

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS  
January to June 2024**

Name of Faculty Member: DARIO P. LINA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.93 x 50% = 2.465	
b. Students (50%)		3.75 x 50% = 1.875	
Total for Instruction	30%	4.34	1.302
2. Research			
a. Dept. Head/Center Director		4.83	
Total for Research	40%	4.83	1.932
3. Extension			
a. Dept Head/Center Director		4.94	
Total for Extension	15%	4.94	0.74
4. Administration	15%	5.0	0.75
TOTAL			4.724

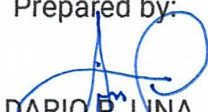
EQUIVALENT NUMERICAL RATING: 4.724

Add: Additional Points, if any:       


TOTAL NUMERICAL RATING: 4.724

ADJECTIVAL RATING: OUTSTANDING


Prepared by:

  
DARIO P. LINA  
Name of Faculty


Noted:

  
MARISEL A. LEORNA  
Director, NCRC-V

Recommending Approval:

  
IVY C. EMNACE  
Dean/Director

Approved:

  
SANTIAGO T. PEÑA  
Vice President for Research, Extension & Innovation



# INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR) FORM - ACCOMPLISHMENTS

I, DARIO P. LINA, Faculty Staff of the NATIONAL COCONUT RESEARCH CENTER-Visayas commit to deliver and agree to be rated on the attainment of the following targets in accordance with indicated measures for the period January to June, 2024.

**DARIO P. LINA**

Ratee

Date: July 4, 2024

**MARISOL A. LEORNA**

Director, NCRC-V

Date: July 9, 2024

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
					Quality	Efficiency	Timeliness	Average	
UFMO 2: Higher Education Services									
MFO 1. Graduate Degree Program Management Services									
	PI 2: Total FTE monitored	Handles and teaches graduate students classes in the assigned subjects in Horticulture	2	3.75	5	5	5	5	
	PI 4: Number of graduate students advised	Acts as adviser for graduate students		3	5	5	5	5	
MFO 1. Curriculum Program Management System									
	PI 1: Total FTE monitored	Handles and teaches undergraduate students classes in the assigned subjects in Horticulture	2	2	4	5	5	4.67	
	PI 8: Number of students advised	Acts as adviser for under-graduate students	2	4	5	5	5	5	
	PI 10: Number of instructional materials developed/revised/updated	Develops/ revises/ updates instructional materials in horticulture	1	2	5	5	5	5	
UFMO 3: Research Innovation Services									
	PI 1: Number of published papers in internationally indexed journals								
	In refereed int'l journals								



	<b>PI 3:</b> Number of research projects conducted and/or completed on schedule	Implements/ conducts approved research projects	1	1	4	5	5	4.67	
	<b>PI 4:</b> Number of research proposals submitted/endorsed for external funding	Submits/ endorses research proposals for external funding	1	2	5	5	5	5	
	<b>PI 8: Percent of research proposals approved</b>	Follows up approval of research proposals	50%	50%	4	5	5	4.67	
	<b>Additional Outputs:</b>								
	<b>PI 12:</b> Number of research collaboration/ partnership with LGUs	Forges collaboration / partnerships with LGUs	1	3	5	5	5	5	
<b>UFMO 4: Extension Services</b>									
	<b>PI 4:</b> Number of beneficiaries served								
	Groups	Briefs students/MSMEs/farmers/clients on coconut-based farming systems	1	2	5	5	5	5	
	Individuals	Briefs students/MSMEs/farmers/clients on coconut-based farming systems	25	30	5	5	5	5	
	<b>PI 5:</b> Number of technical/expert services								
	<i>Research Mentoring</i>	<i>Mentors SRAs</i>	1	3	5	5	5	5	
	<i>Resource Persons</i>	<i>Acts as resource persons in trainings on farming systems</i>	1	1	4	5	5	4.67	
	<b>PI 6:</b> Number of extension projects conducted and/or completed on schedule	Implements/ conducts approved extension projects	1	1	5	5	5	5	
	<b>PI 20:</b> Number of clientele served/ registered during Farmers' and Fisherfolks' Day	Briefs clienteles during Farmers and Fisherfolks Day	25	35	5	5	5	5	
<b>UFMO 5: Support to Operations(STO)</b>									
<b>MFO 3. Faculty Evaluation Services</b>									
	<b>PI 5:</b> Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated	To be an effective educator teaching students-learners with utmost satisfaction	75%	80%	4	5	5	4.67	
<b>UFMO 6: General Administration and Support Services</b>									
	<b>PI 1:</b> Zero percent complaint from clients served	Serves clients with utmost satisfaction	Zero complaint	Zero complaint	5	5	5	5	

	<u>Additional Outputs</u>								
	Submission of Center's PPMP for the following year within deadline as prescribed by BAC	Submits PPMP for the following year within deadline	2	3	5	5	5	5	
	Number of NCRC-V meetings conducted/ attended	Conducts/ attends NCRC-V meetings	6	8	5	5	5	5	
	Number of documents reviewed/evaluated, signed and approved	Reviews/ evaluates, signs and approves office documents	25	45	5	5	5	5	
	Number of University committees/council meetings attended	Attends university committees/ council meetings	3	6	5	5	5	5	
	Number of reports prepared/reviewed/submitted, data and other information requested by other offices	Prepares/ reviews, submits data and other information requested by other offices	6	9	5	5	5	5	
<b>Total Over-all Rating</b>								#####	108.35
<b>Average Rating (Total overall rating divided by _____)</b>			4.92	Had excellent work behaviors in every aspect of the job					
Additional points:									
<b>Approved Additional Points (w/ copy of A[proval])</b>									
<b>FINAL RATING</b>			4.92						
<b>ADJECTIVAL RATING</b>			Outstanding						

Evaluated & Rated by

MARISEL A. LEORNA

Director, NCRC-V

Date: July 9, 2024

Approved by:

IVY C. EMNACE

Director for Research

Date: August 12, 2024

SANTIAGO T. PEÑA

Vice President for Research Extension & Innovation

Date: August 12, 2024





**TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING**

First Semester SY 2023-2024

Name of faculty: LINA, DARIO P.

Department: Dept. of Horticulture

College: College of Agriculture & Food Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
HORT243	ADVANCED FRUIT CROP PROD'N. & MGT.	LEC	5.00	Outstanding	100.0%
HORT243	ADVANCED FRUIT CROP PROD'N. & MGT.	LAB	4.00	Very Satisfactory	80.0%
CpSc 22	PRACTICES OF CROP PRODUCTION	LEC	3.00	Satisfactory	60.0%
CpSc 22	PRACTICES OF CROP PRODUCTION	LAB	3.00	Satisfactory	60.0%
Average Rating			3.75	Very Satisfactory	75.00%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory (S)

3.50 – 4.49 Very Satisfactory (VS)

4.50 – 5.00 Outstanding (O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: May 02, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 02, 2024

Received by:

LINA, DARIO P.

Name and Signature of Faculty

Date: 5/24/2024

Distribution of copies: ODIE, College, Department, Faculty

# PERFORMANCE MONITORING & COACHING JOURNAL

January to June 2024

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

Name of Office: NCRC-V

Head of Office: MARISEL A. LEORNA

Name of Personnel: DARIO P. LINA

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Data collection	✓	✓			
Coaching					
Data organization and analysis	✓	✓			

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

Conducted by:

MARISEL A. LEORNA  
Immediate Supervisor

Noted by:

IVY C. EMNACE  
Next Higher Supervisor



## PERFORMANCE MONITORING FORM

Name of Employee: DARIO P. LINA

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Handles and teaches assigned courses	Handles and taught classes in horticulture	Jan 2024	June 2024	Jan to June 2024	Very Impressive	Outstanding	
2	Advised students on their academic subjects	Acted as adviser for 7 students	Jan 2024	June 2024	Jan to June 2024	Very Impressive	Outstanding	
3	Prepares instructional module/laboratory guide/ workbook or a combination thereof	Prepared 2 instructional module / laboratory guide/ workbook	Jan 2024	June 2024	Jan to June 2024	Very Impressive	Outstanding	
4	Prepares power point presentation, video clips, movie clips, reading assignments in horticulture	Prepared power point presentation, video clips, movie clips, reading assignments in horticulture subjects	Jan 2024	June 2024	Jan to June 2024	Very Impressive	Outstanding	
5	Prepares assessment tools, such as long exam, quizzes, problems sets, etc.	Prepared assessment tools, I.e. long exam, quizzes, problems sets, etc	Jan 2024	June 2024	Jan to June 2024	Very Impressive	Outstanding	
6	Entertains students for consultation purposes	<i>Entertained students for consultation purposes</i>	Jan 2024	June 2024	Jan to June 2024	Very Impressive	Outstanding	
7	Conducts researches	Conducted research	Jan 2024	June 2024	Jan to June 2024	Very Impressive	Outstanding	
8	Implements extension projects	Implemented 2 extension projects	Jan 2024	June 2024	Jan to June 2024	Very Impressive	Outstanding	

9	Monitor, supervise and managed IGP Project	1 IGP project monitored, supervised and managed	Jan 2024	June 2024	Jan to June 2024	Very Impressive	Outstanding	
---	--	---	----------	-----------	------------------	-----------------	-------------	--

Prepared by:

  
MARISEL A. LEORNA  
 Unit Head



**EMPLOYEE DEVELOPMENT PLAN**  
**Rating Period: January to June 2024**

**Name of Employee:** DARIO P. LINA  
**Performance Rating:** Outstanding

**Aim:** To enhance managerial/administrative capabilities.

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

**Date:** January 3, 2024 **Target Date:** January 8, 2024

**First Step:** Personal assessment of strenghts and weaknesses as a faculty / research leader

**Result:** Awareness of one's self limitation and potential skill as a faculty / research leader.

**Date:** January 15, 2024 **Target Date:** February 29, 2024

**Next Step:** Attend leadership capability training or similar skills enhancment training.

**Outcome:** Effective leader and efficient delivery of outputs of the section. Outstanding performance of the section/unit.

**Final Step/Recommendation:** Establish action plans/timeframe for activities to be done in the section handled.

Prepared by:

MARISEL A. LEORNA  
Unit Head

Conform:

DARIO P. LINA