SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **RONEL B. GEROMO**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.6x50%= 2.3	
b. Students (50%)		4.9x50% = 2.45	
Total for Instruction	60%	4.75	2.85
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	5%	5	.25
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	5%	5	.25
4. Administration	30%	5	1.5
5. Production			
TOTAL	100%		4.9

EQUIVALENT NUMERICAL RATING: <u>4.9</u>
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: <u>4.9</u>

ADJECTIVAL RATING: **Outstanding**

Prepared by:

RONEL B. GEROMO
Instructor II

Reviewed by:

MANUEL D. GACUTAN, Jr
Department Head

Recommending Approval:

SUZETTE B. LINA
Dean/Director

Approved:

ROTACIO S. GRAVOSO
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **RONEL B. GEROMO**, a faculty member of the **DEPARTMENT OF ANIMAL SCIENCE** commits to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January**, 20**24** to June, 20**24**.

Approved:

RONEL B. GEROMO
Instructor II
Date: July 19, 2024

MANUEL D. GACUTAN, JR.
Department Head
Date: July 24, 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplish-ment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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.	-	-	-	-	-	-		
		A6 : 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	-	-	-	-	-	-		
		A7: Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	-	-	-	-	-	-		
	PI 10. Additional outputs:	A8. 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	72	41.5	4.50	4.50	4.50	4.50		1
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	10	9	4.80	4.80	4.80	4.80		1
		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	40	8	4.00	4.00	4.00	4.00		1
		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	1	4.00	4.00	4.00	4.00		1
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	8	4	4.00	4.00	4.00	4.00		1
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	40	20	4.00	4.00	4.00	4.00		1
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	200	272	5.00	5.00	5.00	5.00		1

PI	Activity	Description	Target	Accomplishment						Rating
PI 8: Number of students advised: *	**A16**. Number of students advised:	Acts as academic adviser to students	110	112	5.00	5.00	5.00	5.00		1
	A17. Number of students advised on thesis/ field practice/special problem:		-	-	-	-	-			
	As Adviser	Advises, and corrects research outline and thesis/SP manuscript	10	8	4.60	4.60	4.60	4.60		1
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	4	4	5.00	5.00	5.00	5.00		1
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	5	5	5.00	5.00	5.00	5.00		1
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	30	50	5.00	5.00	5.00	5.00		1
PI 9: Number of student organizations advised/assisted*	**A19**. Number of Student organizations advised	Advises student organizations recognized by USOO								
	A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities								
PI 10: Number of instructional materials developed *	**A 21 :** 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	2	1	4.50	4.50	4.50	4.50		1
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	6	3	4.50	4.50	4.50	4.50		1
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	30	15	4.00	4.00	4.00	4.00		1
	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 Moddle or Google Classroom	2	2	5.00	5.00	5.00	5.00		
	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 oroject within the year	-	-	-	-	-			
	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	-	-	-	-	-			
		In refereed int'l journals		-	-	-	-	-			
		In refereed nat'l/regional journals		1							

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 scienfic for a/conferences	-	-	-	-	-		
	In int'l fora/conferences		-	-	-	-	-		
	In nat'l/regional fora/conferences		-	-	-	-	-		
PI 5. Percent of research proposals approved *	**A 31.** Percentage of 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 faculty or student w/ faculty)		-	-	-	-	-		
	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	1	1	5	5	5	5.00	
	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	-	-	-	-	-		
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							

1

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	Implementes duly approved extension projects	-	-	-	-	-		
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*								
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	1	1	5	5	5	5.00		1
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	-	-	-	-	-		
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 theQMS 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 (GASS)				-	-	-	-	-		
PI 2. Zero percent complaint from clients served	**A 46**. Customerly friendly frontline services	Provides customer friendly frontline services to clients **(As manager of Piggery Proj. selling animal products).**	Zero Non-conformity		5	5	5	5.00		1
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 performfing 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	-	-		-	-			
Total Over-all Rating									87.90		19
Average Rating									4.63	
ADJECTIVAL RATING										**Outstanding**

Evaluated & Rated by:

MANUEL D. GACUTAN, JR.
Department Head

Date: _July 24, 2024_

Recommending Approval:

SUZETTE B. LINA
Dean, CAFS

Date: _7-25-24_

Approved by:

ROTACIO S. GRAVOSO
Vice President for Academic Affairs

Date: _7-24-24_

Rating Scale:
4.6 -5.0	Outstanding
3.8 - 4.5	Very Satisfactory
3.0-3.7	Satisfactory
2.2-2.9	Unsatisfactory
2.1 - & below	Poor

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employees: **Julius V. Abela, Warren D. Come, Jade Dhapnee Z. Compendio, Manuel D. Gacutan, Jr., Michael Dominic M. Garrido, Ronel B. Geromo, Roy C. Limpangog, Joycee S. Mandia and Ginas Aurea A. Villagonzalo (Faculty).**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Conduct on-line classes (lec/ lab), give examinations, submit grades and provide assistance to students during consultation	Learning and development of student is achieved	As scheduled in the Academic Calendar	Within the duration of the semester	Within the duration of the semester	Very Impressive	Very Satisfactory	None
2	Manage/supervise animal caretakers and oversee the smooth operation/implementation of various animal project activities	Smooth operation of the animal projects	January-June, 2024	January-June, 2024	January-June, 2024	Very Impressive	Very Satisfactory	None
3	Attend to department/ university meetings (on-line: google / webinar)	Successful meetings/ activities	As scheduled, as the need arise	As scheduled, as the need arise	As scheduled, as the need arise	Impressive	Outstanding	None
4	Prepare instructional materials e.g. online ready courseware, flexible instructional materials, assessment tools and etc..	Online IMs and Modules	As scheduled	As scheduled	As scheduled	Impressive	Outstanding	None

* Either very impressive, impressive, needs improvement, poor, very poor
** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

MANUEL D. GACUTAN, Jr.
Unit Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **RONEL B. GEROMO**
Performance Rating: **OUTSTANDING**

Aim: <u>To improve involvement in research, extension and professional development while maintaining high teaching competencies that cater to diverse learner's needs.</u>

Proposed Interventions to Improve Performance:

Date: <u>January 2024</u>   Target Date: <u>June 2024</u>

First Step: <u>Increase active participation in research, extension and professional</u> development activities to gain more exposure to new ideas and best practices.
> *-Collaborate with colleagues and experts in your field to expand your knowledge based and stay updated with the latest advancements.*

Result: <u>Enhanced involvement and engagement in research, extension and professional</u> development opportunities.

<u>Improved teaching competencies that effectively address the diverse learning needs of students</u>

Date: <u>July 2024</u>   Target Date: <u>December 2024</u>

Next Step: <u>Implement continuous assessment and feedback mechanisms to monitor the</u> effectiveness of teaching strategies and make necessary improvements.

<u>Establish partnerships with educational institutions, industry professionals and relevant organizations to foster collaborative research and extension projects.</u>

Outcome: <u>Expanded expertise and contributions to the field through increased involvement in research and extension. Enhanced learning experiences for students through more tailored and effective teaching approaches.</u>

Final Step/Recommendation:

<u>Continually seek research projects, extension activities and professional development workshops. Apply new insights to your teaching. Consider pursuing a doctorate to deepen expertise, research skills, and contribute significantly to academia. A PhD open door to advancement opportunities and establishes itself as a leading expert in your field. Show commitment to growth and become prominent in research, extension and academia.</u>

Prepared by:

MANUEL D. GACUTAN, Jr.
Head, DAS CAFS

Conforme:

RONEL B. GEROMO
Name of Ratee Faculty/Staff

INSTRUCTION AND EVALUATION OFFICE
VISAYAS STATE UNIVERSITY
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VISAYAS STATE UNIVERSITY

TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: GEROMO, RONEL B.

Department: Dept. of Animal Science

College: College of Agriculture & Food Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
AnSc 22n	INTRODUCTION TO LIVESTOCK AND POULTRY PRODUCTION	LEC	5.00	Outstanding	100.0%
AnSc 21	PRINCIPLES OF ANIMAL SCIENCE	LAB	5.00	Outstanding	100.0%
AnSc 153	BEHAVIOR AND ECOLOGY OF FARM ANIMALS	LAB	5.00	Outstanding	100.0%
AnSc 199C	COLLOQUIUM	LEC	4.00	Very Satisfactory	80.0%
AnSc 153	BEHAVIOR AND ECOLOGY OF FARM ANIMALS	LEC	5.00	Outstanding	100.0%
AnSc 153	BEHAVIOR AND ECOLOGY OF FARM ANIMALS	LAB	5.00	Outstanding	100.0%
AnSc 199C	COLLOQUIUM	LEC	5.00	Outstanding	100.0%
AnSc 21	PRINCIPLES OF ANIMAL SCIENCE	LEC	5.00	Outstanding	100.0%
AnSc 153	BEHAVIOR AND ECOLOGY OF FARM ANIMALS	LEC	5.00	Outstanding	100.0%
	Average Rating		4.89	Outstanding	97.78%

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:

GEROMO, RONEL B.
Name and Signature of Faculty
Date: May 21, 2024
Distribution of copies: ODIE, 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.

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