

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: HADASHA N. BONGAT

July - December 2018

Program Involvement (1)	Percent age Weight of Involve- ment (2)	Numerical Rating (Rating x%) (3)		Equivale nt Numeric al Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		4.93x50%	2.47	
b. Students (50%)		4.00x50%	2.00	
Total for Instruction	75%		4.47	3.35
2. Research				
a. Client/Dir. For Research (50%)				
b, Dept. Head/Center Director (50%)				
Total for Research	10%		5.00	0.50
3. Extension				
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	5%		4.89	0.24
4. Administration	10%		4.83	0.48
5. Production				
TOTAL	100%			4.58

EQUIVALENT NUMERICAL RATING: 4.58
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.58

ADJECTIVAL RATING: Outstanding

Prepared by:

HADASHA N. BONGAT
Name of Faculty

Reviewed by:

ANTONIO P. ABAMO
Head, DBM

Recommending Approval:

ANTONIO P. ABAMO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

SUMMARY OF INDIVIDUAL RATING OF FACULTY MEMBERS
WITH MULTIPLE RATINGS

Name of Faculty Member: HADARA, H. BOGDAT

July - December 2018

Program Involvement (1)	Faculty Rating (2)	Weight (3)	Individual Rating (4)	Relative Rating (5)
1. Instruction				
a. Teaching (50%)		0.50	4.00	2.00
b. Advising (50%)		0.50	4.00	2.00
Total for Instruction		1.00		4.00
2. Research				
a. Research for Research (10%)		0.10		
b. Dept. Service/Extension (90%)		0.90	4.00	3.60
Total for Research		1.00		3.60
3. Extension				
a. Outreach for Extension (50%)		0.50		
b. Dept. Service/Extension (50%)		0.50	4.00	2.00
Total for Extension		1.00		2.00
4. Administration				
a. Administration (100%)		1.00	4.00	4.00
5. Production				
6. Other				
TOTAL		4.00		16.00
TOTAL NUMERICAL RATING				4.00
Add. Additional Rating				0
TOTAL NUMERICAL RATING				4.00

ANTONIO S. ARANGO
Head Librarian

ANTONIO S. ARANGO
Librarian

ANTONIO S. ARANGO
Vice President

HADARA, H. BOGDAT
Name of Faculty

Prepared by:

Reviewed by:

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, **HADASHA N. BONGAT**, Instructor of the Department of Business and Management commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 2018 - December 2018

Approved:

ANTONIO P. ABAMO

Head, DBM

HADASHA N. BONGAT

Ratee

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	International									
	National									
	Local/Regional									
	Awards/Honors received by students/faculty:									
	Awards received by students									
	Number of awards received by faculty									
	Number of Professorial Chair awardee									
	Number of Scholarships availed									
Advanced education										
	Number of Graduates within prescribed period:									
	Masters									
	Diploma									
	IMs Developed/Revised and Utilized									
	Revised IM's within the last 3 years									
	Number of Student Research Advising									
	Approved special problem manuscript									
	Approved research outline									
	Student Advising and Consult Services:									
	Number of student organizations advised									
	Number of student-related activities assisted									
										4.93
Research Services	journals/internationally indexed journals:									
	In Ref Internl Journals									
	In Ref Natl Journals									
	In Institutional Journals									
	International									
	Number of papers published in other									
	peer-reviewed publications									
	(proceedings, monographs, etc.)									
	Number of Outputs Presented in									
	Regional/National/International Fora /Conferences/Poster									
	presentation									
	In International									
	In National									
	In Regional				1	5	5	5	5.00	
	In Local				1	5	5	5	5.00	

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	Annual Report									
	Procurement Plan									
	Staff Development Plan									
	Number of Faculty Mentored									
	Number of department activities supervised									
	Number of faculty members for study leave									
Total Over-all Rating									64.00	4.83

Average Rating (Total overall rating divided by 4)		4.92
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.92
ADJECTIVIAL RATING		0

Comments & Recommendations
for Development Purpose:
***Disciplined young researcher/teacher
with proven experience and skills. Must get
a Ph.D. asap!***

Evaluated & Rated by:

ANTONIO P. ABAMO

Dept/Unit Head

Recommending Approval:

ANTONIO R. ABAMO

Dean

Approved by:

BEATRIZ S. BELONIAS

Vice President

Date: _____

Date: _____

Date: _____

1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average

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PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2 nd	
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Name of Office: Dept. of Business and Management

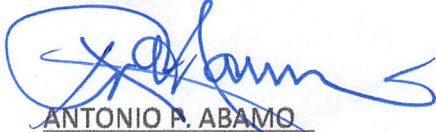
Head of Office: Antonio P. Abamo

Number of Personnel: HADASHA N. BONGAT

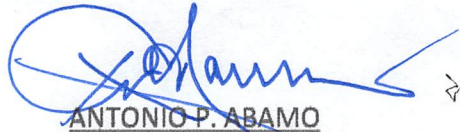
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	Checking on her plan for advanced degree	Faculty meeting		Following up the progress of research/extension involvement of DBM	Very productive discussion
Coaching	Developing and managing independent research project	How possible to develop teaching guides and tips for teaching effectively		Encouraging her to take courses within VSU to sharpen her research and teaching skills and competence	Effective and successful

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

Conducted by:


ANTONIO P. ABAMO
Immediate Supervisor

Noted by:


ANTONIO P. ABAMO
Dean, CME

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8	8th	
9	9th	
10	10th	

Name of Officer (Rank, Division and Department)

Head of Office: Antonio P. Arango

Number of Personnel: NABASALU BOLSA

Activity Monitoring	MECHANISM		Remarks	Observations (Notes)	Remarks
	One-on-One	Group			
Monitoring	Checking on the plan for advanced degree	Faculty meeting		Progress of the progress of the implementation of the program	Very productive discussion
Coaching	Developing and managing independent research topics for teaching effectively	How possible to develop teaching guides and tips for teaching effectively		Encouraging her to research and take courses within VPI to expand her research and teaching skills and competence	Effective and successful

Note: Asterisk indicates the date in the upper right box when the monitoring was conducted

Noted by:

Conducted by:

ANTONIO P. ARANGO
Dean, VPI

ANTONIO P. ARANGO
Immediate Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: HADASHA NAVARRA BONGAT

Performance Rating: July 1, 2018- December 31, 2018

Aim: To acquire knowledge and skills in conducting agribusiness, economics and management research and community development.

Proposed intervention to improve performance and/or competence and qualification to assume higher responsibilities:

Date: July 1, 2018

Target Date: December 31, 2018

First Step:

- Attend training/ workshop, symposiums related to conduct agribusiness, economic and management research and community development.
- Attend training/ workshop on research, writing and publications.

Results:

Completed the training on Extension Proposal Writing held on July 18 to 20, 2018 at RDE Hall, VSU, VISCA, Baybay City, Leyte.

Attended Training Workshop on Socio Economic Research Methods using R Studio on September 7, 2018 at VSU, VISCA, Baybay City, Leyte.

Participated in the AAACUP 22nd Biennial Conference on October 16-18, 2018 at VSU, VISCA, Baybay City, Leyte.

Attended Quantitative and Qualitative Statistical Analysis In- Depth Training- Workshop on October 22 to 24, 2018 at University of Cebu, Cebu City.

Attended and participated as entry for Best RDE poster during the conduct of the 30th Joint VICARP and RRDEN Symposium on November 21-23, 2018 at VSU, VISCA, Baybay City, Leyte.

Attended Series on Selected Advanced Quantitative Approaches to Project Impact Evaluation conducted on December 3 to 7, 2018 at VSU, VISCA, Baybay City, Leyte.

Attended National Conference on Climate Change Research, Development and Extension held on December 12-14, 2018 at VSU, VISCA, Baybay City, Leyte.

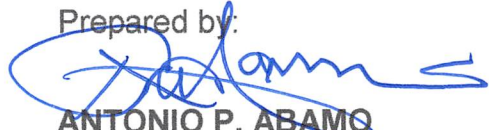
Next Step:

- Shared learnings, insights and experience and knowledge of different research frameworks to colleagues and students, and partner people organization.
- Prepared a journal publication regarding vegetable value chain and other topics related to the research conducted.
- Shared learnings, insights and experience on extension writing proposals to colleagues, students, and partner people's organizations.
- Apply learnings, knowledge and techniques and prepared an extension proposal for funding and implementation.

Outcome:

- Acquired knowledge, learnings, experience and developed skills in different agribusiness and economic research framework and methodology.
- Improved the faculty's ability to perform agribusiness and economic research.
- Grasp learning, insights, and knowledge of different approaches of conducting extension projects, see things from a different perspective, especially on the developing new ideas for extension projects.
- Enhanced faculty's writing skills in developing extension proposals.
- Developed linkages and networks with experts in writing proposals and conducting extensions projects.

Prepared by:


ANTONIO P. ABAMO
Head, DBM

Conforme:


HADASHA N. BONGAT