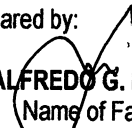



VISAYAS STATE UNIVERSITY
Baybay City, Leyte

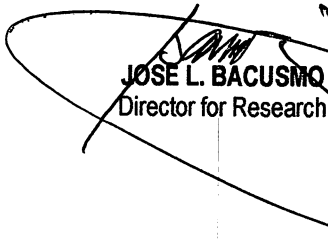
SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS
July to December, 2018


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%)		4.890 x 50%	2.445
b. Students (50%)		5.000 x 50%	2.500
Total Instruction	25%	4.945	1.236
2. Research			
a. Client/Director for Research		5.000 x 50%	2.500
b. Dept. Head/Center Directors		5.000 x 50%	2.500
Total for Research	30%	5.00	1.500
3. Extension			
a. Client/Director for Extension		4.400 x 50%	2.200
b. Dept. Head/Center Directors		4.920 x 50%	2.460
Total for Extension	25%	4.660	1.165
4 Production	20%	4.830	0.966
TOTAL	100%		4.867
EQUIVALENT NUMERICAL RATING			4.867
Add: Additional Points, if any			
TOTAL NUMERICAL RATING			4.867
ADJECTIVAL RATING			Outstanding

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



Visayas State University
NATIONAL COCONUT RESEARCH CENTER - VISAYAS
 Visca, Baybay City, Leyte



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

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 2018.

ALFREDO G. DINGAL
 Associate Professor IV
 Date: Jan 18, 2019

MARIA JULIETA C. CENIZA
 Director, NCRC-V
 Date: _____

MFO No.	MFO Description	Success Indicator (SI)	Task Assigned	Target		Rating				Remark
					Actual Accomplishment	Quality	Efficiency	Timeliness	Average	
UMFO 1. Advance Education Services (20%)										
UMFO 2. Higher Education										
NCRC MFO 1. urriculum Program Management										
	PI 1: Total FTE monitored		Teaching Horticulture subjects	3	18.3	5	5	5	5.00	
NCRC MFO 2. Student Management Services										
	PI 6: Additional Outputs									
	Student Advising and Consultation Services:									
	Number of hours spent on student consultation		Consult with student on subject matter and other course-related activities	50	71	5	5	5	5.00	
	Number of student-related activities assisted		Supervise campus cleaning during VSU Anniversary	1	2	4.5	4.5	5	4.67	
UMFO 3. Research Services										
NCRC MFO 1. Research Activities										
	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences									
	In institutional fora/conferences			2	4	5	5	5	5.00	
	PI 3. Number of research projects conducted and/or completed on schedule		Conducted research on coconut and intercrops	2	4	5	5	5	5.00	
	PI 6. Amount of research money generated from external funding (Thousand PHP)		Generated funds for the conduct of researches	5,000	10,000	5	5	5	5.00	

	PI 7. Amount of research money generated from institutional funding (Thousand PHP)								
UMFO4. Extension/Production Services									
NCRC MFO 1. Extension Activities									
	PI 1. Number of person-days trained weighted by length of training	Conduct trainings on coconut-related topics (resource person)	25	60	5	5	5	5.00	
	PI 2. Number of IEC materials/ technoguides developed/used		1	2	5	4	5	4.67	
	PI 3. Number of beneficiaries served								
	Groups		1	6	5	4	5	4.67	
	Individuals		100	150	5	5	5	5.00	
	PI 4. Number of extension projects conducted and/or completed on schedule	Supervises approved extension project	1	2	5	5	5	5.00	
	PI 7. Amount of extension money generated from external funding (Thousand PHP)								
	PI 8. Amount of extension money generated from institutional funding (Thousand PHP)	Implements approved projects funded by VSU	10,000	50,000	5	5	5	5.00	
	PI 9. Additional outputs								
	Number of copies of IEC materials distributed	Distributes materials on coconut production information materials and other IECs	50	160	5	5	5	5.00	
	Number of linkage/partnership forged:								
	Region/local	linkages	1	4	5	5	5	5.00	
NCRC MFO 2. Production Services									
	PI 1. 10% increase of income generated to support university projects		10%	25%	5	5	5	5.00	
	PI 2. Number of IGP monitored, supervised and managed	Manage and monitor IGP 6.2 & IGP 6.7 projects	1	2	4	5	5	4.67	
								4.917	
Average Rating		4.917	Comments and Recommendations for Development Purpose: <i>Keep up! Good job exceeding the targets.</i>						
Punctuality									
Approved Additional Points (w/ copy of Approval)									
FINAL RATING		4.917							
ADJECTIVAL RATING		Outstanding							

Received by:

MARIA JULIET C. CENIZA
Unit Head

Recommending Approval:

JOSE L. BACUSMO
Director for Research
Date: _____

Approved:

OTHELLO B. CAPUNO
Vice President, Res & Ext
Date: _____

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 (18.3)	July 2018	Dec. 2018	Dec. 2018	Very impressive	Outstanding	
2.	Consultation with student on subject matter and other course-related activities	71 students consulted on subject matter and other course activities	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
3.	Supervises student-related activities assisted	Supervises 1 student-related activities	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
4.	Present relevant output on research conducted during in-house review	Presents 4 research outputs during in-house review	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
5.	Implements and conducts approved research on coconut and intercrops	Implements/conducts 4 research projects	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
8.	Conducts training on coconut-related topics as resource person	Conducts training to 60 persons on coconut-related topics (resource person)	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
9.	Develops technoguides/IEC materials on coconut technologies	Develops 2 technoguides/IEC materials on coconut	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
10.	Generates VSU funds for the conduct of extension	Generates 27,000 for the conduct of extension	July 2018	Dec. 2018	Dec. 2018	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 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
12.	Implements/conducts and supervises approved extension projects	Implements/conduct 5 approved extension project	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
13.	Supervises distribution of IEC materials to interested clients	Supervises/Distributes 160 leaflets on coconut to interested clients	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
14.	Increases 10% of IGP project to support university projects	25% income increase of IGP project on coconut intercrops	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
15.	Manages and monitors IGP project on coconut intercrops	Manages and monitors 2 IGP projects	July 2018	Dec. 2018	Dec. 2018	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

PERFORMANCE MONITORING & COACHING JOURNAL
Rating Period: July - December 2018

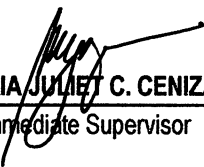
	1 st	Q U A R T E R
	2 nd	
√	3 rd	
√	4 th	

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 Field visits, meetings.					
	√	√			
Coaching Consultation / seminars					
	√	√			

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
ODAHRD
PRPEO

EMPLOYEE DEVELOPMENT PLAN
Rating Period: July - December 2018

Name of Employee: ALFREDO G. DINGAL
Performance Rating: Outstanding

Aim: To enhance his knowledge in VSU's PRIME-HRM.

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

Date: July 1, 2018 Target Date: 3rd Quarter 2018

First Step:
Enjoin him to attend trainings on PRIME-HRM.

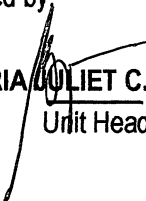
Result:
Had successfully completed the PRIME-HRM training last August 24, 2018.


Date: October 24, 2018 Target Date: 4th Quarter 2018

Next Step:
Enjoin him to review the VSU's PRIME-HRM on all 4 areas (1. Recruitment, Selection and Placement; 2. Learning and development; 3. Performance Management; and 4. Rewards and Recognition).

Outcome:
Effective and efficient officer:
Was able to use the knowledge especially in the process of hiring new staff in lieu of Prof. Tessie Nuñez.

Final Step/Recommendation:
Attendance to higher level management and leadership trainings.

Prepared by:

MARIA JULIET C. CENIZA
Unit Head

Conforme:

ALFREDO G. DINGAL