

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

DIONESIO M. BAÑOC (Professor VI)

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean	35%	4.88 83	1.72 49
b. Students	35%	4.90 67	1.72 63
Total for Instruction	70%		3.43 32
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	10%	4.95	0.50
Total for Research	10%		0.50
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	10%	4.95	0.50
Total for Extension	10%		0.50
4. Support to Operations	10%	4.95	0.50
Total Support to Operations	10%		0.50
TOTAL	100%		4.92

EQUIVALENT NUMERICAL RATING:

4.92

Add: Additional Points, if any:

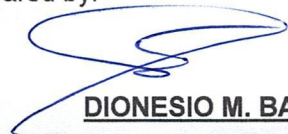
TOTAL NUMERICAL RATING:

4.92

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:


DIONESIO M. BAÑOC, Ph.D.

Name of Faculty

Reviewed by:


LUZ C. ASIO, Ph.D.

Head, Department of Agronomy

Recommending Approval:


SUZETTE B. LINA, Ph.D.

Dean, College of Agriculture and Food Science

Approved by:


ROTACIO S. GRAVOSO, Ph.D.

Vice President for Academic Affairs


"Exhibit B"
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, DIONESIO M. BAÑOC, a faculty member of the DEPARTMENT OF AGRONOMY agree to deliver and to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY - JUNE 2024.



DIONESIO M. BAÑOC, Ph.D.
Professor VI
Date: 23 July 2024

Approved:


LUZ G. ASIO, Ph.D.
Department Head
Date: 25 July 24


SUZETTE B. LINA, Ph.D.
College Dean
Date: 26 July 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan-Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 1: Total FTE monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	0.5	2.66	5	5	5	5.00	Handled Agro241, Agro241e, and Agro2906 as Lecturer and Lab. Instructor
	PI 10: Additional outputs	A2. Number of students advised	Acts as academic adviser to graduate students	2	7	5	5	5	5.00	Academic adviser to Egos, Labrador, Bayarcal, Martil, Dela Torre, Manzanares, Amarado
		A3. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	3	7	5	5	5	5.00	Entertained for consultation as thesis adviser to Egos, Labrador, Bayarcal, Martil, Dela Torre, Manzanares, Amarado
		A4. Number of Graduate reports checked	Checks reports required for graduate subject	2	5	5	5	5	5.00	Checked laboratory reports of Agro241, Agro241e, Agro290e, MS thesis outlines and manuscripts
		A5. Number of Graduate examinations conducted and checked	Conducts and checks examinations for graduate subject handled	2	12	5	5	5	5.00	Checked Assessments, Long, Midterm, and Final Examinations of Agro241, Agro241e, and Agro290e

		A6. Number of Graduate grade sheets submitted	Submits gradesheets for graduate subjects	2	6	5	5	5	5.00	Submitted grades for Midterm and Final Examinations of Agro241, Agro241e, and Agro290e
		A7. Number of comprehensive examination conducted	Conducts comprehensive examination for graduate students	2	4	5	5	5	5.00	Conducted comprehensive exams for Mr. Labrador, Mr. Egos, Ms. Dela Torre, and Ms. Martil
		A8. Supplemental learning resources	<i>Prepares Instructional learning resources for graduate subjects</i>	1	2	3	4	5	4.00	Prepared Instructional Learning Resources for Agro241, Agro241e, and Agro290e subjects
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 10: Total FTE, coordinated, implemented and monitored *	A1. Actual Faculty's FTE	<i>Handles and teaches courses assigned</i>	3	3	4	4	4	4.00	Handled and taught Agro141 with 19 major students
	PI 15: Number of instructional materials/syllabi approved	A2. Number of instructional materials/syllabi approved	<i>Prepares instructional materials/syllabi for approval</i>							
	PI 16: Percentage of courses offered with final grades submitted within the allowable period	A 3. Percentage of courses offered with final grades submitted within the allowable period	Submits grade sheets within allowable period	2	8	5	5	5	5.00	Submitted grades of Agro141 and Agro200 during Midterm & Final periods within the prescribed period
	PI 18: Percentage of courses rated at least VS in the Teaching Performance Evaluation by Students (TPES)	A 4. Percentage of courses rated at least VS in the Teaching Performance Evaluation by Students (TPES)	Receives at least a VS in the Teaching Performance by students (TPES)	20%	98%	5	5	5	5.00	Outstanding in rating of all subjects handled both graduate and undergraduate subjects
	PI 19: Additional Outputs	A 10. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	2	4	5	5	4.67	Administered & checked two long exams of Agro141 during the midterm & final exam periods
		A 11. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	8	5	5	5	5.00	Prepared and checked quizzes of Agro141 during both midterm & final term periods
		A 12. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	2	3	5	5	5	5.00	Checked lab reports, term papers & presentation materials for group reporting
		A 13. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	8	5	5	5	5.00	Prepared and submitted gradesheets during midterm & final periods

		A 14 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	2	4	5	5	4.67	Assisted two student organizations (AMA & ANU for booth construction & other activities during VSU anniversary
		A.19 . Awards received	Receives International/ National/Regional award							
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A20. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries							
	PI 2. Number of research outputs completed within the year *	A 21 . Number of research outputs completed within the year *	Conducts and completes research project within the year							
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *									
	<i>In refereed int'l journals</i>			0	2					Published two articles in SVU-IJAS by Labrador, Bañoc, Asio, & Yap, 2024 and Becher, Ratilla, and Bañoc. 2024.
	<i>In refereed nat'l/regional journals</i>									
	PI 4: Number of research outputs presented in regional/national/ int'l fora/conferences	A 22. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora/conferences							
		<i>a. International</i>								
		<i>b. National</i>								
		<i>c. Regional or Institutional Conferences</i>	Prepares, submits and presents research paper in scientific fora/conferences	1	2	5	5	5	5.00	Prepared, submitted, and presented output of a OneRicePH project with three trials during In-House R & D Review & IRRI forum
	PI 7: Amount of research money obtained from external sources	A 23. Amount of research money obtained from external sources	Requests for research money from external sources	300,000	360,000	5	5	5	5.00	Received research fund from IRRI on OneRicePH project for 2024 implementation
UMFO 4. EXTENSION SERVICES										

	PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities (MOUs/MOAs)	A 32. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	2	5	5	5	5	5.00	With active partnerships and collaborations from Ormoc City, Baybay City, Albueva, Inopacan, and Bato, Leyte LGUs on extension, OJT & training activities, with MOU and MOA approval between VSU & aforementioned LGUs
	PI 2: Number of trainees weighted by the length of training	A 33. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	50	65	5	5	5	5.00	Conducted training of 65 lowland rice farmers in 3 farmers associations in Albueva, Leyte
	PI 3: Number of extension programs and projects	A 34. Number of extension programs and projects	Implements extension programs and projects	1	3	5	5	5	5.00	Implemented extension project with three component studies
	PI 4: Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	A 35. Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses							
	PI 5: Number of technical/expert services	A 36. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
		a. Peer reviewer of journal/book		1	3	5	5	5	5.00	Provided technical services as a reviewer in local & international journals such as SHJ, VSU, Phytologist, and SVU-IJAS, Egypt
		b. Review of research and extension proposal								
		c. Resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in								
		d. accreditor								
		e. consultancy								
	PI 6: Number of extension proposals submitted	A 37. Number of extension proposals submitted	Prepares extension project proposals and submits for review							
	PI 7: Number of extension proposals approved	A 38. Number of extension proposals approved	Follow ups submitted and reviewed extension proposals							

	PI 8: Number of extension proposals implemented	A 39. Number of extension proposals implemented	Implements duly approved extension projects							
	PI 9: Number of extension outputs presented in int'l, national, regional or institutional conferences	A 40. Number of extension outputs presented in:	Prepares, submits and presents extension paper in conferences							
		a. <i>International</i>								
		b. <i>National</i>								
		c. <i>Regional or Institutional Conferences</i>		1	3	4	5	5	4.67	Prepared, submitted , and presented project with 3 component studies during the In-House Extension Review
	PI 10: Number of extension activities conducted	A 41. Number of extension activities conducted	Conducts extension program activities	1	3	4	5	5	4.67	Conducted extension project with 3 component studies
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *	Receives an award related to extension activities							
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 1. Faculty Development Services									
	PI 7: Number of trainings, seminars, and conferences attended	A 50. Number of training, seminars, and conferences attended (international, national, regional/institutional)	Attends training, seminars, and conferences attended (international, national, regional/institutional)							
		<i>International</i>								
		<i>National</i>		1	4	5	5	5	5.00	Participated in the national conference of all Deans at UPLB instead of Dr. Asio, and attended online training cum meetings with IRRRI on the OneRicePH project undertaking

		<i>Regional/Institutional</i>		1	6	5	5	5	5.00	Participated in seminars on Bids and Awards Committee (BAC) undertakings, particularly on RA 9184, and CAFS execom meetings
	OVPI MFO 3. Registration Services									
	PI 9: Percentage of students enrolled and validated within the registration period	A 51. Percentage of students enrolled and validated within the registration period	Validates students within the registration period	60%	100%	5	5	5	5.00	Validated all students both academic and thesis advisee within the prescribed enrollment period
	PI 10: Number of students advised during the registration period	A 52. Number of students advised during the registration period	Acts as academic adviser	10	11	5	5	5	5.00	Academic adviser of Mr. Tambis, Ms. Sumadia, Mr. Abellana, Mr. Macalalag, Mr. Baldono, Mr. Galupo, Mr. Caintic, Ms. Boregon, Ms. Villarmenta, Mr. Urdaneta, Mr. Gases
	OVPI MFO 4. Curricular Program Management Services									
	PI 12: Number of IMs reviewed by the DIMRC	A 53. Number of IMs reviewed by the DIMRC	Submits IMs for review							
	PI 13: Number of course syllabi and TOS reviewed and approved	A 54. Number of course syllabi and TOS reviewed and approved	Submits course syllabi and TOS for approval	2	3	5	5	5	5.00	Submitted course syllabi and TOS for approval
	PI 16: Number of student thesis advised:	A 57. Number of students advised on thesis/field practice/special problem:	Advises and corrects research outline and thesis/SP manuscript	5	13	5	5	5	5.00	Advised 6 graduating students, corrected 3 outlines & corrected and approved 4 manuscripts
		<i>As SRC Chairman</i>		4	6	5	5	5	5.00	
		<i>As SRC Member</i>		1	7	5	5	5	5.00	
	PI 18: Number of students from other schools having summer program supervised	A 59. Number of students from other schools having summer program supervised	Acts coordinator/facilitator for students from other schools having summer program in VSU							
	PI 19: Number of external institutions/agencies conducting benchmarking activities served	A 60. Number of external institutions/agencies conducting benchmarking activities served	Facilitates in assisting of the external institutions/agencies conducting benchmarking activities		1					Facilitated the conduct of benchmarking activities of MLGU, Hnunangan, Southern Leyte with active participation of all Department heads of CAFS and Municipal Kagawad of the said municipality
	PI 20: Number of students from other academic departments conducting research activities served	A 61. Number of students from other academic depts conducting research activities served	Facilitates in assisting students from other academic depts conducting research activities	1	3	5	5	5	5.00	Assisted 2 students from Dept. of Animal Science and 1 from the Dept. of Horticulture

	PI 21: Additional outputs	A 62. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	8	30	5	5	5	5.00	Numerous students both BS, MS, and MagDev.
UMFO 6. General Admin. & Support Services										
	PI 3: Number of committee meetings conducted	A 67. Number of committee meetings conducted	Acts as committee chairman	6	10	5	5	5	5.00	Conducted meetings as the Department Head
	PI 4: Number of routinary documents acted	A 68. Number of routinary documents acted	Signs documents	50	350	5	5	5	5.00	Signed numerous documents as BAC member and as the Department Head
	PI 5: Number of requests acted	A 69. Number of requests acted	Approves requests	10	50	5	5	5	5.00	Approved numerous documents as BAC member and as the Department Head
	PI 6: Number of memoranda prepared	A 70. Number of memoranda prepared	Issues memoranda							
	PI 9: Number of submitted DTR within 20 days after the last day of the month	A 73. Submits DTR within 20 days after the last day of the month	Submits DTR within 20 days after the last day of the month	5	6	5	5	5	5.00	Submitted DTRs within the prescribed period
	PI 10: Percentage of complaints, if any, addressed on time	A 74. Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)	5%	0%	5	5	5	5.00	No complaint in the department
	PI 17: Additional Outputs	A 80. Number of meetings attended	Attends meetings (departmental/institutional)	12	48	5	5	5	5.00	Attended pre-procurement meetings, pre-bidding and bid opening as BAC regular member
		A 81. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							
	Total Over-all Rating					4.83	4.95	4.98	4.92	
	Average Rating								4.92	
	Adjectival Rating					Outstanding				
Comments and Recommendation for Development Purposes:										
Attend scientific conference and present paper for oral presentation.										

Evaluated & Rated by:

Luiz G. Asio
LUZ G. ASIO, Ph.D.

Department Head

Date: *25 July 24*

Recommending Approval:

Suzette B. Lina
SUZETTE B. LINA, Ph.D.

Dean, CAFS

Date: *26 July 2024*

Approved by:

Rotacio S. Gravoso
ROTACIO S. GRAVOSO, Ph.D.

Vice President for Academic Affairs

Date: *29 July 2024*

PERFORMANCE MONITORING & COACHING JOURNAL

Name of Office: Department of Agronomy

Head of Office: LUZ G. ASIO

Number of Personnel: 23

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

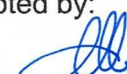
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring and evaluation helps identify the most valuable basis for modification of interventions and assess the quality of activities being conducted.	IPCR submission to monitor outputs Head and Student evaluation of faculty's class performance. Class observation by the head.	Conducts monthly meetings and checks updates on assigned task-related activities.			
Coaching True coaching improves employee and organizational resiliency and effectiveness in change, enabling employees to become effective in their tasks or roles in the workplace.	One-on-one coaching for faculty with satisfactory and below ratings. Attend instructional coaching for teacher effectiveness workshop.	Conducts regular meetings with the faculty and the department. Attend instructional coaching for teacher effectiveness workshop.			

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

Conducted by:


LUZ G. ASIO
Immediate Supervisor

Noted by:


SUZETTE B. LINA
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DIONESIO M BAÑOC
Performance Rating: OUTSTANDING

Aim: To sustain having an outstanding rating

Proposed Interventions to Improve Performance

Date: January 2024 Target Date: June 2024

First Step:

Attend and present scientific papers in national and international scientific conferences
Develop project proposals

Result:

Presented scientific paper orally and in poster
Submitted project research proposal to funding institution

Target Date: January to December 2024

Next Step:


Attend scientific conference & prepare scientific paper for publication

Outcome: Attended scientific conference and published scientific paper in refereed journal

Final Step/Recommendation:

Maintain outstanding rating and publish research paper in refereed journals

Prepared by:


LUZ G. ASIO
Head, DA

Conforme:


DIONESIO M BAÑOC
Name of Ratee Faculty/Staff



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: BAÑOC, DIONESIO M.

Department: Dept. of Agronomy

College: College of Agriculture & Food Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
Agro 199C	COLLOQUIUM	LEC	5.00	Outstanding	100.0%
AGRO291	SPECIAL TOPICS	LEC	5.00	Outstanding	100.0%
AGRO241e	ADVANCED CROPPING SYSTEMS	LEC	4.00	Very Satisfactory	80.0%
Average Rating			4.67	Outstanding	93.33%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory(S)

3.50 – 4.49 Very Satisfactory(VS)

4.50 – 5.00 Outstanding(O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: May 02, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 02, 2024

Received by:

BAÑOC, DIONESIO M.

Name and Signature of Faculty

Date: 5/4/24

Distribution of copies: ODIE, College, Department, Faculty