



Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **NESTOR L. PIDO**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
Instruction			
g. Head/Dean (50%)		4.5 x 50% = 2.25	
h. Students (50%)		4.5 x 50% = 2.25	
Total for Instruction	25%	4.50	1.13
Research			
g. Client/Dir. for Research (50%)		5.00 x 50% = 2.50	
h. Dept. Head/Center Director (50%)		5.00 x 50% = 2.50	
Total for Research	50%	5.00	2.50
Extension			
g. Client/Dir. for Extension (50%)		5.00 x 50 % = 2.50	
h. Dept Head/Center Director (50%)		5.00 x 50% = 2.50	
Total for Extension	25%	5.00	1.25
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

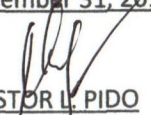
Approved:

OTHELLO B. CAPUNO
VP for Res. and Ext.

"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 July 1, 2019 to December 31, 2019.


NESTOR L. PIDO
Ratee

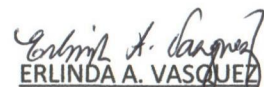
Approved: 
ERLINDA A. VASQUEZ
Director

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Advanced Higher Education Services	Number of Student Research Advising	Advise 2 BS students	2 students	0 student	4	5	5	4.67	
	Number of Instructional Materials Developed/Revised								
	Revised IM	Updated visual aids in Btec 21	1 course	1 course					
		Updated visual aids in PIBt 121	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	0 hour/wk					
	Number of student – related activities assisted	Assist students in securing experimental materials and areas for thesis	1 activity	1 activity					
Research Services	Number of crop genetic resources conserved and utilized	Conserve yam germplasm, update germplasm database	364 accessions	364 accessions					
	Number of yam genotypes evaluated	Evaluate new yam genotypes in a general trial	16	16 accessions					
	Number of recommended varieties maintained and propagated	Maintain genetic integrity of recommended varieties and propagate them	14 varieties	18 varieties	5	5	5	5	
	Percentage of research conducted on schedule	Conduct research	100%	100%					
Extension Services	Number of beneficiaries served	Briefing, discussion and orientation	5 indiv., 1 institution	5 individuals, 2 companies	5	5	5	5	
	Technical expert services	Lecture/demo In trainings	1 lecture/ demo	0 lecture					

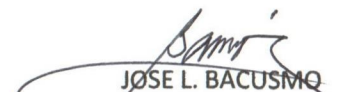
	Resource person								
	Number of technologies adopted	Distribute recommended varieties	6 varieties	7 varieties					
	Number of technology adoptors	Orient adoptors on technology and/or provide planting materials	5 individuals	5 individuals 2 companies					
	Number of linkage/partnerships forged	Facilitate establishment of linkage with companies interested in technologies	1 linkage with private company	2 linkage with 2 companies/ foundation					
Average Rating (Total Over-all rating divided by 4)			XX	Comments and Recommendations for Development Purpose: To prepare research projects for turn-over to the OIC (re: sabbatical leave by 2020)					
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

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

Name of Office: PhilRootcrops

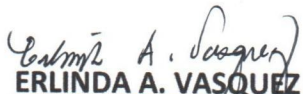
Head of Office: Dr. Erlinda A. Vasquez

Name of Personnel: Nestor L. Pido

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
3 rd & 4 th Quarter Monitoring	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			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
Director

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: NESTOR L. PIDO

Performance Rating: **Outstanding**

Aim: Making of Fundable Research Proposal

Proposed Interventions to Improve Performance:

Date: July 2019 Target Date: December 30, 2018

First Step:

Secures priority research areas from funding agencies

Writes research proposals, publishes article in Journal

Conducts and monitors of on-going projects

Prepares MR for turn-over to OIC; in preparation for sabbatical leave in 2020

Result:

Written project research proposals ready for submission to funding agencies

Written research article ready for submission to Journal

Project activities implemented

Date: Jan 2020 Target Date: June 2020

Next Step:

Follow up the progress of the submitted research proposal(s)

Process clearance for sabbatical leave

Outcome:

Published article in a reputable journal

Clearance for sabbatical leave processed

MRs for turn-over to the OIC

Final Step/Recommendation:

Turn-over of projects and MR to OIC

Prepared by:


ERLINDA A. VASQUEZ
Director

Conforme:


Name of Ratee/ Faculty / Staff