

Exhibit K

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **DHENBER C. LUSANTA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.84 x 50% = 2.42	
b. Students (50%)		4.00 x 50% = 2.00	
Total for Instruction	30%	4.42	1.33
2. Research			
a. Dept. Head/Center Director		4.84 x 100% = 4.84	
Total for Research	25%	4.84	1.21
3. Extension			
a. Dept Head/Center Director (100%)		4.89 x 100% = 4.89	
Total for Extension	45%	4.89	2.20
4. Administration			
5. Production			
TOTAL			4.74

EQUIVALENT NUMERICAL RATING: 4.74
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.74

ADJECTIVAL RATING: **Outstanding**

Prepared by:



VANESSA MAY B. MILAN
Admin Aide

Reviewed by:


JEROME O. ARRIBADO
Director, Eco-FARMI

Recommending Approval:

Approved:


ROSA OPHELIA D. VELARDE
Director for Research


MARIA JULIET C. CENIZA
VP for Research, Extension and Innovation

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **DHENBER C LUSANTA**, a faculty member of the **Ecological Farm and Resource Management Institute (Eco-FARMI)** commit to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January to June 2023**.

DHENBER C. LUSANTA

Instructor II

Date:

Approved:

JEROME O. ARRIBADO

Director, Eco-FARMI

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							
	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								
		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							
	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							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		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 Moodle or Google Classroom							
	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	2	2	5	5	5	5	

		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	2	5	5	4	4.67	The reflected target will be based on the number of section handled
		A11. 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							
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	3	5	5	5	5	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught							
		A14. Number of term exam administered and checked	Administers and checks midterm and final examination for subjects taught	2	2	5	5	4	4.67	The reflected target will be based on the number of subject handled having both midterm and final term examination
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	10	5	4	5	4.67	The reflected target will be based on the number of quizzes administered for all subjects handled
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	18	5	5	4	4.67	The reflected target will be based on the total number set of lab reports and term papers submitted as required
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students		7	5	5	5	5	
		A17. Number of students advised on thesis/ field practice/special problem:		5	4	5	5	4	4.67	
		As Thesis Adviser	Advises, and corrects research outline and thesis/SP manuscript	4	4	5	5	5	5	

		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	2	2	5	5	5	5	
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	2	2	5	5	5	5	
		<u>A18</u> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	4	4	5	5	4	4.67	
	<u>PI 9</u> : Number of student organizations advised/ assisted *	<u>A19</u> . Number of Student organizations advised	Advises student organizations recognized by USOO							The reflected target is the Tau Omega Mu Fraternity of VSU Main Campus
		<u>A20</u> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student							
	<u>PI 10</u> : Number of instructional materials developed *	<u>A 21</u> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>							
		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	10	18	5	5	5	5	The reflected target will be based on the total number of Point presentation, and reading assignments on the subject taught
		<i>Assessment tools</i>	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		<u>A 23</u> : 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	4	5	4.67	
	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							
		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 project within the year	1	2	5	5	5	5	
	PI 3. Number of research proposal created and approved within the year *	A 28. Number of research proposal created and approved within the year *	Create and conduct approved research	1	2	5	4	5	4.67	
	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								
		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	2	2	5	4	5	4.67	


<u>PI 2.</u> Number of trainees weighted by the length of training	<u>A 37.</u> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	25	25	5	5	5	5	RP on SALT tech and Vermi composting
<u>PI 2.</u> Number of training conducted under extension project	<u>A 38.</u> Number of training conducted under extension project	Conducts trainings under the extension program	2	2	5	5	5	5	RP on SALT tech and Vermi composting
<u>PI 2.</u> Number of trainees participated the training	<u>A 38.</u> Number of trainees participated the training	Conducts trainings under the extension program	50	30	5	5	5	5	RP on SALT tech and Vermi composting
<u>PI 2.</u> Number of OJT/Intern students accepted within the year	<u>A 38.</u> Number of OJT/Intern students accepted within the year	Accepts and assists OJTs/Intern students	3	10	5	5	5	5	10 in my ACIAR-GAP project
<u>PI 2.</u> Number of visitors/farmers visited and entertained in the Demonstration farm for extension services	<u>A 38.</u> Number of visitors/farmers visited and entertained in the Demonstration farm for extension services	Entertains and assists Demofarm visitors	50	50	5	5	5	5	more than 50 in my ACIAR-GAP project
<u>PI 3.</u> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<u>A 38.</u> Number of extension programs/projects implemented	Implements duly approved extension projects	1	1	5	4	5	4.67	
<u>PI 4.</u> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<u>A 39.</u> 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	50.00%	100%	5	5	5	5	
<u>PI 5.</u> Number of technical/expert services	<u>A 40.</u> 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							
		A 43. Number of leaflets distributed to the farmers and interested individuals within the year	Design, print, and distribute leaflets to the farmers and interested individuals within the year	100	20	5	4	5	467	
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									

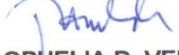
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member							
		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							
		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							
	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							
		No. of IGP/STF projects supervised								
		No. of reports reviewed and submitted (e.g. IGP and Annual)								

	Total Over-all Rating								121.33	
	Average Rating								4.85	
	Adjectival Rating								0	

Evaluated & Rated by:


JEROME O. ARRIBADO
 Director, Eco-FARMI
 Date:

Recommending Approval:


ROSA OPHELIA D. VELARDE
 Director, Research
 Date:

Approved by:


MARIA JULIET C. CENIZA
 VP for REI
 Date:

Comments and Recommendation for Development purposes:

Attend training and workshop relevant to
 Research and Extension for the continual
 updates and latest trends.

PERFORMANCE MONITORING & COACHING JOURNAL

Rating Period: January to June 2023

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

Name of Officer : **DHENBER C. LUSANTA**

Head of Office : **JEROME O. ARRIBADO**

Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. Specify)	
	One-on-One	Group			
Monitoring					
Review of Manpower development plan		March 01, 2023			
Meeting and discussion update on the Project's quarterly report of accomplishment		March 01, 2023			
Coaching					
-conducted consultations	January and April 2023				

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

Conducted by:


JEROME O. ARRIBADO

Immediate Supervisor

Noted by:


MARIA JULIET C. CENIZA

Next Higher Supervisor

cc: OVPI
ODAHRD
PRPEO

EMPLOYEE DEVELOPMENT PLAN
Rating Period: January to June 2023

Name of Employee: DHENBER C. LUSANTA
Performance Rating: _____

Aim: 1. To enhance the knowledge of staff on research, extension and development related to natural farming system.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January **Target Date:** within 1st quarter of 2023

First Step:
Seek training workshop in research, extension and development relevant to natural/organic farming system

Result:
Attendance to training workshop in research, extension and development relevant to natural/organic farming system


Date: April **Target Date:** within 2nd quarter of 2023

Next Step:
Practice new learnings from the training workshop attended at the demo farm and disseminate information with colleagues.

Outcome:
Conducts training for clients and serves as a facilitator or key person on research, extension, and development-related activities.

Final Step/Recommendation:

Prepared by:


JEROME O. ARRIBADO
Unit Head

Conforme:


DHENBER C. LUSANTA
Ratee