VISAYAS STATE UNIVERSITY Baybay City, Leyte

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS July to December 2019

Name of Faculty Member: ALFREDO G. DINGAL

	Program Involvelement	Percentage Weight of Involvement		nerical Ra Rating x 9	-	Equivalent Numerical Rating
	(1)	(2)	registerit. Wil other retails were about 1972 of the	(3)	the first transfer of motion that the same of the same	(2X3)
1.	Instruction					
	a. Head/Dean (50%)		5.00	Х	50%	2.50
	b. Students (50%)		5.00	х	50%	2.50
	Total Instruction	25%		5.00	Welliam annual and a second annual an	1.25
2.	Research	and the second of the second o	THE RESPONSE OF STREET, ASSESSED ASSESSED ASSESSED ASSESSED.		Comme as side species of exceptions of the great great	on all 10 stages to a section of the contract
	a. Client/Director for Research		4.80	Х	50%	2.40
	b. Dept. Head/Center Directors		4.90	Х	50%	2.45
	Total for Research	50%		4.85		2.43
3.	Extension		-			
erroranyer.	a. Client/Director for Extension	Control of States (Control of St	4.80	Х	50%	2.40
	b. Dept. Head/Center Directors		4.90	Х	50%	2.45
	Total for Extension	10%		4.85		0.49
4	Production	15%		4.67		0.70
	TOTAL	100%				4.861
QUI	VALENT NUMERICAL RATING			***************************************		4.861
dd:	Additional Points, if any					
OTA	AL NUMERICAL RATING					4.861
DJE	CTIVAL RATING				-	Outstanding

Prepared by:

ALFREDO G. DINGAL Name of Faculty

Reviewed by:

Recommending Approval:

JOSE L. BACUSMO Director for Research

Approved:

Vice President for Research & Extension



Visayas State University NATIONAL COCONUT RESEARCH CENTER - VISAYAS



Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (OPCR)

I, ALFREDO G. DINGAL, Associate Professor IV of the National Coconut Research Center - Visayas, commits to 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, 2019.

ALFREDOG. DINGAL Name of Faculty

Date: ____

MARIA JULIET C. CENIZA

Divector, NCRC-V

							R	Rating			
MFO No.	MFOs/PAPs	Success Indicator (SI)	Pensons Responsible	Task Assigned	Target	Actual Accom- plishment	Quality	Efficiency	Timelines	Average	Remark
Advanced E	ducation Services										
	Higher Education Services										
	NCRC MFO 1. Curriculum Program Management										
	Total FTE monitored	Required workload/FTI: units for instruction complied	NCRC Core/ Faculty Researchers	Teachs horticulture & agronomy subjects	3	16.50	5	5	5	5.00	
	MFO 2. Student Management Services		and the same for the selection of the se								
	Effective instruction delivery services to contribute to the development of human resources	A1. Number of graduates within the prescribed period	NCRC Core Faculty Researchers		2	4	5	5	5	5.00	
		Baccalureate			2	4	5	5	5	5.00	
		Approved manuscript submitted within the prescribed period		Reviews and approve student thesis manuscript.	2	4	5	5	5	5.00	
		A4. Student advising and consultation services			-						
		Number of hours spent on student consultation	F.	Consultation with students on subject matter and other course- related activities	50	150	5	5	5	5.00	
	Research Services										

Producttive, relevant	A5. Number of published papers in	NCRC Core Faculty								
research outputs and	CHED accredited journals,	Researchers & SRAs								
cutting-edge	internationnaly indexed journals									
technologies generated										
	In referred int'l journals			-						
	A6. Number of research outputs	NCRC Core Faculty								
	presented in regional/national/int'l conferences	Researchers & SRAs								
	In instituional for a/conferences		Prepares and presents paper and outputs	2	4	5	5	5	5.00	
	A7. Number of research projects	NCRC Core Faculty	Implements approved projects, prepares and submit terminal	1	5	5	4	5	4.67	
	conducted and/or completed on schedule	Researchers & SRAs	reports							
	A8. Number of research proposals submitted.	NCRC Core Faculty Researchers & SRAs	Prepares and submits research proposals to funding agency	3	3	5	5	5	5.00	
	A9. Percent of research proposals approved	NCRC Core Faculty Researchers & SRAs		60%	100%	5	5	5	5.00	
	A10. Amount of research money	NCRC Core Faculty	Implements approved research project with external fundings.	10,000	20,000	5	5	5	5.00	
	generated from external funding (Thousand PhP)	Researchers & SRAs								
	A11. Amount of money generated	NCRC Core Faculty	Implements approved research projects with VSU funding	150,000	395,251.20	5	5	5	5.00	
	from institutional funding	Researchers & SRAs								
	(Thousand PhP)									
	A12. Number of linkages forged									
	National		forges MOUs and MOAs with partner agencies	1	2	4	5	5	4.67	
Extension/Production Services										
Efficient and effective	A15. Number of person-days	NCRC Core Staff,	Farmers/clients trained on coconut-related topics	30	55	5	5	5	5.00	
community	trained weighted by length of	SRA/Aide, Admin.								
engagement for	training	Aide								
sustainable livelihood										
of clients and sound										
environment										
	A16. Number of IEC	NCRC Core Staff,	Pepares IEC materials, Posters on Coconut Pests and their Control	1	2	5	4	5	4.67	
	materials/technoloiges	SRA/Aide, Admin.								
	developed/used	Aide						\vdash		
	A17. Number of beneficiaries	NCRC Core Faculty								
	served with technical assistance	Researchers and SRAs								
	Individuals		Provide technical assistance to beneficiaries	10	20	5	5	5	5.00	
	A18. Number of technical/expert	NCRC Core Faculty								
	services	Researchers								

		Research Mentoring							5	5.00	
		A19. Number of extension proejcts	NCRC Core Staff,	Implementes approved extension projects and prepares and	2	4	5	5	5	5.00	
		conducted and/or completed on	SRA/Aide, Admin	submit reports.							
The same of the sa		schedule	Aide, Laborers	·							
		A21. Percent of extension	NCRC Core Staff		50%	100%	5	5	4	4.67	
		proposals approved				1					
		A22. Amount of extension money	NCRC Core Staff	Implements approved extension projects with PCAARRD funding							
	19	generated from external funding									
		(Thousand PhP)	AND THE STATE OF T		MARKET STATE OF THE STATE OF TH			*******************************			
		A23. Amount of extension money	NCRC Core Staff	Implementes approved extension projects with VSU funding							
		generated from institutional									
	*	funding (Thousand PhP)									
		A24. Number of copies of IEC	NCRC Core Staff,	Distributes materials on coconut production and other IECs	50	100	5	5	5	5.00	***************************************
		materials distributed	SRA/Aide, Admin Aide								
Suj	ipport to Operation										
(ST											
	FO 6. Income										
	enerating and										
	oduction Services										
	stainable income	A28. 10% increase of income	NCRC Core Staff,		10%	10%	4	5	5	4.67	
		generated to support university	SRA/Aide, Admin								
	pport University	projects	Aide, Laborers								
acti	tivities					-	-		_		
		A29. Number of STF/IGP's	NCRC Core Staff,	Manages and monitors STF and Income Generating Projects of the	1	2	4	5	5	4.67	
			SRA/Aide, Admin	Center							
			Aide, Laborers		**************************************	-			-		www.
			NCRC Core Staff,								
			SRA/Aide, Laborers								
The second second		industry								4.905	
Average Rating	tigan direkt kur 50% alipin direkt kur sil kapit kurun bal alipin kupun silak asila a mas asilan			4.905	Comments and	Recommendati	ons for	Devel	onmo	nt Pumo	se:
Punctuality						/		,		10 . 1	
Approved Additional Points (w/ copy of Approval)				Gur + to rein deas							
FINAL RATING			4,905								
ADJECTIVAL RAT	ATING			Outstanding							

Evaluated by:

MARIA JUNIET C. CENIZA Ceriter Director

Date:

Recommending Approval:

JOSE L. BACUSMO Director for Research Approved:

OTHELLO B. CAFUNO
Vice President for Research and Extension

Date:



Office of the Vice President for Instruction

1/F Administration Building Visca Baybay City, Leyte 6521-A, Philippines Phone/Fax: +63 053 5637106 Email Address: ovpaa@vsu.edu.ph Website: www.vsu.edu.ph

TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATINGS

Second Semester SY 2018-2019

Name of Faculty: DINGAL, ALFREDO G.

Department: National Coconut Research Center - Visayas

College:

Course No. &		lab/	Cla	ss		RA	TING	%
	Descriptive Title	lec	A CONTRACTOR OF THE PARTY OF TH	Schedule No. of		Num.	Adjec.	Evaluation Rating
Hort 22	General Horticulture	Lab	7-10	Th	20	5	0	97.06
			A	verag	e Rating	5	0	97.06

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

Legend:

1.00 - 1.49 Poor (P)

1.50 - 2.49 Fair (F)

2.50 - 3.49 Satisfactory(S)

3.58-4.49 Fery Satisfactory (VS)

4.50 - 5.00 Outstanding(O)

Prepared by:

NELSIE R MONDAL TPES In-Charge Date: 10/29/2019

Attested by:

BEATRIZ S. BELONIAS

Vice President for Instruction &

Date: 10/29/2019

Received by:

Name and Signature of Faculty

Date:

Distribution of copies: OVPI, College, Department, Faculty

Vision: A globally competitive university for science, technology, and environmental conservation

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

APPENDIX C

The QCE of the NBC No. 461 for **Research** Instrument 2: LEADERSHIP

Rating Period: JULY TO DECEMBER 2019

	Trading Forton						
Evaluators: The i	Name of Faculty: ALFREDO G. I mmediate supervisor	DINGAL Academic Rank: Associ	ciate F	Professo	Or O		
0	Program Project Leaders	O College Resea	arch C	oordina	ator		
0	Project Leader for Study Leader	o College Research	arch D	irector			
0	Others (Please Indicate)						
Title of Project: _	Study 1: Development of technique	ues to improve fruit setting on co	conuts	<u>},</u>			
Instruction	n: Please evaluate the faculty using	the scale below. Encircle your ra	ating.				
Scale	Descriptive Rating	Qualitative	Desc	ription			
5	Outstanding	The performance almost alway The Faculty is an exceptional re			e job red	quirem	ents.
4 Very Satisfactory The performance meets and often exceeds the junction requirements						job	
3	Satisfactory	The performance meets job rec	quirem	ents			
2 Fair The performance needs some development to meet requirements.						job	
1	Poor	The faculty fails to meet job rec	quirem	ents			
	Faculty Performance/Ou	ıtput		_	Scale		
	communicates quality output of staff/clientele/ subordinates.	the research proceeding to	5	(4)	3	2	1
	riorities to get the job done and a onflict situations in an honest and d		(5)	4	3	2	1
Encourage/ research pro	motivates participation/cooperation oceedings.	of the people evolved in the	15	4	3	2	1
	roduces strategies staff/dientele/subordinates' skills stivity in a more efficient manner.	that enhanced and abilities to perform the	É	4	3	2	1
	ates directly, openly, honestly an individual or people involved in thei		05	4	3	2	1
NR C		Total Score:	_				
Signature of Eva	ble fuator ()	Signature of Witnes	S				
Name of Evaluat	or	Name of Witness					
Position of Evalu	ator	Agency and Position	n				
Date :		Date :					

APPENDIX C

The QCE of the NBC No. 461 for **Research** Instrument 2: LEADERSHIP

Rating Period: JULY TO DECEMBER 2019

Evaluators: T	he in	Name of Faculty: ALFREDO G. D imediate supervisor	INGAL Academic Rank: Asso	ciate F	rofesso	1		
	0	Program Project Leaders	O College Rese	arch C	oordina	or		
	0	Project Leader for Study Leaders	O College Rese	arch D	irector			
	0	Others (Please Indicate)						
Title of Projec	t:	Study 3: Comparative performance	e of dward and tall coconut culti	vars a	t differer	nt popu	lation d	lensitie
Scale	ction:	Please evaluate the faculty using Descriptive Rating	the scale below. Encircle your r Qualitative		rintion			
	+		The performance almost alway		-	inh re	nuirem	ents
5		Outstanding	The Faculty is an exceptional r	ole mo	del	JOD TO	quiron	511(6,
4		Very Satisfactory	The performance meets requirements	and	often	эхсөөс	ls the	job
3		Satisfactory	The performance meets job re-	quirem	ents			
2		Fair	The performance needs so requirements.	me de	evelopm	ent to	meet	job
1		Poor	The faculty fails to meet job red	quirem	ents			
	-	Faculty Performance/Out	put .			Scale		
4 D 1 1					T	Scale		
		mmunicates quality output of aff/dientele/ subordinates.	the research proceeding to	5	4	3	2	1
		orities to get the job done and ab flict situations in an honest and dir		3	4	3	2	1
		otivates participation/cooperation peedings.	of the people evolved in the	0	4	3	2	1
	es/st	duces strategies aff/clientele/subordinates' skills a vity in a more efficient manner.	that enhanced and abilities to perform the	0	4	3	2	1
		es directly, openly, honestly and dividual or people involved in their		5	4	3	2	1
£12 (1	/	Total Score:	_				
Signature of	Valu	nus etor	Signature of Witnes	S				
		\						
Name of Eval	uato		Name of Witness		-			
Position of Ev	alua	or	Agency and Positio	n				

APPENDIX G The QCE of the NBC No. 461 for Extension Instrument 2: LEADERSHIP

Rating Period: <u>JULY TO DECEMBER</u> 2019

Name of Faculty: _ALFREDO G. DINGAL Academic Rank: _PROFESSOR

Evaluators:	Immediate Supervisor							
0	Director for Extension							
0	Team/Project leader							
0	College Extension Coordinate	ors						
0	Others (Please Indicate)							
Title of Project: P	roject 2: Dissemination of co	conut production technology						
Scale	Descriptive Rating	ing the scale below. Encircle your r Qualitative		otion			-	
5	Outstanding	The performance almost always exceeds the jet requirement						
4	Very Satisfactory	The performance meets and often		-	job re	quirem	ents	
3	Satisfactory	The performance meets job requi	rement	s				
The performance needs some development to meet prequirements.						job		
1	Poor	The faculty fails to meet job requi	rement	S				
	F 11- D1	10.1-1						
	Faculty Performance/				Scale			
	ommunicates quality output of taff/dientele/ subordinates.	of the extension proceeding to	(5)	4	3	2	1	
	orities to get the job done and	d able to looks for better ways to direct manner	5	4	3	2	1	
Encourage/n extension ac		ion of the people evolved in the	(5)	4	3	2	1	
		that enhanced is and abilities to perform the ner.	(5)	4	3	2	1	
	es directly, openly, honestly dividual or people involved in the	and shares information with the neir extension activity(s)	5	4	3	2	1	
test	- N	Total Score:	_					
Signature of Evalu	uator	Signature of Witnes	S					
Name of Evaluato	r	Name of Witness				-		
Position of Evalua	tor	Agency and Position	า		-			
Date :		Date :						

Date

PERFORMANCE MONITORING & COACHING JOURNAL Rating Period: July to December 2019

	1 st	QU
	2 nd	A
V	3 rd	T
√	4 th	E R

Name of Officer: ALFREDO G. DINGAL
Head of Office: MARIA JULIET C. CENIZA

Number of Personnel: 1

	MECHANISM						
Activity Monitoring	Me	eting	Memo	Others (Pls.	Remarks		
	One-on-One	Group	Memo	Specify			
Monitoring							
Meeting		July 2, 2019					
2. Preparation of research report		Aug 1, 2019					
Coaching							

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

Conducted by:

MARIA JULIET C. CENIZA

Immediate Supervisor

Noted by:

Next Higher Supervisor

cc: OVPI

ODAHRD PRPEO

PERFORMANCE MONITORING FORM

Name of Employee: ALFREDO G. DINGAL

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Overall Assessment of Output**	Remarks/ Recommendation
1.	Teaches Agronomy and Horticulture subjects	Full time equivalent teaching (16.5)	July 2016	Dec. 2019	Dec. 2019	Very impressive	Outstanding	
2.	Consultation with student on subject matter and other course-related activities	150 students consulted on subject matter and other course activities	July 2016	Dec. 2019	Dec. 2019	Very impressive	Very Satisfactory	
3.	Supervises student-related activities assisted							
4.	Present relevant output on research conducted during in-house review	Presents 4 research outputs during in-house review	July 2016	Dec. 2019	Dec. 2019	Very impressive	Very Satisfactory	
5.	Implements and conducts approved research on coconut and intercrops	Implements/conducts 4 research projects	July 2016	Dec. 2019	Dec. 2019	Very impressive	Very Satisfactory	
8.	Conducts training on coconut-related topics as resource person	Conducts training to persons on coconut-related topics (resource person)	July 2016	Dec. 2019	Dec. 2019	Very impressive	Very Satisfactory	
9.	Develops technoguides/IEC materials on coconut technologies	Develops 2 technoguides/IEC materials on coconut	July 2016	Dec. 2019	Dec. 2019	Very impressive	Very Satisfactory	
10.	GeneratesVSU funds for the conduct of extension	Generates funds for the conduct of extension	July 2016	Dec. 2019	Dec. 2019	Very impressive	Very Satisfactory	
11.	Serves beneficiaries/clients/coconut farmers	Serve 6 groups of coconut farmers/clients and 200 indiviuals were given coconut seedlings	July 2016	Dec. 2019	Dec. 2019	Very impressive	Very Satisfactory	
12.	Implements/conducts and supervises approved extension projects	Implements/conduct approved extension project	July 2016	Dec. 2019	Dec. 2019	Very impressive	Very Satisfactory	
	Supervises distribution of IEC materials to interested clients	Supervises/Distributes 160 leaflets on coconut to interested clients	July 2016	Dec. 2019	Dec. 2019	Very impressive	Very Satisfactory	
14.	Increases 10% of IGP project to support university projects	10% income increase of IGP project on coconut intercrops	July 2016	Dec. 2019	Dec. 2019	Very impressive	Very Satisfactory	
15.	Manages and monitors IGP project on coconut intercrops	Manages and monitors 2 IGP projects	July 2016	Dec. 2019	Dec. 2019	Very impressive	Very Satisfactory	

^{*} Either very impressive, impressive, needs improvement, poor, very poor

MARIAJULET C. CENIZA Center Director

^{**} Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

EMPLOYEE DEVELOPMENT PLAN Rating Period: JULY to DECEMBER 2019

Name of Employee:	ALFREDO G. DINGAL
Performance Rating:	Outstanding
Aim: To be an o	effective worker in research and extension.
Proposed Interventions responsibilities:	to Improve Performance and/or Competence and Qualification to assume higher
Date: July 5, 2019,	Target Date: Third Quarter
First Step:	
Attend tea	achings/trainings/seminars on topics related to research and extension.
Result:	
Updated his knowledge in	n research and extension .
Date: September 20, 20	19 Target Date: October 11, 2019.
Next Step:	
Apply the	knowledge earned from trainings/seminars
Outcome:	
Continue to serve as	technical consultant and resource person on farming systems
Final Step/Recommend	ation:
Prepared by	y: Conform:
MARIA	JULIET C. CENIZA ALFREDO G. DINGAL