

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

Name of Faculty Member: WENCES REY B. DELA PEÑA (Instructor I)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	35	4.82	1.69
b. Students	35	4.75	1.66
Total for Instruction	70		3.35
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	10	4.75	0.48
Total for Research	10		0.48
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	10	4.80	0.48
Total for Extension	10		0.48
4. Administration	10	4.91	0.49
5. Production			
TOTAL	100		4.80

EQUIVALENT NUMERICAL RATING:

4.80

Add: Additional Points, if any:

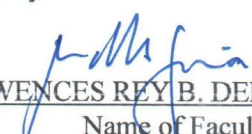
TOTAL NUMERICAL RATING:

4.80

ADJECTIVAL RATING:

OUTSTANDING


Prepared by:


WENCES REY B. DELA PEÑA
Name of Faculty


Reviewed by:


DIONESIO M. BAÑOC
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean, College of Agriculture and Food Science

Approved by:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, WENCES REY B. DELA PENA, a faculty member of the DEPARTMENT OF AGRONOMY commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY to DECEMBER 2023.

WENCES REY B. DELA PENA

Instructor I

Date: Jan. 15, 2024

Approved:

DIONESIO M. BAÑOC

Department Head

Date: Jan. 16, 2024

VICTOR B. ASIO

College Dean

Date: Jan. 24, 2024

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	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	1	1	4.7	4.8	4.8	4.77	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	0	1	4.8	4.8	4.8	4.80	CASTILLON, MARIFE CAGATAN
		<i>A3 . Number of students advised on thesis/special problem/dissertation</i>								
		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							
		<i>A4 . Number of students entertained for consultation purposes</i>	Entertains students seeking consultation with faculty							
	PI 9: Number of instructional materials developed *	<i>A5 . Number of on-line ready coursewares developed and submitted for review</i>	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	2	1	4.5	4.7	4.8	4.67	AGRO 144e
	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	10.44	14.1	4.8	4.8	4.8	4.80	AGRO 197, AGRO 144, AgSc11, CpSc21
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	4	4.9	4.9	4.8	4.87	AGRO 197, AGRO 144, AgSc11, CpSc21
		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							
		A12. Number of trainings attended related to instruction	Attend mandated trainings	0	1	4.9	4.9	4.9	4.90	SUC-ACAP Biennial Conference
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	0	2	4.8	4.8	4.7	4.77	AgSc11 = 2
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	15	4.9	4.9	4.8	4.87	AGRO 197 = 2, AGRO 144 = 3, AgSc11 = 6, CpSc21 = 4

		<u>A15</u> . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	263	4.9	4.9	4.8	4.87	AGRO 197 = 4 (18), AGRO 144 = 5(3), CpSc 21 = 4(31)
	PI 8: Number of students advised: *	<u>A16</u> . Number of students advised:	<i>Acts as academic adviser to students</i>	2	11	4.9	4.9	4.9	4.90	GERALDINE D. DAYON, FATIMA N. JACA, JOVIE ANGELA A. BEREZO, PAMELA D. DUMANDAN, MONIE M. RAMOS, RAPHAEL ANGELO C. RECRO, NIKKI DATWIN R. REGIS, JEANNE P. IANA, JEFF MATTHEW M. ZAMORA, and ANGELITO I. DAING
		<u>A17</u> . Number of students advised on thesis/ field practice/special problem:		0	4	4.9	4.9	4.9	4.90	PAMELA D. DUMANDAN, ANGELITO I. DAING, JUDYVEE V. ASPIRIN, and LOVELY ROSE R. SILVANO
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		<u>A18</u> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	7	4.9	4.9	4.9	4.90	PAMELA D. DUMANDAN (Thesis), FATIMA N. JACA (Grades), ANGELITO I. DAING (Thesis), CHARLS CASSANDER S. TAMBIS (Agro 144), PAMELA I. IYOG (CpSc21) ASPIRIN, JUDYVEE VARRON (Thesis and subject requirement) and SILVANO, LOVELY ROSE RIVERA (Thesis and subject requirement)
	PI 9: Number of student organizations advised/ assisted *	<u>A19</u> . Number of Student organizations advised	Advises student organizations recognized by USOO	0	1	4.8	4.8	4.9	4.83	Agronomy Majors Association (AMA)
		<u>A20</u> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0	1	4.9	4.9	4.9	4.90	AMA coastal clean-up drive
	PI 10: 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							

		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	2	15	4.7	4.7	4.7	4.70	AgSc11 ppt = 3 and 1 reading assignment, Agro 21 ppt = 4, Agro 144 ppt = 5, Agro 144e = 2 reading assignment.
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	2	4.8	4.9	4.8	4.83	Agro 144e midterm and final exam
		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 Moodle or Google Classroom	0	2	4.7	4.7	4.7	4.70	Agro 197 and Agro 144e in VSUe-learning
	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							
	Average					4.81	4.835	4.82	4.82	
	TPES rating				4.75	4.75	4.75	4.75	4.75	
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	0	1	4.7	4.7	4.7	4.70	

[illegible]

	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	Implements duly approved extension projects	0	1	4.8	4.8	4.8	4.80	Act as a component leader in DA extension project.
	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		0	1	4.8	4.8	4.8	4.80	Act as a resource person in Rice Production seminar in Brgy. Cabacungan, Dulag, Leyte
	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 (extrn. 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							
Average					4.8	4.8	4.8	4.80		
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	5	5	5	5.00		
		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	5	5	5	5.00		
		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	5	5.00		
	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							

		A49. Involvement in department committees		0	2	4.8	4.9	4.8	4.83	Curriculum and Instructional Material Development (Member) and Department Tree Planting Coordinator
		A50. Involvement in University Committee	University Crisis Management Committee	0	1	4.8	4.8	4.9	4.83	Group leader (Quadrant 3 communication team)
		A51. Involvement in University Income Generation Project		0	2	4.8	4.8	4.8	4.80	Rice Production Manager (Patag and Pangasugan Area)
		Average				4.9	4.917	4.92	4.91	
		Total Over-all Rating		41.44	353.85	135	135.4	135		
		Average Weighted Rating		3.77	32.17	12.27	12.31	12.28	4.79	
		Adjectival Rating								OUTSTANDING

Comments and Recommendations for Development Purpose:

Needs to finish Ph.D. degree and publish articles in Scopus, WOS and ACI index journals

- 1- Quality
- 2- Efficiency
- 3- Timeliness
- 4- Average

Evaluated & Rated by:

DIONESIO M. BAÑOC

Department Head, Agronomy

Date: Jan. 16, 2024

Recommending Approval

VICTOR B. ASIO

Dean, CAFS

Date: Jan. 24, 2024

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: Jan 25, 2024

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: WENCES REY B. DELA PEÑA

Performance Rating: OUTSTANDING

Aim: To get an outstanding rating

Proposed Interventions to Improve Performance

Date: July 2023

Target Date: December 2023

First Step:

To improve teaching strategies.

Attend and present papers in scientific conferences

Result:

Improved teaching strategies; attended and presented paper in scientific conference

Target Date: December 2023

Next Step:

Attend trainings/seminars/conferences to widen knowledge and experience

Outcome: Attended and presented oral or poster in the conferences

Final Step/Recommendation:

Aim and maintain outstanding rating and publish research paper in refereed journals

Prepared by:

DIONESIO M. BAÑOC

Unit Head

Conforme:

WENCES REY B. DELA PEÑA

Name of Ratee Faculty/Staff