

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **MARIEDITH I. BAGARINAO (ASSIST PROF III)**

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating (Rating x %) (3) | Equivalent Numerical Rating (2x3) |
|------------------------------|--|---|---|
| 1. Instruction | | | |
| a. Head/Dean | 45 | 4.83 | 2.18 |
| b. Students | 45 | 4.58 | 2.06 |
| Total for Instruction | 90 | | 4.24 |
| 2. Research | | | |
| a. Client/Dir. for Research | | | |
| b. Dept. Head/Center | 0% | | |
| Total for Research | | | |
| 3. Extension | | | |
| a. Client/Dir. for Extension | | | |
| b. Dept. Head/Center | 10 | 5.00 | 0.50 |
| Total for Extension | 10% | | 0.50 |
| 4. Administration | 0% | | |
| 5. Production | 0% | | |
| TOTAL | 100 | | 4.74 |

EQUIVALENT NUMERICAL
RATING:

4.74

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.74

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

MARIEDITH I. BAGARINAO

Name of Faculty

Reviewed by:

LUZ G. ASIO

Head, Department of Agronomy

Recommending Approval:

SUZETTE B. LINA

Dean, College of Agriculture and Food Science


Approved by:


ROTACIO S. GRAVOSO


Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARIEDITH I. BAGARINAO, a faculty member of the DEPARTMENT OF AGRONOMY agree to deliver and to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY - JUNE 2024.


MARIEDITH I. BAGARINAO
Assistant Professor III
Date: 23 July 2024

Approved:

LUZ G. ASIO
Department Head
Date: 25 July 2024


SUZETTE B. LINA
College Dean
Date: July 26, 2024

| MFO No. | Description of MFO's/PAPs | Success/ Performance Indicators (PI) | Tasks Assigned | Target (Jan-Dec) | 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 : Total FTE monitored* | A1. Actual Faculty's FTE | Handles subjects/courses assigned | 0.5 | 1 | 5 | 5 | 5 | 5.00 | |
| | PI 10: Additional outputs | A2. Number of students advised | Acts as academic adviser to graduate students | | 2 | 5 | 5 | 5 | 5.00 | |
| | | A3. Number of students entertained for consultation purposes | Entertains students seeking consultation with faculty | 1 | 3 | 5 | 5 | 5 | 5.00 | |
| | | A4. Number of Graduate reports checked | Checks reports required for graduate subject | 1 | 3 | 5 | 5 | 5 | 5.00 | |
| | | A5. Number of Graduate examinations conducted and checked | Conducts and checks examinations for graduate subject handled | 1 | 2 | 5 | 5 | 5 | 5.00 | |
| | | A6. Number of Graduate grade sheets submitted | Submits gradesheets for graduate subjects | 1 | 1 | 3 | 3 | 3 | 3.00 | |

| | | | | | | | | | | |
|--|---|---|--|-----|-------|---|---|---|------|--|
| | | A7 . Number of comprehensive examination conducted | Conducts comprehensive examination for graduate students | | | | | | | |
| | | A8 . Supplemental learning resources | Prepares Instructional learning resources for graduate subjects | 1 | 1 | 3 | 3 | 3 | 3.00 | |
| UMFO 2. HIGHER EDUCATION SERVICES | | | | | | | | | | |
| OVPI UMFO 3. Higher Education Management Services | | | | | | | | | | |
| | PI 10: Total FTE, coordinated, implemented and monitored * | A1. Actual Faculty's FTE | Handles and teaches courses assigned | 2.5 | 30.45 | 5 | 5 | 5 | 5.00 | |
| | PI 15: Number of instructional materials/syllabi approved | A2. Number of instructional materials/syllabi approved | Prepares instructional materials/syllabi for approval | | | | | | | |
| | PI 16: Percentage of courses offered with final grades submitted within the allowable period | A 3. Percentage of courses offered with final grades submitted within the allowable period | Submits grade sheets within allowable period | 10% | 100% | 5 | 5 | 5 | 5.00 | |
| | PI 18: Percentage of courses rated at least VS in the Teaching Performance Evaluation by Students (TPES) | A 4. Percentage of courses rated at least VS in the Teaching Performance Evaluation by Students (TPES) | Receives at least a VS in the Teaching Performance by students (TPES) | 10% | 100% | 5 | 5 | 5 | 5.00 | |
| | PI 19: Additional Outputs | A 10 . Number of long examinations administered and checked | Administers and checks long examination for subjects taught | 1 | 4 | 5 | 5 | 5 | 5.00 | |
| | | A 11 . Number of quizzes administered and checked | Prepares and checks quizzes for lec and lab | 5 | 10 | 5 | 5 | 5 | 5.00 | |
| | | A 12 . Number of lab reports and term papers checked and graded | Checks lab reports and term papers submitted as required | 5 | 25 | 5 | 5 | 5 | 5.00 | |
| | | A 13 . Number of grade sheets submitted within prescribed period | Prepares gradesheet and submits on or before deadline | 2 | 6 | 5 | 5 | 5 | 5.00 | |
| | | A 14 . Number of Student organizations assisted on student related activities | Assists student organizations in implementing student related activities | | | | | | | |
| | | A.19 . Awards received | Receives International/ National/Regional award | | | | | | | |
| UMFO 3 . RESEARCH SERVICES | | | | | | | | | | |

| | | | | | | | | | | |
|-----------------------------------|--|---|--|--|--|--|--|--|--|--|
| | PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries * | A20. 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 21 . Number of research outputs completed within the year * | Conducts and completes research project within the year | | | | | | | |
| | PI 3: Number of research outputs presented in regional/national/ int'l fora/conferences | A 22. Number of research outputs presented in regional/national/ int'l fora/conferences * | Prepares, submits and presents research paper in scientific fora/conferences | | | | | | | |
| | | <i>a. International</i> | | | | | | | | |
| | | <i>b. National</i> | | | | | | | | |
| | | <i>c. Regional or Institutional Conferences</i> | Prepares, submits and presents research paper in scientific fora/conferences | | | | | | | |
| | PI 7: Amount of research money obtained from external sources | A 23. Amount of research money obtained from external sources | Requests for research money from external sources | | | | | | | |
| 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 (MOUs/MOAs) | A 32. 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 33. Number of trainees weighted by the length of training | Conducts trainings among beneficiaries of technologies for transfer | | | | | | | |
| | PI 3: Number of extension programs and projects | A 34. Number of extension programs and projects | Implements extension programs and projects | | | | | | | |

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|--|--|--|---|--|--|--|--|--|--|--|
| | PI 4: Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance | A 35. Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance | Provides quality and relevant training courses | | | | | | | |
| | PI 5: Number of technical/expert services | A 36. Number of technical/expert services as/in: | Provides the technical and expert services requested by beneficiaries | | | | | | | |
| | | a. Peer reviewer of journal/book | | | | | | | | |
| | | b. Review of research and extension proposal | | | | | | | | |
| | | c. Resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in | | | | | | | | |
| | | d. accreditor | | | | | | | | |
| | | e. consultancy | | | | | | | | |
| | PI 6: Number of extension proposals submitted | A 37. Number of extension proposals submitted | Prepares extension project proposals and submits for review | | | | | | | |
| | PI 7: Number of extension proposals approved | A 38. Number of extension proposals approved | Follow ups submitted and reviewed extension proposals | | | | | | | |
| | PI 8: Number of extension proposals implemented | A 39. Number of extension proposals implemented | Implements duly approved extension projects | | | | | | | |
| | PI 9: Number of extension outputs presented in int'l, national, regional or institutional conferences | A 40. Number of extension outputs presented in: | Prepares, submits and presents extension paper in conferences | | | | | | | |

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|--------------------------------------|--|--|--|-----|------|---|---|---|------|--|
| | | a. <i>International</i> | | | | | | | | |
| | | b. <i>National</i> | | | | | | | | |
| | | c. <i>Regional or Institutional Conferences</i> | | | | | | | | |
| | PI 10: Number of extension activities conducted | A 41. Number of extension activities conducted | Conducts extension program activities | | 1 | 5 | 5 | 5 | 5.00 | |
| | PI 11. Additional outputs * | A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) * | Receives an award related to extension activities | | | | | | | |
| UMFO 5. SUPPORT TO OPERATIONS | | | | | | | | | | |
| | OVPI MFO 1. Faculty Development Services | | | | | | | | | |
| | PI 7: Number of trainings, seminars, and conferences attended | A 50. Number of training, seminars, and conferences attended (international, national, regional/institutional) | Attends training, seminars, and conferences attended (international, national, regional/institutional) | | | | | | | |
| | | <i>International</i> | | | | | | | | |
| | | <i>National</i> | | | | | | | | |
| | | <i>Regional/Institutional</i> | | | | | | | | |
| | OVPI MFO 3. Registration Services | | | | | | | | | |
| | PI 9: Percentage of students enrolled and validated within the registration period | A 51. Percentage of students enrolled and validated within the registration period | Validates students within the registration period | 50% | 100% | 5 | 5 | 5 | 5.00 | |
| | PI 10. Number of students advised during the registration period | A 52. Number of students advised during the registration period | Acts as academic adviser | 10 | 25 | 5 | 5 | 5 | 5.00 | |
| | OVPI MFO 4. Curricular Program Management Services | | | | | | | | | |
| | PI 12: Number of IMs reviewed by the DIMRC | A 53. Number of IMs reviewed by the DIMRC | Submits IMs for review | | | | | | | |
| | PI 13: Number of course syllabi and TOS reviewed and approved | A 54. Number of course syllabi and TOS reviewed and approved | Submits course syllabi and TOS for approval | | | | | | | |

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|--|--|---|---|---|----|---|---|---|------|--|
| | PI 16: Number of student thesis advised: | A 57. Number of students advised on thesis/field practice/special problem: | Advises and corrects research outline and thesis/SP manuscript | 2 | 8 | 5 | 5 | 5 | 5.00 | |
| | | <i>As SRC Chairman</i> | | 2 | 4 | 5 | 5 | 5 | 5.00 | |
| | | <i>As SRC Member</i> | | | 3 | 5 | 5 | 5 | 5.00 | |
| | PI 18: Number of students from other schools having summer program supervised | A 59. Number of students from other schools having summer program supervised | Acts coordinator/facilitator for students from other schools having summer program in VSU | | | | | | | |
| | PI 19: Number of external institutions/agencies conducting benchmarking activities served | A 60. Number of external institutions/agencies conducting benchmarking activities served | Facilitates in assisting of the external institutions/agencies conducting benchmarking activities | | | | | | | |
| | PI 20: Number of students from other academic departments conducting research activities served | A 61. Number of students from other academic depts conducting research activities served | Facilitates in assisting students from other academic depts conducting research activities | | 1 | 5 | 5 | 5 | 5.00 | |
| | PI 21: Additional outputs | A 62. Number of students entertained for consultation purposes | Entertains students consulting on subject taught, thesis and grades | 5 | 10 | 5 | 5 | 5 | 5.00 | |
| UMFO 6. General Admin. & Support Services | | | | | | | | | | |
| | PI 3: Number of committee meetings conducted | A 67. Number of committee meetings conducted | Acts as committee chairman | | | | | | | |
| | PI 4: Number of routinary documents acted | A 68. Number of routinary documents acted | Signs documents | | | | | | | |
| | PI 5: Number of requests acted | A 69. Number of requests acted | Approves requests | | | | | | | |

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|---|---|--|--|---|---|---|---|---|--------|--|
| | PI 6: Number of memoranda prepared | A 70. Number of memoranda prepared | Issues memoranda | | | | | | | |
| | PI 9: Number of submitted DTR within 20 days after the last day of the month | A 73. Submits DTR within 20 days after the last day of the month | Submits DTR within 20 days after the last day of the month | 2 | 6 | 5 | 5 | 5 | 5.00 | |
| | PI 10: Percentage of complaints, if any, addressed on time | A 74. Percentage of complaints, if any, addressed on time | Addresses complaints on time (if any) | | | | | | | |
| | PI 17: Additional Outputs | A 80. Number of meetings attended | Attends meetings (departmental/institutional) | 2 | 5 | 5 | 5 | 5 | 5.00 | |
| | | A 81. 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 | | | | | | | |
| | | | | | | | | | | |
| | Total Over-all Rating | | | | | | | | 116.00 | |
| | Average Rating | | | | | | | | 4.83 | |
| | Adjectival Rating | | | | | | | | | |
| Comments and Recommendation for Development Purposes: <i>Attend international conference and write related articles for publication in refereed journals.</i> | | | | | | | | | | |

Evaluated & Rated by:

Luiz G. Asio
LUZ G. ASIO

Department Head

Date: *25 July 2024*

Recommending Approval:

Suzette B. Lina
SUZETTE B. LINA

Dean, CAFS

Date: *26 July 2024*

Approved by:

Rotacio S. Gravoso
ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: *29 July 2024*

PERFORMANCE MONITORING & COACHING JOURNAL

Name of Office: Department of Agronomy

Head of Office: LUZ G. ASIO

Number of Personnel: 23

| | | |
|---|-----------------|---------------------------------|
| X | 1st | Q U A R T E R |
| X | 2 nd | |
| | 3 rd | |
| | 4th | |

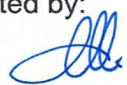
| Activity Monitoring | MECHANISM | | | | Remarks |
|--|---|---|------|-----------------------|---------|
| | Meeting | | Memo | Others (Pls. specify) | |
| | One-on-One | Group | | | |
| Monitoring and evaluation helps identify the most valuable basis for modification of interventions and assess the quality of activities being conducted. | IPCR submission to monitor outputs Head and Student evaluation of faculty's class performance. Class observation by the head. | Conducts monthly meetings and checks updates on assigned task-related activities. | | | |
| Coaching True coaching improves employee and organizational resiliency and effectiveness in change, enabling employees to become effective in their tasks or roles in the workplace. | One-on-one coaching for faculty with satisfactory and below ratings. Attend instructional coaching for teacher effectiveness workshop. | Conducts regular meetings with the faculty and the department. Attend instructional coaching for teacher effectiveness workshop. | | | |

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

Conducted by:


LUZ G. ASIO
Immediate Supervisor

Noted by:


SUZETTE B. LINA
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARIEDITH I. BAGARINAO
Performance Rating: OUTSTANDING

Aim: Maintain the outstanding rating

Proposed Interventions to Improve Performance

Date: January 2024

Target Date: June 2024

First Step:

To finish PhD program

Result:

Improved performance in teaching strategies

Target Date: December 2023

Next Step:

To publish scientific paper in refereed journal/attend training
To write and submit research proposal to funding agencies

Outcome: Published research articles

Final Step/Recommendation:

To finish PhD program

Prepared by:


LUZ G. ASIO
Unit Head

Conforme:


MARIEDITH I. BAGARINAO
Name of Ratee Faculty/Staff



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: BAGARINAO, MARIEDITH I.

Department: Dept. of Agronomy

College: College of Agriculture & Food Sciences

| Course No. & Descriptive Title | | Lab/ Lec | RATING | | % Evaluation Rating |
|-----------------------------------|--|-------------|--------|-------------------|------------------------|
| | | | Num. | Adjec. | |
| Agro 21 | FUNDAMENTALS OF CROP PRODUCTION | LEC | 5.00 | Outstanding | 100.0% |
| AgSc 13 | INTRODUCTION TO ECOLOGICAL AGRICULTURE | LEC | 5.00 | Outstanding | 100.0% |
| AgSc 13 | INTRODUCTION TO ECOLOGICAL AGRICULTURE | LEC | 4.50 | Outstanding | 90.0% |
| AgSc 13 | INTRODUCTION TO ECOLOGICAL AGRICULTURE | LEC | 4.00 | Very Satisfactory | 80.0% |
| Agro 21 | FUNDAMENTALS OF CROP PRODUCTION | LAB | 4.00 | Very Satisfactory | 80.0% |
| AGRO213n | NUTRIENT MANAGEMENT OF FIELD CROPS | LAB | 5.00 | Outstanding | 100.0% |
| Average Rating | | | 4.58 | Outstanding | 91.67% |

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory (S)

3.50 – 4.49 Very Satisfactory (VS)

4.50 – 5.00 Outstanding (O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: May 02, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 02, 2024

Received by:

BAGARINAO, MARIEDITH I.

Name and Signature of Faculty

Date: 05/02/24

Distribution of copies: ODIE, College, Department, Faculty