

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

Name of Faculty Member: **MARIEDITH I. BAGARINAO (INSTRUCTOR III)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	50	5.00	2.50
b. Students	50	3.72	1.86
Total for Instruction	100		4.36
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	0%		
Total for Research			
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	0%		
4. Administration	0%		
5. Production	0%		
TOTAL	100		4.36

EQUIVALENT NUMERICAL RATING:

**4.36**

Add: Additional Points, if any:

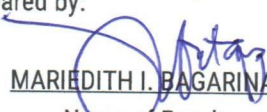
TOTAL NUMERICAL RATING:

**4.36**


ADJECTIVAL RATING:

**VERY SATISFACTORY**


Prepared by:

  
MARIEDITH I. BAGARINAO  
Name of Faculty

Reviewed by:

  
ULYSSES A. CAGASAN  
Head, Department of Agronomy

Recommending Approval:

  
VICTOR B. ASIO, Ph.D.  
Dean, College of Agriculture and Food Science

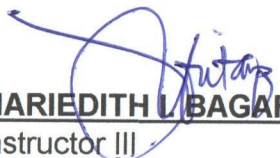
Approved by:


  
BEATRIZ S. BELONIAS  
Vice President for Academic Affairs


**"Exhibit B"**

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

I, Mariedith I. Bagarinao, a faculty member of the DEPARTMENT OF AGRONOMY commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July-December, 2021.

  
**MARIEDITH I. BAGARINAO**  
 Instructor III  
 Date:

Approved:  
  
**ULYSSES A. CAGASAN**  
 Department Head  
 Date: 1/10/22

  
**VICTOR B. ASIO**  
 College Dean  
 Date: 1/18/22

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	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										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	3	0	0	0	0.00	one month only (July)	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students		0					
		A3 . Number of students advised on thesis/special problem/dissertation								

		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		<b>A4</b> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	1	0	0	0	0.00	one month only (July)	
	PI 9: Number of instructional materials developed *	<b>A5</b> . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems		0					
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	0	0	0	0.00	one month only (July)	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	0	0	0	0.00	one month only (July)	
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							



	<i>A 7 : Number of virtual classroom created and operational</i>	<i>Creates virtual classroom using either Moddle or Google Classroom</i>	1	0	0	0	0.00	one month only (July)
			0					
<i>PI 10 . Additional outputs:</i>	<i>A 8. Other outputs implementing the new normal due to covid 19</i>	<i>Designs experiential learning activities and other outputs to implement new normal</i>						
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>								
<b>OVPI UMFO 3. Higher Education Management Service</b>								
<i>PI 5: Total FTE, coordinated, implemented and monitored *</i>	<i>A9. Actual Faculty's FTE</i>	<i>Handles and teaches courses assigned</i>	15	0	0	0	0.00	one month only (July)
			0					
	<i>A10 . Number of grade sheets submitted within prescribed period</i>	<i>Prepares gradesheet and submits on or before deadline</i>	1	5	5	5	5.00	
			2					
	<i>A 11 . Number of INC forms with grade submitted within prescribed period</i>	<i>Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period</i>						
	<i>A12 . Number of trainings attended related to instruction</i>	<i>Attend mandated trainings</i>						
	<i>A13 . Number of long examinations administered and checked</i>	<i>Administers and checks long examination for subjects taught</i>	2	0	0	0	0.00	one month only (July)
			0					
	<i>A14 . Number of quizzes administered and checked</i>	<i>Prepares and checks quizzes for lec and lab</i>	10	0	0	0	0.00	one month only (July)
			0					
	<i>A15 . Number of lab reports and term papers checked and graded</i>	<i>Checks lab reports and term papers submitted as required</i>	15	0	0	0	0.00	one month only (July)
			0					

	<b>PI 8:</b> Number of students advised: *	<b>A16:</b> Number of students advised:	<i>Acts as academic advisor to students</i>	2		5	5	5	5.00	
					8					
		<b>A17:</b> Number of students advised on thesis/ field practice/special problem:		1		5	5	5	5.00	
					5					
		<i>As SRC Chairman</i>	<i>Advises, and corrects research outline and thesis/SP manuscript</i>	1		5	5	5	5.00	
					2					
		<i>As SRC Member</i>	<i>Advises and corrects research outline and thesis/SP manuscript</i>	1		5	5	5	5.00	
					2					
		<b>A18:</b> Number of students entertained for consultation purposes	<i>Entertains students consulting on subject taught, thesis and grades</i>	3		5	5	5	5.00	
					5					
	<b>PI 9:</b> Number of student organizations	<b>A19:</b> Number of Student organizations advised	<i>Advises student organizations recognized by USOO</i>							
		<b>A20:</b> Number of Student organizations assisted on student related activities	<i>Assists student organizations in implementing student</i>							
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course ware developed and submitted :	<i>Prepares and submits for review by the Technical Review Panel</i>							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	0		0	0	0	0.00	
					0					

			Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1		0	0	0	0.00	one month only (July)
		Supplemental learning res			0					
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets,	1		0	0	0	0.00	one month only (July)
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1		5	5	5	5.00	
					3					
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
	Average								5.00	
	TPES Rating								3.72	
UMFO 3 . RESEARCH SERVICES										



	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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							
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research or project within the year							
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								

	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)								
		<b>A 33.</b> Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper							
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>										



	<p><u>PI 1.</u> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities</p>	<p><u>A 36.</u> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained</p>	<p>Identifies and links with probable partners for extension activities and maintains this active partnership</p>							
	<p><u>PI 2.</u> Number of trainees weighted by the length of training</p>	<p><u>A 37.</u> Number of trainees weighted by the length of training</p>	<p>Conducts trainings among beneficiaries of technologies for transfer</p>							
	<p><u>PI 3.</u> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs</p>	<p><u>A 38.</u> Number of extension programs/projects implemented</p>	<p>Implements duly approved extension projects</p>							
	<p><u>PI 4.</u> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance</p>	<p><u>A 39.</u> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance</p>	<p>Provides quality and relevant training courses and advisory services</p>							

	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor								
	Peer reviewers/Panelist	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								

		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
	<b>PI 8.</b> Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	<b>A 44.</b> Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity						
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant						
		On program accreditations								



		On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support</b>										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint					
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> 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							
		<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
	<b>Total Over-all</b>			61	27	35	35	35		
	<b>Average Rating</b>			5.55	2.45	3.18	3.18	3.18	4.36	
	<b>Adjectival Rating</b>						VERY SATISFACTORY			
<b>Comments and Recommendations:</b> Publish research article in referred journal										

Evaluated & Rated by:

**ULYSSES A. CAGASAN**

Department Head

Date: 1/40/2022

Recommending Approval

**VICTOR B. ASIO**

Dean, CAFS

Date: 1/18/22

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date: 1/25/22

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARIEDITH I. BAGARINAO

Performance Rating: VERY SATISFACTORY

**Aim:** Maintain the outstanding rating

### Proposed Interventions to Improve Performance

Date: January 2021

Target Date: December 2021

#### First Step:

To finish PhD program

#### Result:

Improved performance in teaching strategies

**Target Date:** January 2022

#### Next Step:

To publish scientific paper in refereed journal/attend training  
To write and submit research proposal to funding agencies

**Outcome:** Published research articles

#### Final Step/Recommendation:

To finish PhD program

Prepared by:

ULYSSES A. CAGASAN

Unit Head

Conforme:

MARIEDITH I. BAGARINAO

Name of Ratee Faculty/Staff