

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 Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x %)			Equivalent Numerical Rating
(1)	(2)	(3)			(2X3)
1. Instruction					
a. Head/Dean (50%)		5.00	x	50%	2.50
b. Students (50%)		5.00	x	50%	2.50
<b>Total Instruction</b>	25%	5.00			<b>1.25</b>
2. Research					
a. Client/Director for Research		4.80	x	50%	2.40
b. Dept. Head/Center Directors		4.90	x	50%	2.45
<b>Total for Research</b>	50%	4.85			<b>2.43</b>
3. Extension					
a. Client/Director for Extension		4.80	x	50%	2.40
b. Dept. Head/Center Directors		4.90	x	50%	2.45
<b>Total for Extension</b>	10%	4.85			<b>0.49</b>
4 Production	15%	4.67			<b>0.70</b>
<b>TOTAL</b>	100%				<b>4.861</b>
EQUIVALENT NUMERICAL RATING					<b>4.861</b>
Add: Additional Points, if any					-
TOTAL NUMERICAL RATING					<b>4.861</b>
ADJECTIVAL RATING					<b>Outstanding</b>

Prepared by:

**ALFREDO G. DINGAL**  
Name of Faculty

Reviewed by:

**MARIA JULIET C. CENIZA**  
Director, NCRC-V

Recommending Approval:

**JOSE L. BACUSMO**  
Director for Research

Approved:

**OTHELLO B. CAPUNO**  
Vice President for Research & Extension





	Productive, relevant research outputs and cutting-edge technologies generated	A5. Number of published papers in CHED accredited journals, internationally indexed journals	NCRC Core Faculty Researchers & SRAs								
		In referred int'l journals			-						
		A6. Number of research outputs presented in regional/national/int'l conferences	NCRC Core Faculty Researchers & SRAs								
		In institutional for a/conferences		Prepares and presents paper and outputs	2	4	5	5	5	5.00	
		A7. Number of research projects conducted and/or completed on schedule	NCRC Core Faculty Researchers & SRAs	Implements approved projects, prepares and submit terminal reports	1	5	5	4	5	4.67	
		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 generated from external funding (Thousand PhP)	NCRC Core Faculty Researchers & SRAs	Implements approved research project with external fundings.	10,000	20,000	5	5	5	5.00	
		A11. Amount of money generated from institutional funding (Thousand PhP)	NCRC Core Faculty Researchers & SRAs	Implements approved research projects with VSU funding	150,000	395,251.20	5	5	5	5.00	
		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 community engagement for sustainable livelihood of clients and sound environment	A15. Number of person-days trained weighted by length of training	NCRC Core Staff, SRA/Aide, Admin. Aide	Farmers/clients trained on coconut-related topics	30	55	5	5	5	5.00	
		A16. Number of IEC materials/technologies developed/used	NCRC Core Staff, SRA/Aide, Admin. Aide	Prepares IEC materials, Posters on Coconut Pests and their Control	1	2	5	4	5	4.67	
		A17. Number of beneficiaries served with technical assistance	NCRC Core Faculty Researchers and SRAs								
		Individuals		Provide technical assistance to beneficiaries	10	20	5	5	5	5.00	
		A18. Number of technical/expert services	NCRC Core Faculty Researchers								

		Research Mentoring			2	4	5	5	5	5.00	
		A19. Number of extension projects conducted and/or completed on schedule	NCRC Core Staff, SRA/Aide, Admin Aide, Laborers	Implements approved extension projects and prepares and submit reports.	2	4	5	5	5	5.00	
		A21. Percent of extension proposals approved	NCRC Core Staff		50%	100%	5	5	4	4.67	
		A22. Amount of extension money generated from external funding (Thousand PhP)	NCRC Core Staff	Implements approved extension projects with PCAARRD funding							
		A23. Amount of extension money generated from institutional funding (Thousand PhP)	NCRC Core Staff	Implements approved extension projects with VSU funding							
		A24. Number of copies of IEC materials distributed	NCRC Core Staff, SRA/Aide, Admin Aide	Distributes materials on coconut production and other IECs	50	100	5	5	5	5.00	
	Support to Operation (STO)										
	MFO 6. Income Generating and Production Services										
	Sustainable income generation activities to support University activities	A28. 10% increase of income generated to support university projects	NCRC Core Staff, SRA/Aide, Admin Aide, Laborers		10%	10%	4	5	5	4.67	
		A29. Number of STF/IGP's monitored, supervised and managed	NCRC Core Staff, SRA/Aide, Admin Aide, Laborers	Manages and monitors STF and Income Generating Projects of the Center	1	2	4	5	5	4.67	
		A30. Number of technologies commercialized used by the industry	NCRC Core Staff, SRA/Aide, Laborers								
										4.905	
Average Rating				4.905		Comments and Recommendations for Development Purpose:  <i>Open to new ideas</i>					
Punctuality											
Approved Additional Points (w/ copy of Approval)											
FINAL RATING				4.905							
ADJECTIVAL RATING				Outstanding							

Evaluated by:

MARIA JULIETA C. CENIZA  
Center Director

Date:

Recommending Approval:

JOSE L. BACUSMO  
Director for Research

Approved:

OTHELLO B. CARUNO  
Vice President for Research and Extension

Date:





**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. & Descriptive Title		lab/lec	Class Schedule		No. of Raters	RATING		% Evaluation Rating
						Num.	Adjec.	
Hort 22	General Horticulture	Lab	7-10	Th	20	5	O	97.06
Average Rating						5	O	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)

3.50 - 4.49 Very Satisfactory (VS)

4.50 - 5.00 Outstanding (O)

Prepared by:

**NELSIE E. 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

## APPENDIX C

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

Rating Period: **JULY TO DECEMBER 2019**

Name of Faculty: **ALFREDO G. DINGAL** Academic Rank: Associate Professor  
Evaluators: The immediate supervisor

- ☐ Program Project Leaders
 ☐ College Research Coordinator  
☐ Project Leader for Study Leaders
 ☐ College Research Director  
☐ Others (Please Indicate) \_\_\_\_\_

Title of Project: Study 1: Development of techniques to improve fruit setting on coconuts.

Instruction: Please evaluate the faculty using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The Faculty is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements.
1	Poor	The faculty fails to meet job requirements

Faculty Performance/Output	Scale				
1. Regularly communicates quality output of the research proceeding to colleagues/staff/dienetele/ subordinates.	5	4	3	2	1
2. Manages priorities to get the job done and able to looks for better ways to confronts conflict situations in an honest and direct manner	5	4	3	2	1
3. Encourage/motivates participation/cooperation of the people evolved in the research proceedings.	5	4	3	2	1
4. Suggest/introduces strategies that enhanced colleagues/staff/dienetele/subordinates' skills and abilities to perform the research activity in a more efficient manner.	5	4	3	2	1
5. Communicates directly, openly, honestly and shares information with the concerned individual or people involved in their research proceeding	5	4	3	2	1

Total Score: \_\_\_\_\_

Signature of Evaluator

Signature of Witness

Name of Evaluator

Name of Witness

Position of Evaluator

Agency and Position

Date

Date

## APPENDIX C

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

Rating Period: **JULY TO DECEMBER 2019**

Name of Faculty: **ALFREDO G. DINGAL** Academic Rank: Associate Professor  
Evaluators: The immediate supervisor

- ☐ Program Project Leaders
 ☐ College Research Coordinator  
☐ Project Leader for Study Leaders
 ☐ College Research Director  
☐ Others (Please Indicate) \_\_\_\_\_

Title of Project: Study 3: Comparative performance of dwarf and tall coconut cultivars at different population densities.

Instruction: Please evaluate the faculty using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The Faculty is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements.
1	Poor	The faculty fails to meet job requirements

Faculty Performance/Output	Scale				
1. Regularly communicates quality output of the research proceeding to colleagues/staff/clientele/ subordinates.	5	4	3	2	1
2. Manages priorities to get the job done and able to looks for better ways to confronts conflict situations in an honest and direct manner	5	4	3	2	1
3. Encourage/motivates participation/cooperation of the people evolved in the research proceedings.	5	4	3	2	1
4. Suggest/introduces strategies that enhanced colleagues/staff/clientele/subordinates' skills and abilities to perform the research activity in a more efficient manner.	5	4	3	2	1
5. Communicates directly, openly, honestly and shares information with the concerned individual or people involved in their research proceeding	5	4	3	2	1

Total Score: \_\_\_\_\_

Signature of Evaluator

Signature of Witness

Name of Evaluator

Name of Witness

Position of Evaluator

Agency and Position

Date : \_\_\_\_\_

Date : \_\_\_\_\_



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

Rating Period: JULY TO DECEMBER 2019

Name of Faculty: ALFREDO G. DINGAL Academic Rank: PROFESSOR

Evaluators: Immediate Supervisor

- ☐ Director for Extension
- ☐ Team/Project leader
- ☐ College Extension Coordinators
- ☐ Others (Please Indicate) \_\_\_\_\_

Title of Project: Project 2: Dissemination of coconut production technology

Instruction: Please evaluate the faculty using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The Faculty is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements.
1	Poor	The faculty fails to meet job requirements

Faculty Performance/Output	Scale				
1. Regularly communicates quality output of the extension proceeding to colleagues/staff/clientele/ subordinates.	<u>5</u>	4	3	2	1
2. Manages priorities to get the job done and able to looks for better ways to confronts conflict situations in an honest and direct manner	5	<u>4</u>	3	2	1
3. Encourage/motivates participation/cooperation of the people evolved in the extension activity(s).	<u>5</u>	4	3	2	1
4. Suggest/introduces strategies that enhanced colleagues/staff/clientele/subordinates' skills and abilities to perform the extension activity(s) in a more efficient manner.	<u>5</u>	4	3	2	1
5. Communicates directly, openly, honestly and shares information with the concerned individual or people involved in their extension activity(s)	<u>5</u>	4	3	2	1

Total Score: \_\_\_\_\_

Signature of Evaluator \_\_\_\_\_

Signature of Witness \_\_\_\_\_

Name of Evaluator \_\_\_\_\_

Name of Witness \_\_\_\_\_

Position of Evaluator \_\_\_\_\_

Agency and Position \_\_\_\_\_

Date : \_\_\_\_\_

Date : \_\_\_\_\_



# PERFORMANCE MONITORING & COACHING JOURNAL

Rating Period: July to December 2019

	1 <sup>st</sup>	Q U A R T E R
	2 <sup>nd</sup>	
√	3 <sup>rd</sup>	
√	4 <sup>th</sup>	

Name of Officer : **ALFREDO G. DINGAL**

Head of Office : **MARIA JULIET C. CENIZA**

Number of Personnel: 1

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

**OTHELLO B. CAPUNO**

Next Higher Supervisor

cc: OVPI

ODABRD

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.	Generates VSU 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 individuals 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	
13.	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

\*\* Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

  
 MARIA JULIET C. CENIZA  
 Center Director



**EMPLOYEE DEVELOPMENT PLAN**  
**Rating Period: JULY to DECEMBER 2019**

**Name of Employee:** ALFREDO G. DINGAL

**Performance Rating:** Outstanding

**Aim:** To be an effective worker in research and extension.

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

**Date:** July 5, 2019, **Target Date:** Third Quarter

**First Step:** \_\_\_\_\_

Attend teachings/trainings/seminars on topics related to research and extension.

**Result:** \_\_\_\_\_

Updated his knowledge in research and extension .

**Date:** September 20, 2019 **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/Recommendation:** \_\_\_\_\_

Prepared by:  
  
MARIA JULIET C. CENIZA  
Unit Head

Conform:  
  
ALFREDO G. DINGAL