

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MEDARDO C. MAGDADARO (Instructor II)

Period: July to December 31, 2019

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head (50%)	20%	5.00	1.00
b. Students (50%)	20%	5.00	1.00
Total for Instruction	40%		2.00
2. Administration	50%	5.00	2.50
3. Others (SRTPAL Incharge; Membership in Committees)	10%	4.95	0.48
TOTAL			4.98

EQUIVALENT NUMERICAL RATING: _____


Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.98

ADJECTIVAL RATING: Outstanding


Prepared by:

Reviewed by:



MEDARDO C. MAGDADARO
Name of Faculty/Dept. Head


SUZETTE B. LINA
Head, DSS

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

Approved:


BEATRIZ S. BELONIAS
VP for Instruction

Visayas State University
College of Agriculture and Food Science

DEPARTEMENT OF SOIL SCIENCE

Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, MEDARDO C. MAGDADARO JR., Instructor I of the Department of Soil Science, 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 01, 2019 to December 31, 2019 (Accomplishments)


MEDARDO C. MAGDADARO JR., MSc.

Ratee

Date: _____

Approved:


SUZETTE B. LINA, Ph.D.

Head of Unit

Date: _____

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
					Details of Accomplishment	Quality	Efficiency	Timeliness	Average	
MFO 2 Higher Education Services										
Undergraduate Degree Program Management Services										
		PI 1. Number of FTE	Teach: SS 115 Lec/Lab, Earth Science 001 Lec/Lab	9.00	9.11					
Undergraduate Student Management Services										
		PI 1. Number of undergraduate thesis outline approved	Read, reviewed and approved thesis outline as adviser and SRC member	1	1					

		PI 2. Number of undergraduate student's manuscripts approved	Read, reviewed and approved undergraduate student's manuscript as adviser and SRC member	0	0					
		Student advising and consultation services								
		PI 5. Number of academic advisees	Advised students on what subjects to take and approve COR	10	10					
		PI 6. Number of student-related activities assisted	Approved and monitored student activities as Adviser of OSSM (Org. of Soil Science Major)	1	1					
		PI 8. Number of student awards/honors received	Monitored/guide academic/thesis advisees	0						
MFO3. Faculty Evaluation Services		PI 1. Teaching Performance	All subjects handles							
MFO 4 Research Services										
		PI 1. Number of article prepared for publication								
		<i>In refereed int'l journals</i>	Research output from Dissertation	0						
		PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences		0						
		<i>International conferences</i>								
		PI 3. Number of research projects conducted and/or completed on schedule		0						

		PI . Amount of research money generated from external funding (Thousand PHP)		0						
		PI 7. Number of trainings/workshops attended		1	1					
		PI 2. Number of IEC materials/technoguides developed/used							0.0	
MFO 5 Extension										
		PI 5. Number of Scientific Papers reviewed		0						
MFO 7 General Admin and Support Services										
		PI 7. Number of College/University meetings attended		1	3					
		PI 8. Number of committee membership	Department-based Comm.	1	1					
		PI 10. Zero percent complaint from clients served	None	0 % complaint	0					
		University-wide ISO 9001 certification preparedness	Function as QAC Asst Director, ISO 9001 Internal Auditor	100% compliance to WP	100					
Total Over-all Rating							0.0			
Average Rating							0.000			
Adjectival Rating							VS			

Average Rating (Total Over-all rating divided by 4)	
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	
ADJECTIVAL RATING	

Evaluated & Rated by:



SUZETTE B. LINA

Department Head

Date:

Recommending Approval



VICTOR B. ASIO

Dean, _____

Date:

Comments & Recommendations for Development Purpose:

Should engage in research by submitting research proposals for VSU or External Funding. He should revise the submitted article for publication.



Approved by:



BEATRIZ S. BELONIAS

Vice President for Instruction

Date:

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MEDARDO C. MAGDADARO
Performance Rating: OUTSTANDING

Aim: To sustain outstanding performance of the department

Proposed Interventions to Improve Performance:

Full support from the University in terms of continuous faculty development program, research/extension activities and administrative support in the preparation of updated teaching materials.

Date: June, 2019 Target Date: December 2019

First Step:

- Revise/update Instructional Materials
- Attend national and international scientific forum
- Publish scientific paper in international refereed journals

Result:

- Published articles in refereed journal
- Prepared course syllabi for new courses handled

Date: June, 2019 Target Date: December 2019


Next Step:

- Write scientific proposals for future research
- Collaborate other institutions for research and extension projects


Outcome: Submit scientific proposals to other institutions for possible collaboration.

Final Step/Recommendation:
If proposal is approved and budget is ready, then implementation will follow.

Prepared by:


SUZETTE B. LINA
Unit Head

Conforme:


MEDARDO C. MAGDADARO
DSS Faculty