

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Trishia Jade C. Acilo

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
11. Instruction			
e. Head/Dean (50%)			
f. Students (50%) <i>(No TPEG - Study leave)</i>			
Total for Instruction	70%	4.92	3.444
12. Research			
e. Client/Dir. for Research (50%)			
f. Dept. Head/Center Director (50%)			
Total for Research	30%	5	1.5
13. Extension			
e. Client/Dir. for Extension (50%)			
f. Dept Head/Center Director (50%)			
Total for Extension			
14. Administration			
15. Production			
TOTAL			4.944

EQUIVALENT NUMERICAL RATING:

4.944

Add: Additional Points, if any:

none

TOTAL NUMERICAL RATING:

4.944

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

TRISHIA JADE C. ACILO

Name of Faculty

Reviewed by:

JERRY B. SANGUILLOSA

Department Head,DPBG

Recommending Approval:

SUZETTE B. LINA

Dean,CAFS

Approved:

ROTACIO S. GRAVOSO

Vice President

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, TRISHIA JADE C. ACILO, of the Department of Plant Breeding and Genetics commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2024.

TRISHIA JADE C. ACILO

Ratee

Approved:

JERRY B. SANGUILLOSA

Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
UMFO 2. Higher Education Services									
OVPI MFO 1. Curriculum Programs									
P1. Total Undergraduate FTE monitored	A1. Actual faculty's FTE	To handle/teach: PBre 11 Lec (2) PBre 141 Lec & Lab	28	24.95	5	5	5	5	
PI.9 Number of thesis:	A2. Number of students advised for their academic and thesis concerns		2	42	5	5	5	5	
	A3. Number of thesis outline/manuscripts approved		2	3	5	5	4	4.67	
	A4. Number of students advised as SRC Chairman/member		2	1	5	5	5	5	
PI.11 Number of Instructional Materials developed/revised	A5. Number of OBE compliant syllabus prepared			2	5	5	5	5	

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, TRISHIA JADE C. ACILO, of the Department of Plant Breeding and Genetics commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to December, 2024.

TRISHIA JADE C. ACILO

Ratee

Approved:

JERRY B. SANGUILLOSA

Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
UMFO 2. Higher Education Services									
OVPI MFO 1. Curriculum Programs									
P1. Total Undergraduate FTE monitored	A1. Actual faculty's FTE	To handle/teach: PBre 11 Lec (2) PBre 141 Lec & Lab	28	24.95	5	5	5	5	
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PI.11 Number of Instructional Materials developed/revised	A5. Number of OBE compliant syllabus prepared			2	5	5	5	5	

	A6. Number of teaching guides/laboratory manuals developed/revised								
	A7. Number of Virtual Classrooms created and operationalized								
	A8. Assessment Tools developed		3	3	5	5	5	5	
	A9. Number of Complete set of teacher-developed audio visual materials (powerpoints,videos, computer games, etc.)		1	1	4	5	5	4.67	
PI.12 Additional Outputs									
	A10. Number of awards/re cognitions received								
MFO 3. RESEARCH									
PI.1 Number of published papers in internationally indexed journals	A11. <i>Refereed int'l journals</i>								
	A12. <i>Refereed national journals</i>								
PI.2 Number of research outputs presented in local/regional/national/international	A13. Number of research outputs presented in international for								

	a/conferences								
	A14. Number of research outputs presented in local/regional/national for a/conferences		2						
PI.3 Number of research project/study conducted and/or completed on schedule	A.15 Number of research project/study conducted and/or completed on		2	2	5	5	5	5	
PI.5 Number of research project proposals approved	A.16 Number of research project proposals submitted								
DBS MFO 4. Extension services									
PI 1: Number of technical/expert services	A.17 Number of technical/expert services								
PI 2: Number of extension projects/components conducted	A.18 Number of extension projects/component								

	s conducted								
Others: Administrative									
Total Over-all Rating								39.3 4	


Average Rating (Total Over-all rating divided by 4)		XX
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING	4.92	XX
ADJECTIVAL RATING		

Comments & Recommendations for Development

Purpose:

Needs to pursue PhD Studies.

Evaluated & Rated by:


JERRY B. SANGUILLOSA
 Dept/Unit Head

Date: JUL 23 2024

Recommending Approval:


SUZETTE B. LINA
 Dean/Director

Date: JUL 24 2024

Approved by:


ROTACIO S. GRAVOSO
 Vice President of Academic Affairs

Date: JUL 25 2024

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

PERFORMANCE MONITORING & COACHING JOURNAL

/	1st	Q U A R T E R
/	2 nd	
	3 rd	
	4th	

Name of Office: DPBG


Head of Office: JERRY B. SANGUILLOSA

Number of Personnel: 6 Regular Permanent Faculty members, 2 Part-time and 3 affiliate faculty members

Activity Monitoring	PMECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
MONITORING:					
Faculty meetings		Minutes of meetings			Regular meeting
Office and class attendance				DTR, biometrics, personal random check/monitoring	DPBG faculty & staff
Attendance to university & college activities/programs/seminars/workshops			Memos	Attendance, certificates	
Compliance to university memos			Memos		
Leave of absence (SL, TL, etc.)				Application for leave form	
Follow-up documents and other assigned tasks	Faculty and staff				
Class Observation					Every Semester
COACHING:					
Classroom management and teaching methods					January-June 2024

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

Conducted by:


JERRY B. SANGUILLOSA
Head, DPBG

Noted by:


SUZETTE B. LINA
Dean, CAFS

EMPLOYEE DEVELOPMENT PLAN

NAME OF EMPLOYEE: **TRISHIA JADE C. ACILO**

PERFORMANCE RATING: 4.92 (Outstanding) January-June 2024

AIM: To improve teaching/instruction and research capability

PROPOSED INTERVENTIONS TO IMPROVE PERFORMANCE AND/OR COMPETENCE AND QUALIFICATION TO ASSUME HIGHER RESPONSIBILITIES.

DATE: January 2024

TARGET DATE: June 2024

FIRST STEP: Require Ms. Acilo to lead the implementation of the research projects entitled: “Conservation (ex situ and in vitro) of Endemic Orchids in Mt. Pangasugan and Development of Novel Orchid Varieties (Dendrobium, Pahalaenopsis, Spatholottis”; “Development of New Orchid Variants Through Non-Targeted Mutagenesis using Ethylmethanesulfanate (EMS) and intra-varietal Hybridization of Selected Endemic/promising phalaenopsis, Dendrobium and Spatholittis Genotypes”; “Screenhouse-Based High-Throughput Phenotyping (HTP) for the Development of Climate-Resilient Rootcrops”; “Morphological Phenotyping and Root System Architecture of Sweet potato Varieties under Controlled Water-stress Conditions”.

RESULT: Actively lead in the implementation of the research projects.

NEXT STEP: Encourage Ms. Acilo to conceptualize and develop research proposals related to plant breeding and genetics for submission to funding agencies

RESULT: Ms. Acilo identified a funding agency based on priority crop commodities, conducted a literature review search, and identified research gaps to come up with a research proposal for possible funding.

NEXT STEP: Encourage Ms. Acilo to attend seminar-workshops and conferences to gain new knowledge/insights/experiences in the field of plant breeding and genetics.

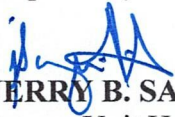
RESULT: Ms. Acilo attended seminar-workshops and conferences related to the field of plant breeding and genetics.

OUTCOME: Ms. Acilo has acquired new knowledge and gained experience likewise boosting her confidence which could help her improve her performance and competence to assume higher responsibilities


NEX STEP: Encourage/require Ms. Acilo to update teaching materials and develop modules/manuals (lecture and laboratory)

FINAL STEP/RECOMMENDATION: Continuously encourage and require her to write research proposals and develop/update teaching materials

Prepared by:


JERRY B. SANGUILLOSA
Unit Head

Conforme:


TRISHIA JADE C. ACILO
Name of Ratee Faculty/Staff