



Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Pido, Nestor L.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean (50%)		4.5x50%= 2.25	
Students (50%)		4.5x50% = 2.25	
TOTAL for Instruction	25%	4.50 X 0.25 =	1.13
Research	50%	5.0 X 0.50 =	2.50
Extension	20%	5.0 x 0.20 =	1.00
Production	5%	5.0 x 0.05 =	0.25
TOTAL			4.88

EQUIVALENT NUMERICAL RATING: 4.88

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.88

ADJECTIVAL RATING: Outstanding

Prepared by:

MARIA ELSA M. UMPAD
Administrative Officer II

Reviewed by:

ERLINDA A. VASQUEZ
Director


Approved:

OTHELLO B. CAPUNO
VP for R&E

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FOR (IPCR)

I, NESTOR L. PIDO, of PhilRootcrops, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period Jan 1, 2019 to June 30, 2019.


NESTOR L. PIDO
Ratee

Approved: 
ERLINDA A. VASQUEZ
Director

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Advanced Higher Education Services	FTE	Teach students taking up Biol 132 (lec)	2.75	2.60					
	Number of Student Research Advising	Advise 2 BS students	2 students	9 students	5	5	5	5	
	Number of Instructional Materials Developed/Revised and Utilized								
	Revised IM	New lecture handouts and visual aids in Biol 132	1 course	1 course					
		Updated lecture handouts and visual aids in Biol 138	1 course	1 course					

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
	Number of hours on student consultation	Consult with students who have concerns in academic classes	5 hrs/wk	7 hrs/wk					
	Number of student – related activities assisted	Assist students in securing experimental materials for thesis/laboratory work and/or orient students on field research	1 activity	3 activities					
Research Services	Number of crop resources conserved and utilized	Conserve yam germplasm, update germplasm database	364 accessions	364 accessions	5	5	5	5	
	Number of varieties evaluated in variety trials	16 varieties	16 varieties	16 varieties					
	Percentage of research conducted on schedule	Conduct research	100%	100%					
	Number of research facilities maintained	Oversee maintenance of research facilities	2 storehouses, 1 laboratory, 1 greenhouse	2 storehouses, 1 laboratory, 1 greenhouse					
Extension Services	Number of beneficiaries served	Briefing, discussion and/or orientation	10 indiv., 1 institution	9 individuals, 2 companies	5	5	4	4.67	
	Technical expert services Resource person	Lecture/demo In trainings	1 lecture/ demo	1 demo					


	Number of technologies adopted	Distribute recommended varieties	6 varieties	7 varieties					
	Number of technology adoptors	Orient adoptors on technology and/or provide planting materials	5 individuals	10 individuals					
	Number of extension projects assisted within prescribed period	Assist in technology transfer	1	1					4.89
Average Rating (Total Over-all rating divided by 4)			XX		Comments and Recommendations for Development Purpose: To prepare research proposals				
Additional Points:									
Punctuality			XX						
Approved additional points (with copy of approval)			XX						
FINAL RATING			XX 4.89						
ADJECTIVAL RATING			outstanding						

Evaluated and Rated by:


ERLINDA A. VASQUEZ
Dept./Unit Head

Date: _____

Recommending Approval:


JOSE L. BACUSMO
Director for Research

Date: _____

Approved by:


OTHELLO B. CAPUNO
VP., Research & Extension

Date: _____

1 – quality 2 - Efficiency 3 – Timeliness 4 - Average

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: PhilRootcrops

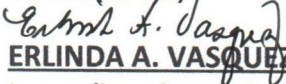
Head of Office: Dr. Erlinda A. Vasquez

Name of Personnel: Nestor L. Pido

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Jan 7, 2019 March 1, 2019 April 1, 2019 May 20, 2019 June 17, 2019	one-on-one discussion on project / program progress	Monthly PRDC meeting	Issuance of of internal memoranda		Attendance to PRDC monthly Meetings by the members of the Research and Development Council
Coaching	Research proposal production to DA/DA-BAR/PCAARRD /other agencies submission	one-on-one discussion on project progress Group coaching during PRDC Meetings Jan 7, 2019 March 1, 2019 April 1, 2019 May 20, 2019 June 17, 2019			Proposal prepared and submitted to DA-BAR / PCAARRD /other agencies New proposal for evaluation

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

Conducted by:


ERLINDA A. VASQUEZ
Immediate Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **NESTOR L. PIDO**Performance Rating: **Outstanding**

Aim: To implement on-going research projects

Proposed Interventions to Improve Performance:

Date: January 1, 2019Target Date: June 30, 2019

First Step:

Implements on-going research projects

Result:

-
- Implemented scheduled activities of the research projects
 - Presented research results to In-house Review
 - Served as professor and student adviser of Plant Breeding students
-

Date: July 1, 2019

Target Date: Dec 31, 2019

Next Step:

Continue the implementation of research projects

Capacitate the junior researcher and research assistant in the different project activities; this is in preparation for project leader's sabbatical leave in 2020

Outcome: Research projects continuously implemented

Capacitated junior faculty researcher and research assistant

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.

Prepared by:


ERLINDA A. VASQUEZ
Director

Conformer:


Name of Ratee Faculty/Staff