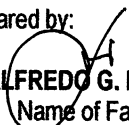


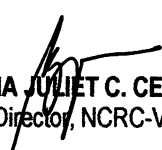
VISAYAS STATE UNIVERSITY
Baybay City, Leyte

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS
January to June, 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		4.933 x 50%	2.467
b. Dept. Head/Center Directors		5.000 x 50%	2.500
Total for Research	30%	4.97	1.490
3. Extension			
a. Client/Director for Extension		5.000 x 50%	2.500
b. Dept. Head/Center Directors		5.000 x 50%	2.500
Total for Extension	25%	5.000	1.250
4 Production	20%	4.830	0.966
TOTAL	100%		4.942
EQUIVALENT NUMERICAL RATING			4.942
Add: Additional Points, if any			
TOTAL NUMERICAL RATING			4.942
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 January to June 2018.

ALFREDO G. DINGAL
 Associate Professor IV

Date: _____

MARIA JULIET C. CENIZA
 Director,, NCRC-V

Date: _____

MFO No.	MFO Description	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						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	12.75	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	5	5	5.00	
	PI 3. Number of beneficiaries served								
	Groups		1	6	5	5	5	5.00	
	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	
Total Over-all Rating								79.33	
Average Rating								4.958	
Adjectival Rating								O	

Evaluated & Rated by::

MARIA JULIET C. CENIZA
Center Director

Recommending Approval:

EFREN B. SAZ
Director for Extension
Date: _____

Recommending Approval:

JOSE L. BACUSMO
Director for Research
Date: _____

Approved:

OTHELLO B. CAPUNO
Vice Pres. for Research & Extension
Date: _____

Comments & Recommendations for Development Purpose:

*Superior performance! He has surpassed this rating periods' accomplishment!
Keep up the good work!*

PERFORMANCE MONITORING & COACHING JOURNAL
Rating Period: January - June 2018

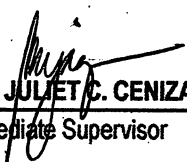
√	1 st	Q U A R T E R
√	2 nd	
	3 rd	
	4 th	

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 1. Meeting 2. Preparation of research report		Jan. 14, 2018 June 18, 2018			
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
ODAHRD
PRPEO

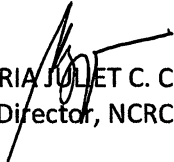
PERFORMANCE MONITORING FORM

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 (12.75)	Jan 2018	June 2018	June 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	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
3.	Supervises student-related activities assisted	Supervises 1 student-related activities	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
4.	Implements and conducts approved research on coconut and intercrops	Implements/conducts 4 research projects	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
5.	Generates external funds for the conduct of researches	Generates 10,000 for the conduct of research	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
6.	Generates VSU funds for the conduct of researches	Generates 50,000 for the conduct of research	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
7.	Conducts training on coconut-related topics as resource person	Conducts training to 60 persons on coconut-related topics (resource person)	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
8.	Develops technoguides/IEC materials on coconut technologies	Develops 2 technoguides/IEC materials on coconut	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
9.	Generates VSU funds for the conduct of extension	Generates 27,000 for the conduct of extension	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
10.	Serves beneficiaries/clients/coconut farmers	Serve 6 groups of coconut farmers/clients and 200 individuals were given coconut seedlings	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
11.	Implements/conducts and supervises approved extension projects	Implements/conduct 2 approved extension project	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
12.	Supervises distribution of IEC materials to interested clients	Supervises/Distributes 150 leaflets on coconut to interested clients	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
13.	Increases 10% of IGP project to support university projects	25% income increase of IGP project on coconut intercrops	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
14.	Manages and monitors IGP project on coconut intercrops	Manages and monitors 2 IGP projects	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	

* Either very impressive, impressive, needs improvement, poor, very poor

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


 MARIA JULIET C. CENIZA
 Director, NCRC - V

EMPLOYEE DEVELOPMENT PLAN
Rating Period: January - June 2018

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

Aim: To improve research staff of the production section in developing their skills/knowledge on cultural aspects of coconut and its intercrop.

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

Date: January 4, 2018 **Target Date:** 1st Quarter

First Step:
Allow the research staff to conduct lecture on the cultural management aspects on coconut.

Result:
The staff served as resource speaker on different farmers training on coconut production and Nursery establishment.

Date: May 3, 2018 **Target Date:** 2nd Quarter

Next Step:
Allow the research staff to attend or participate in seminars, training related to research

Outcome:
The staff attended seminar related to research.

Final Step/Recommendation:

Conforme:


ALFREDO G. DINGAL

Prepared by:


MARIA JULIET C. CENIZA
Unit Head