

Exhibit K

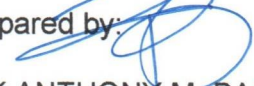
**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **MARK ANTHONY M. BARBADILLO**
 Period: **January to June 2020**

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating (Rating x%) (3) | Equivalent Numerical Rating (2x3) |
|---------------------------------|---|---|--|
| Instruction | | | |
| Head/Dean (50%) | 40% | 5.00 | 2.000 |
| Students (50%) | 40% | 5.00 | 2.000 |
| Total for Instruction | 80% | | 4.00 |
| Extension/Production | | | |
| Client/Dir. for Extension (50%) | 10% | 4.95 | 0.480 |
| Dept Head/Center Director (50%) | 10% | 4.95 | 0.480 |
| Total for Extension | 20% | | 0.960 |
| TOTAL | | | 4.960 |

EQUIVALENT NUMERICAL RATING: **4.96**
 Add: Additional Points, if any:
 TOTAL NUMERICAL RATING: **4.96**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by: 
MARK ANTHONY M. BARBADILLO
 Name of Faculty


Reviewed by: 
SUZETTE B. LINA
 Head, Department of Soil

Science

Recommended Approval:



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

Approved:


BEATRIZ S. BELONIAS
 Vice President, Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARK ANTHONY M. BARBADILLO, faculty member of the DEPARTMENT OF SOIL SCIENCE 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 January to June 2020 (Accomplishments)


MARK ANTHONY M. BARBADILLO
 Instructor I
 Date:

Approved: 
SUZETTE B. LINA
 Department Head
 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 | Timeliness | 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 | 0 | | | | | |
| | PI 8: Number of undergraduate students advised * | A2. Number of students advised | Acts as academic adviser to graduate students | 0 | 0 | | | | | |
| | | A3. Number of students advised on thesis/special problem/dissertation | | | | | | | | |
| | | As GAC Chairman | Advises and corrects research outline and thesis/SP/dissertation manuscript | 0 | 0 | | | | | |

| | | | | | | | | | | |
|--|---|--|--|----|----|---|---|---|------|----------------------------------|
| | | AS GAC Member | Advise and corrects research outline and thesis/SP/dissertation manuscript | 0 | 0 | | | | | |
| | | <u>A4</u> . Number of students entertained for consultation purposes | Entertain students seeking consultation with faculty | 0 | 0 | | | | | |
| | <u>PI 9</u> : Number of instructional materials developed * | <u>A5</u> . Number of on-line ready coursewares developed and submitted for review | Convert the existing instructional materials into flexible learning systems | 0 | 0 | | | | | |
| | | On-line ready courseware | Prepare Instructional module/laboratory guide/workbook or a combination thereof | 0 | 0 | | | | | |
| | | Supplemental learning resources | Prepare Power Point presentation, video clips, movie clips, reading assignments depending on course taught | 0 | 0 | | | | | |
| | | Assessment tools | Prepare assessment tools such as long exam, quizzes, problems sets, etc. | 0 | 0 | | | | | |
| | | A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor | Submit the course ware duly reviewed by TRP for editing by MMDC editor | 0 | 0 | | | | | |
| | | A 7 : Number of virtual classroom created and operational | Create virtual classroom using either Moodle or Google Classroom | 0 | 0 | | | | | |
| | <u>PI 10</u> . Additional outputs: | <u>A 8</u> . Other outputs implementing the new normal due to covid 19 | Design experiential learning activities and other outputs to implement new normal | 0 | 0 | | | | | |
| UMFO 2. HIGHER EDUCATION SERVICES | | | | | | | | | | |
| OVPI UMFO 3. Higher Education Management Services | | | | | | | | | | |
| | <u>PI 5</u> : Total FTE, coordinated, implemented and monitored * | <u>A9</u> . Actual Faculty's FTE | Handle and teach courses assigned | 30 | 18 | 5 | 4 | 5 | 4.67 | Soil 22 and Soil 24 laboratories |

| | | | | | | | | | |
|--|---|---|----|----|---|---|---|------|--|
| | A10. Number of grade sheets submitted within prescribed period | Prepare gradesheet and submit on or before deadline | 6 | 5 | 5 | 5 | 5 | 5.00 | Soil 22 and Soil 24 laboratories |
| | A 11. Number of INC forms with grade submitted within prescribed period | Facilitate 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 | 3 | 3 | 4 | 5 | 4 | 4.33 | Moodle, Google Classroom Webinar, Urban Farming Webinar, CHED Webinars |
| | A13. Number of long examinations administered and checked | Administer and check long examination for subjects taught | 4 | 3 | 5 | 5 | 5 | 5.00 | Soil 22 and Soil 24 laboratories |
| | A14. Number of quizzes administered and checked | Prepare and check quizzes for lec and lab | 15 | 10 | 5 | 5 | 5 | 5.00 | Soil 22 and Soil 24 laboratories |
| | A15. Number of lab reports and term papers checked and graded | Check lab reports and term papers submitted as required | 20 | 15 | 5 | 5 | 4 | 4.67 | Soil 22 and Soil 24 laboratories |
| PI 8: Number of students advised: * | A16. Number of students advised: | Act as academic adviser to students | 15 | 12 | 5 | 4 | 5 | 4.67 | |
| | A17. Number of students advised on thesis/ field practice/special problem: | | 0 | 0 | | | | | |
| | As SRC Chairman | Advise, and correct research outline and thesis/SP manuscript | 0 | 0 | | | | | |
| | As SRC Member | Advise and correct research outline and thesis/SP manuscript | 0 | 1 | 5 | 4 | 5 | 4.67 | Christian Abaño |
| | A18. Number of students entertained for consultation purposes | Entertain students consulting on subject taught, thesis and grades | 5 | 5 | 4 | 5 | 5 | 4.67 | Abaño, Marabante, Bartido and other students and academic advisees |
| PI 9: Number of student organizations advised/ assisted * | A19. Number of Student organizations advised | Advise student organizations recognized by USOO | 1 | 1 | 5 | 4 | 4 | 4.33 | OSSM |

| | | | | | | | | | | |
|-----------------------------------|--|---|--|----|-------------|---|---|---|------|--|
| | | A20 . Number of Student organizations assisted on student related activities | Assist student organizations in implementing student related activities | 1 | 1 | 4 | 4 | 5 | 4.33 | OSSM |
| | PI 10 : Number of instructional materials developed * | A 21 : Number of on-line course ware developed and submitted : | Prepare and submits for review by the Technical Review Panel | 4 | 2 | 4 | 5 | 5 | 4.67 | Soil 110 Learning Guide, EaSc 001 Learning Guide, Soil 110 Laboratory Manual |
| | | On-line ready courseware | Prepare Instructional module/laboratory guide/workbook or a combination thereof | 4 | 2 | 4 | 5 | 5 | 4.67 | Soil 110 Learning Guide, EaSc 001 Learning Guide, Soil 110 Laboratory Manual |
| | | Supplemental learning resources | Prepare Power Point presentation, video clips, movie clips, reading assignments depending on course taught | 10 | 7 | 4 | 5 | 5 | 4.67 | Soil 110 Lab, EaSc 001 Lec and Lab, Soil 110 Laboratory , Soil 111 Lab |
| | | Assessment tools | Prepares assessment tools such as long exam, quizzes, problems sets, etc. | 15 | 10 | 5 | 4 | 5 | 4.67 | Soil 110 Lab, EaSc 001 Lec and Lab, Soil 110 Laboratory , Soil 111 Lab |
| | | A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor | Submit the course ware duly reviewed by TRP for editing by MMDC editor | 4 | 2 | 4 | 5 | 5 | 4.67 | Soil 110 Lab, EaSc 001 Lec and Lab, Soil 110 Laboratory , Soil 111 Lab |
| | | A 24 : Number of virtual classroom created and operational | Create virtual classroom using either Moddle or Google Classroom | 4 | 2 | 4 | 5 | 5 | 4.67 | ELS 112 |
| | 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 | 0 | 0 | | | | | |
| | | Agency/firm/Industry linkages | Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU | 0 | 0 | | | | | |
| | | A 26 . Other outputs implementing the new normal due to covid 19 | Designs experiential learning activities and other outputs to implement new normal | 2 | In-progress | | | | | In-progress |
| UMFO 3 . RESEARCH SERVICES | | | | | | | | | | |

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|--|---|--|---|---|-------------|--|--|--|--|--|-------------|
| | 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 | 0 | 0 | | | | | | |
| | 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 | 0 | 0 | | | | | | |
| | 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 | 0 | In-progress | | | | | | In-progress |
| | | <i>In refereed int'l journals</i> | | 0 | In-progress | | | | | | In-progress |
| | | <i>In refereed nat'l/regional journals</i> | | | | | | | | | |
| | 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 | 0 | 0 | | | | | | |
| | | <i>In int'l fora/conferences</i> | | 0 | 0 | | | | | | |
| | | <i>In nat'l/regional fora/conferences</i> | | 0 | 0 | | | | | | |
| | 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 | 0 | In-progress | | | | | | In-progress |
| | PI 6. Additional outputs* | A 32. NO. of research-related awards (research conducted by faculty or student w/ faculty) | | | | | | | | | |
| | | 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 | 0 | 0 | | | | | | |
| | | A 34. Number of UMs submitted to ITSO, VSU | Prepares and submits application for UM of technology generated out of research output | 0 | 0 | | | | | | |

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|-----------------------------------|--|--|--|---|-------------|--|--|--|--|--|--|
| | | A 35. Other outputs implementing the new normal due to covid 19 | Designs research related activities and other outputs to implement new normal | 0 | In-progress | | | | | | |
| 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 | 0 | 0 | | | | | | |
| | 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 | 0 | 0 | | | | | | |
| | 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 | 0 | 0 | | | | | | |
| | 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 | 0 | 0 | | | | | | |
| | 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 | 0 | 0 | | | | | | |
| | <i>Research Mentoring</i> | <i>Research Mentor</i> | | 0 | 0 | | | | | | |
| | <i>Peer reviewers/Panelists</i> | <i>Peer reviewers/Panelists</i> | | 0 | 0 | | | | | | |
| | <i>Resource Persons</i> | <i>Resource Persons</i> | | 0 | 0 | | | | | | |
| | <i>Convenor/Organizer</i> | <i>Convenor/Organizer</i> | | 0 | 0 | | | | | | |
| | <i>Consultancy</i> | <i>Consultant</i> | | 0 | 0 | | | | | | |
| | <i>Evaluator</i> | <i>Evaluator</i> | | 0 | 0 | | | | | | |

| | | | | | | | | | | |
|---|---|--|---|---------------------|---------------------|--|--|--|--|--|
| | 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 | 0 | 0 | | | | | |
| | PI 11. Additional outputs * | A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) * | | 0 | 0 | | | | | |
| | | A 43. Other outputs implementing the new normal due to covid 19 | Designs extension related activities and other outputs to implement new normal | 1 | In-progress | | | | | |
| 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 | 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 | 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 | Zero % complaint | | | | | |
| | 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 | | | | | | | |

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|--|------------------------------|---|--|--|--|--|--|--|--|-------|--|
| | | 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 | | | | | | | | | 79.33 | |
| | Average Rating | | | | | | | | | 4.67 | |
| | Adjectival Rating | | | | | | | | | VS | |

Evaluated & Rated by:

SLL
SUZETTE B. LINA

Department Head

Date:

Recommending Approval

VB
VICTOR B. ASIO

Dean, _____

Date:

Comments and Recommendations for Development Purpose:

Should write a research proposal for submission to NSU or other funding agency. Continue attending seminars/training & write article from MS Thesis for publication

Approved by:

BS
BEATRIZ S. BELONIAS

Vice President for Instruction

Date:

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARK ANTHONY BARBADILLO

Performance Rating: OUTSTANDING

Aim: To sustain outstanding performance of the department

Proposed Interventions to Improve Performance:

Full support from the University in terms of continuous faculty development program, research/extension activities and administrative support in the preparation of updated teaching materials.

Date: January 2020 Target Date: June 2020

First Step:

Revise/update Instructional Materials

Attend national and international scientific forum

Result:

Attended national and international conferences

Prepared course syllabi for new courses handled

Date: July 2020 Target Date: December 2020

Next Step:

Write scientific proposals for future research

Collaborate other institutions for research and extension projects

Outcome: Submit scientific proposals to other institutions for possible collaboration.

Final Step/Recommendation:

If proposal is approved and budget is ready, then implementation will follow.

Prepared by:

Conforme:


MARK ANTHONY BARBADILLO
DSS Faculty


SUZETTE B. LINA
Unit Head