

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: VIRGELIO C. DARGANTES, JR.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5.0x50%= 2.5	
b. Students (50%)		5.0x50% = 2.5	
Total for Instruction	75%	5.0	3.75
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	20%	4.934	0.987
4. Administration	5%	5	0.25
5. Production			
TOTAL			4.987

EQUIVALENT NUMERICAL RATING: 4.987
Add: Additional Points, if any: 0.0
TOTAL NUMERICAL RATING: 4.987

ADJECTIVAL RATING: **Outstanding**

Prepared by:

VIRGELIO C. DARGANTES, JR.

Name of Faculty

Reviewed by:

HENRY Y. GOLTIANO

Department Head

Recommending Approval:

VICTOR B. ASIO

Dean, CAFS

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, VIRGELIO C. DARGANTES JR., a faculty member of the DEPARTMENT OF AGRICULTURAL EDUCATION AND EXTENSION accomplished the following targets for the period JANUARY TO JUNE 2020.

VIRGELIO C. DARGANTES JR.

Instructor I

Date:

Approved:

HENRY Y. GOLTIANO

Department Head

Date:

VICTOR B. ASIO

College Dean

Date:

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	Timelines	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	0.5	2.25	5	5	5	5.00	AgEx 218 (2x3)/12 = 0.5 AgEx 218 (3x3)/12 = 0.75 AgDe 201 (4x3)/12 = 1.0
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		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							
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	PI 9: Number of instructional materials developed *	A5 . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							

		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							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	2	5	5	4	4.67	AgEx 218 , AgDe 201
		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							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	15	18.3	5	5	5	5.00	AgEx 132n (24x3)/20 = 3.6 AgEx 132n (41x3)/20 = 6.15 AgEx 132n (40x3)/20 = 6.0 AgEx 136 (4x3)/20 = 0.6 AgEd 145 (3x3)/20 = 0.45 AgEx 200.2 (5x6)/20 = 1.5
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	9	18	5	5	5	5.00	Midterm and Finals: AgEx 132n, AgEx 218 and AgDe201
		A11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1	1	4	5	4	4.33	Saratorio, N DT -AgDe 201
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	4	4.67	Training on Writing Papers for Peer-reviewed Publications

		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	8	5	5	5	5.00	AgEx 132n , AgEx 218 and AgDe 201
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	15	5	5	5	5.00	AgEx 132n , AgEx 218
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	1	1	5	5	5	5.00	
	PI 8: Number of students advised: *	A16 . Number of students advised:	<i>Acts as academic adviser to students</i>	3	5	5	5	4	4.67	Asas, May-ann, Baraoil Angie Luz, Bartolome Jesie Pepi, Dalmacio Jemarie, Mendoza Madel
		A17 . Number of students advised on thesis/ field practice/special problem:								
		<i>As Field Practice Supervisor/Adviser</i>	Advises, and corrects research outline and thesis/SP manuscript	3	5	5	4	5	4.67	Asas, May-ann, Baraoil Angie Luz, Bartolome Jesie Pepi, Dalmacio Jemarie, Mendoza Madel
		<i>As Field Practice Member</i>	Advises and corrects research outline and thesis/SP manuscript	8	10	5	5	4	4.67	Lipian, M.; Sasing C.; Banayag A.; Macabilin M.; Fuentes J.; Guin M.; Lamo E.; Canas A.; Garciano J.; Impuesto R.;
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	8	5	5	5	5.00	BSDE students
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	<i>Advises student organizations recognized by USOO</i>	1	1	5	4	4	4.33	VAExso
		A20 . Number of Student organizations assisted on student related activities	<i>Assists student organizations in implementing student related</i>	1	1	4	4	4	4.00	VAExso General Meetings
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	1	5	4	4	4.33	AgEx 132
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	1	2	5	4	4	4.33	AgEx 132, AgEx 133
		<i>Supplemental learning resources</i>	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	1	1	5	5	4	4.67	AgEx 132

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	4	5	5	5	5.00	AgEx 132
		A 23 : Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	5	4	4	4.33	AgEx 132
	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	2	2	5	4	5	4.67	LGU/OMA-Hilongos; CAO-Baybay
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. 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 28. 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%) *	A 29. 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							
		In refereed int'l journals								
		In refereed nat'l/regional journals								
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences							
		In int'l fora/conferences								

		<i>In nat'l/regional fora/conferences</i>								
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or								
		A 33. 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							
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
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	A 36. 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	1	1	5	5	5	5.00	LGU-Hilongos (Green-the-Home Project)
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	15	20	5	5	5	5.00	Training on the Processing of Meat, poultry, vegetables, fruits, rootcrops, coconut and fish
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implements duly approved extension projects	1	1	5	5	5	5.00	Green the Home Project
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	90%	95%	5	5	5	5.00	LGU-Hilongos and beneficiaries (GHT Project)

	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							
	<i>Research Mentoring</i>	<i>Research Mentor</i>								
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>								
	<i>Resource Persons</i>	<i>Resource Persons</i>								
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>		1	1	5	5	4	4.67	Training on the Processing of Meat,poultry,vegetables,fruits, rootcrops, coconut and fish
	<i>Consultancy</i>	<i>Consultant</i>								
	<i>Evaluator</i>	<i>Evaluator</i>								
	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) *								
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8. 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*	A 44. Compliance to all requirements of the QMS 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					
		A 45. 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								
UMFO 6. General Admin. & Support Services										

	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint	5	5	5	5.00	DAEEEx as Alternate dDRC
	PI 3: Additional Outputs	A 47. 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							
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
	Total Over-all Rating				123.01	Comments & Recommendations for Development Purposes: <i>He's a silent but effective worker. When time is ripe he s/d be sent to a doctoral program.</i>				
	Average Rating				4.56					
	Adjectival Rating				Outstanding					

Evaluated & Rated by:

Henry Y. Goltiano
HENRY Y. GOLTIANO

Department Head

Date:

Recommending Approval

Victor B. Asio
VICTOR B. ASIO

Dean, CAFS

Date:

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Virgelio C. Dargantes, Jr.

Performance Rating: Outstanding

Aim: Send Mr Dargantes to a training within October-December 2020 and for a doctoral program beginning August 2022

Proposed Interventions to Improve Performance: most immediate is sent him to training preferably when the pandemic is over or thru virtual trainings.

Date: October 2020 Target Date: Within October-December 2020

First Step: Approved by the department's personnel committee

Result: Mr Dargantes to attend training on extension delivery system and extension program evaluation

Date: October-December 2020 Target Date: Within October-December 2020

Next Step: Provide support to training

Outcome: Attended training within August-December 2020

Final Step/Recommendation:

The department strongly recommend him for a training (Virtual Trainings).

Prepared by:


HENRY Y. GOLTIANO
DAEEEx Head

Conforme:


VIRGELIO C. DARGANTES, JR.
Name of Ratee Faculty/Staff