

Exhibit K

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

Name of Faculty Member: **DHENBER C. LUSANTA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.81 x 50% = 2.40	
b. Students (50%)		4.00 x 50% = 2.00	
Total for Instruction	30%	4.40	1.32
2. Research			
a. Dept. Head/Center Director		5 x 100% = 5.00	
Total for Research	25%	5.00	1.25
3. Extension			
a. Dept Head/Center Director (100%)		4.90 x 100% = 4.90	
Total for Extension	45%	4.90	2.20
4. Administration			
5. Production			
TOTAL			4.77

EQUIVALENT NUMERICAL RATING: 4.77

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.77


ADJECTIVAL RATING:

Outstanding


Prepared by:

Reviewed by:



VANESSA MAY B. MILAN
Admin Aide


JEROME O. ARRIBADO
Director, Eco-FARMI

Recommending Approval:


ROSA OPHELIA D. VELARDE
Director for Research

Approved:


DENNIS P. PEQUE
VP for Research, Extension and Innovation

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **DHENBER C LUSANTA**, a faculty member of the **Ecological Farm Resources and Management Institute (Eco-FARMI)** commit to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July to December 2023**.

DHENBER C. LUSANTA

Instructor III

Date: Jan. 8, 2024

Approved:

JEROME O. ARRIBADO

Director

Date: Jan. 8, 2024

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 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	2	3	5	5	4	4.67	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	3	5	5	4	4.67	The reflected target will be based on the number of section handled
		A 11. 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							
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	2	5	5	5	5	

		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught							
		A14. Number of term exam administered and checked	Administers and checks midterm and final examination for subjects taught	2	3	5	5	4	4.67	The reflected target will be based on the number of subject handled having both midterm and final term examination
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	15	5	5	4	4.67	The reflected target will be based on the number of quizzes administered for all subjects handled
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	12	5	5	4	4.67	The reflected target will be based on the total number set of lab reports and term papers submitted as required
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students		4	5	5	5	5	
		A17. Number of students advised on thesis/ field practice/special problem:								
		As Thesis Adviser	Advises, and corrects research outline and thesis/SP manuscript	4	4	5	5	5	5	
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	2	2	5	5	5	5	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	2	5	5	5	5	


		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	4	10	5	5	4	4.67	
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO							
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student							
	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							
		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	10	15	5	4	5	4.67	The reflected target will be based on the total number of Point presentation, and reading assignments on the subject taught
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.		6	5	4	5	4.67	
		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 Moodle or Google Classroom	1	3	5	5	5	5	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								

	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 for a/conferences		1	5	5	5	5	
		<i>In int'l fora/conferences</i>								
		<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								
		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	2	2	5	5	5	5	


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	25	30	5	4	5	4.67	AECA project
PI 2. Number of training conducted under extension project	A 38. Number of training conducted under extension project	Conducts trainings under the extension program	2	2	5	5	5	5.00	
PI 2. Number of trainees participated the training	A 38. Number of trainees participated the training	Conducts trainings under the extension program	50	15	5	5	5	5.00	
PI 2. Number of OJT/Intern students accepted within the year	A 38. Number of OJT/Intern students accepted within the year	Accepts and assists OJTs/Intern students							
PI 2. Number of visitors/farmers visited and entertained in the Demonstration farm for extension services	A 38. Number of visitors/farmers visited and entertained in the Demonstration farm for extension services	Entertains and assists Demofarm visitors	50	50	5	5	5	5.00	ACIAR-GAP project
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	
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	50.00%	100%	5	4	5	4.67	
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/Panelists	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) *								
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
		A 43. Number of leaflets distributed to the farmers and interested individuals within the year	Design, print, and distribute leaflets to the farmers and interested individuals within the year							
	Total Over-all Rating								116.7	
	Average Rating								4.86	
	Adjectival Rating								0	


Evaluated & Rated by:


JEROME B. ARRIBADO
 Director, FARM I
 Date: Jan. 16, 2024

Recommending Approval:


ROSA OPHELIA D. VELARDE
 Director, Research
 Date: Jan. 17, 2024

Approved by:


DENNIS P. PEQUE
 VP for REI
 Date: Jan. 17, 2024

Comments and Recommendation for development purpose:

Attend training and workshop on research and extension proposal making and publication

PERFORMANCE MONITORING & COACHING JOURNAL

Rating Period: July - December 2023

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

Name of Officer : **DHENBER C. LUSANTA**Head of Office : **JEROME O. ARRIBADO**

Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. Specify)	
	One-on-One	Group			
Monitoring Meeting and discussion of Monthly Accomplishments		July 4, 2023 Oct. 12, 2023			
Coaching -conducted consultations	July & October 2023				

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

Conducted by:

**JEROME O. ARRIBADO**

Immediate Supervisor

Noted by:

**DENNIS P. PEQUE**

Next Higher Supervisor

cc: OVPI
ODAHRD
PRPEO

EMPLOYEE DEVELOPMENT PLAN
Rating Period: July - December 2023

Name of Employee: DHENBER C. LUSANTA
Performance Rating: _____

Aim: To enhance the knowledge on research, extension, and development related to the natural farming system.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July **Target Date:** within 3rd quarter of 2023

First Step: _____

Look for any seminar/training/workshop related to sustainable farming

Result: _____

Attended training/workshop related to sustainable farming

Date: October **Target Date:** within 4th quarter of 2023

Next Step: _____

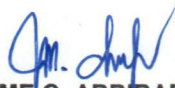
Apply new information/techniques at the demo farm and disseminate information with colleagues.

Outcome: _____

Conduct sustainable farming or any related activities for clients and will serve as a resource person.

Final Step/Recommendation: _____

Prepared by:


JEROME O. ARRIBADO

Unit Head

Conforme:


DHENBER C. LUSANTA
Ratee