

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: BERT C. PENALOSA

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%)		4.92x50%	2.46	
b. Students (50%)		4.33x50%	2.17	
Total for Instruction	90%		4.63	4.16
2. Research				
a. Client/Dir. For Research (50%)				
b. Dept. Head/Center Director (50%)				
Total for Research	0%			0.00
3. Extension				
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	5%		5.00	0.25
4. Administration	5%		4.83	0.24
5. Production				
TOTAL	100%			4.65

EQUIVALENT NUMERICAL RATING: 4.65  
Add: Additional Points, if any: 0  
TOTAL NUMERICAL RATING: 4.65

ADJECTIVAL RATING:

Outstanding

Prepared by:

BERT C. PEÑALOSA  
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: BERT C. PENALOSA

July - December 2012

Program in which rated	Number of Ratings	Program in which rated	Number of Ratings
1. Instruction		1. Instruction	
a. Head/Director (50%)	1.00	a. Head/Director (50%)	1.00
b. Students (50%)	4.00	b. Students (50%)	4.00
Total for Instruction	5.00	Total for Instruction	5.00
2. Research		2. Research	
a. Head/Director for Research (50%)		a. Head/Director for Research (50%)	
b. Dept. Head/Center Director (50%)		b. Dept. Head/Center Director (50%)	
Total for Research	0.00	Total for Research	0.00
3. Extension		3. Extension	
a. Head/Director for Extension (50%)		a. Head/Director for Extension (50%)	
b. Dept. Head/Center Director (50%)	0.00	b. Dept. Head/Center Director (50%)	0.00
Total for Extension	0.00	Total for Extension	0.00
4. Administration		4. Administration	
a. Head/Director (50%)	1.00	a. Head/Director (50%)	1.00
b. Dept. Head/Center Director (50%)	0.00	b. Dept. Head/Center Director (50%)	0.00
Total for Administration	1.00	Total for Administration	1.00
5. Production		5. Production	
a. Head/Director (50%)	0.00	a. Head/Director (50%)	0.00
b. Dept. Head/Center Director (50%)	0.00	b. Dept. Head/Center Director (50%)	0.00
Total for Production	0.00	Total for Production	0.00
TOTAL	6.00	TOTAL	6.00

EQUIVALENT NUMERICAL RATING:  
Add Additional Points If Any  
TOTAL NUMERICAL RATING

ADJECTIVE RATING:

Prepared by:

BERT C. PENALOSA  
Name of Faculty

Recommending Approval:

BERT C. PENALOSA  
Dean of School

Approved:

BERT C. PENALOSA  
Vice President

Outstanding

BERT C. PENALOSA  
Head, DBM




## INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, BERT C. PEÑALOSA, 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 ok

Approved:

**ANTONIO P. ABAMO**

Head, DBM

  
**BERT C. PEÑALOSA**  
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THE UNIVERSITY OF CHICAGO

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**WILLIAMSON COUNTY**

**THE UNIVERSITY OF CHICAGO**

1. The first part of the document is a letter from the President of the United States to the Congress, dated January 1, 1861. It is a very important document, as it sets out the President's policy for the new year. The President, Abraham Lincoln, is very clear in his statement of policy. He says that he will not interfere with the rights of the States, but he will also not allow the States to secede from the Union. He says that he will maintain the Union, and he will do so by the sword if necessary. This is a very strong statement, and it shows that the President is determined to maintain the Union at all costs.

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PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
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	4th	

Name of Office: Dept. of Business and Management

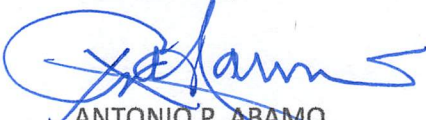
Head of Office: Antonio P. Abamo

Number of Personnel: BERT C. PENALOSA

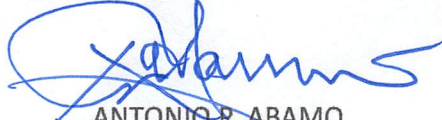
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Faculty meeting		Following up the progress of extension involvement of DBM	Very productive discussion
Coaching		How possible to develop teaching guides and tips for teaching effectively			Effective 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

1st	2nd	3rd	4th	5th
1st	2nd	3rd	4th	5th
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Name of Officer: Dean T. Adams

Head of Office: Antonio P. Adams

Number of Personnel: 22

Activity	Monitoring	Coaching	Remarks
Monitoring	How possible to develop coaching guides and tips for coaching effectively	Following up the progress of extension involvement of DDM	Very effective discussion
Coaching			Effective and successful

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

Conducted by:

Antonio P. Adams  
Immediate Supervisor

Noted by:

Antonio P. Adams  
Dean, DMF



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Bert C. Peñalosa  
Performance Rating: July– December 2018

**Aim:** To enhance extension services, research and innovative teaching skills.

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

Date: July, 2018

Target Date: December, 2018

**First Step:**

To attend extension service trainings, seminars and workshop activities related to research program.

**Result:**

Active participation in extension services and research workshop activities.

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Date:

Target Date:

**Next Step:**

Serve as a resource person on extension seminars and workshop necessary for the association and members. Provide innovative teaching skills designed for agribusiness students.

**Outcome:**

Improved capability in extension service and research skills

**Final Step/Recommendation:**

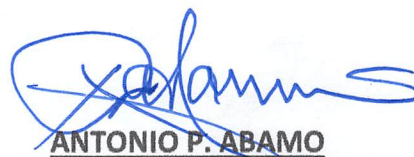
To continue participating extension programs and research activities to upgrade competency to perform instruction and services.

Conforme :



BERT C. PEÑALOSA

Prepared by:



ANTONIO P. ABAMO

Unit Head