY Y. GOLTIANO

Department Head

Date:

Recommending Approval

VICTOR B. ASIO

Dean, CAFS

Date:

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

EMPLOYEE DEVELOPMENT PLAN
(July-December 2020)

Name of Employee: Virgelio C. Dargantes, Jr.

Performance Rating: Outstanding

Aim: Send Mr Dargantes to a training within July-December 2021 and for a doctoral program beginning 1st semester AY 2022-23

Proposed Interventions to Improve Performance: most immediate is sent him to training preferably when the pandemic is over or thru virtual trainings.

Date: January-May 2021 Target Date: Within July-December 2021

First Step: Approved by the department's personnel committee

Result: Mr Dargantes to attend training on extension delivery system and extension program evaluation

Date: July-December 2021 Target Date: Within July-December 2021 for training and 1st sem AY 2022-23 for PhD program

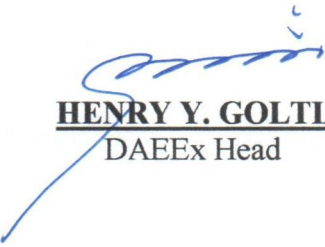
Next Step: Provide support to training/PhD program

Outcome: Attended training within July-December 2021 and pursue PhD starting 2022

Final Step/Recommendation:

The department strongly recommend him for a training (Virtual Trainings).

Prepared by:


HENRY Y. GOLTIANO
DAEEx Head

Conforme:


VIRGELIO C. DARGANTES, JR.

Name of Ratee Faculty/Staff