

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **Llera, Blanche Franchette D.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean (50%)		$5.0 \times 50\% = 2.5$	
Students (50%)		$4.00 \times 50\% = 2.00$	
TOTAL for Instruction	25%	$4.5 \times 0.25 =$	1.13
Research	50%	$5.0 \times 0.50 =$	2.50
Extension	25%	$5.0 \times 0.25 =$	1.25
TOTAL			<b>4.88</b>

EQUIVALENT NUMERICAL RATING: 4.88

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.88

ADJECTIVAL RATING: **Outstanding**

Prepared by:

 2-8-24  
**PRECILA C. BELMONTE**  
Temp. Administrative Officer

Reviewed by:

 2-8-24  2-8-24  
**MARLON M. TAMBIS/EDGARDO E. TULIN**  
Assistant Director/Director

Approved:

 2-12-24  
**DENNIS P. PEQUE**  
VP for Research Extension & Innovation

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**  
**(ACCOMPLISHMENT ONLY)**

I, **BLANCHE FRANCHETTE D. LLERA**, of **PhilRootcrops** commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July to December, **2023**.

**BLANCHE FRANCHETTE D. LLERA**

Ratee

2/6/24

Approved:

**MARLON M. TAMBIS**

Assistant Director

2/8/24

**EDGARDO E. TULIN**

Director

MFO & PAPs	Success Performance Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>Higher Education Services</b>	Number of courses taught	Handles and teaches students courses assigned by the Department of Horticulture	1	2	5	5	5	5	
	Total FTE coordinated, implemented, and monitored	Actual faculty's FTE	5	12.3	5	5	5	5	
	Number of hours spent on student consultation	Provide time for student consultation	< 10 hrs/wk	>10 hrs/wk					
	Number of students advised As SRC Adviser As SRC Chairman As SRC Member	To act as a Thesis (SRC) adviser and member of BS Horticulture student/s	1 1 1	8 1 1	5   	5   	5   	5   	
<b>Research Services</b>	Number of research studies handled as Project leader Study leader	Conduct and handle research studies as project leader/study leader	1 1	1 3	5  	5  	5  	5  	
	Number of research outputs presented in regional/national/international fora/conferences In int'l for a/conferences In reg'l conferences	Present research outputs in regional/national/int'l fora/conferences	1 1	1 1	5  	5  	5  	5  	
	Number of research proposal	Write and present research	1	1	5	5	5	5	

	(s) developed and/or submitted/reviewed	proposals for internal/external funding							
	No. of trainings and seminars/webinars attended	Participate in different local and international trainings and seminars/webinars.	5	9	5	5	5	5	
<b>Extension Services</b>	Number of site visits and on-farm consultations	Conduct site visits and consultations to farmer cooperators	1	6	5	5	5	5	
<b>Total Over-all Rating</b>									

<b>Average Rating (Total Over-all rating divided by 4)</b>		
<b>Additional Points:</b>		
<b>Punctuality</b>		
<b>Approved Additional points (with copy of approval)</b>		
<b>FINAL RATING</b>		5
<b>ADJECTIVAL RATING</b>		outstanding

**Comments & Recommendations for Development Purpose:**

To pursue graduate studies  
To prepare research proposal for funding

Evaluated & Rated by:

  
**EDGARDO E. TULIN**  
Director

  
**MARLON M. TAMBIS**  
Assistant Director

Date: 2/8/24

Date: 2/8/24

1 – Quality 2 – Efficiency 3 – Timeliness 4 – Average

Approved by:

  
**DENNIS P. PEQUE**  
VP for Research, Extension and Innovation

Date: 2/12/24



PERFORMANCE MONITORING & COACHING JOURNAL

	1 <sup>st</sup>	Q U A R T E R
	2 <sup>nd</sup>	
X	3 <sup>rd</sup>	
X	4 <sup>th</sup>	

Name of Office: **PhilRootcrops**



Head of Office: **Dr. Edgardo E. Tulin & Prof. Marlon M. Tambis**

Name of Personnel: **BLANCHE FRANCHETTE D. LLERA** 

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	One-on-one discussion on project/program progress/university's concerns	Monthly PRDC meeting Jan. 9, 2023 February 10, 2023 February 15, 2023 November 8, 2023	Issuance of memoranda		Attendance to PRDC monthly Meetings by the members of Research and Development Council
Coaching		One-on-one discussion on project progress  Group coaching during PRDC Meetings			

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

Conducted by:

   
**MARLON M. TAMBIS / EDGARDO E. TULIN**  
Assistant Director/Director

2/8/24



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **BLANCHE FRANCHETTE D. LLERA**

Performance Rating:

Aim: To implement on-going research projects and prepares research proposals  
To perform instruction function

Proposed Interventions to Improve Performance:

Date: July 1, 2023

Target Date December 31, 2023

First Step:

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- Implements on-going research projects
- Prepares proposals for review and funding
- Teaches courses at the DOH
- Attends related trainings for capability build-up (leadership, management / administration) and other related trainings in relation to administrative duties

Result:

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- Implemented the scheduled activities of the research projects
  - Prepared and submitted proposals for review
  - Attended capability build-up trainings
  - Served as instructor and student adviser of Horticulture students
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Date: Jan 1, 2024

Target Date June 30, 2024

Next Step:

Continue the implementation of research projects  
Follow-up the submitted proposals  
Attends capability build-up trainings  
Seek admission to possible universities for PhD studies



Outcome: Research projects continuously implemented  
Research accomplishments subjected for review and monitoring by the funding agency  
Instructor and adviser to Horticulture students  
Attended capability build-up trainings

Final Step/Recommendation:

- To maintain performance and or exceed the current performance; to submit proposals and continue doing four-fold functions of instruction, research, extension and production.
- To attend trainings on leadership, organizational management and effective administration.
- To seek admission to any qualified universities for her PhD studies



Prepared by:

   
**MARLON M. TAMBIS/EDGARDO E. TULIN**  
Assistant Director/Director

2/8/24

Conforme:

  
BLANCHE FRANCHETTE D. LLERA

Name of Ratee /Faculty/Staff 2/4/24