

Exhibit K

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

Name of Faculty Member: MEDARDO C. MAGDADARO JR. (Instructor II)

Period: January to June 2022

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	75 35	4.63 345	9.47 1.521
b. Students	25 35	4.50	1.13 1.575
Total for Instruction	70		4.60 3.096
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research			
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	15	5.00	0.75
4. Administration	15	5.00	0.75
5. Production			
TOTAL	100		4.72 4.596

EQUIVALENT NUMERICAL RATING:

4.72 4.596

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.72 4.596

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

MEDARDO C. MAGDADARO JR.  
Name of Faculty

Reviewed by:

SUZETTE B. LINA  
Department Head

Recommending Approval:

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

Approved by:

BEATRIZ S. BELONIAS  
Vice President, Academic Affairs



"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MEDARDO C. MAGDADARO JR., a 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 JULY - DECEMBER, 2022 (Accomplishments)

MEDARDO C. MAGDADARO JR  
INSTRUCTOR II

Date: December 29, 2022

Approved:

SUZETTE B. LINA

Department Head

Date: 1/4/2023

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										
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	<i>Handles and teaches courses assigned</i>	15	14.71	4.5	4.5	4.5	4.50	SS 22 Lec, SS 110 Lec, SS 115 Lec/lab
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	4	5.0	5.0	5.0	5.00	
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	1	0	3.0	3.0	3.0	3.00	
		<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	5	5.0	5.0	5.0	5.00	
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	10	5.0	5.0	5.0	5.00	
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	28	28	5.0	5.0	4.5	4.83	
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	<i>Acts as academic adviser to students</i>	12	12	5.0	5.0	4.5	4.83	
		<b>A17.</b> Number of students advised on thesis/ field practice/SP;		3	2	4.5	4.5	4.5	4.50	



		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	3	2	4.5	4.5	4.5	4.50	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	0	0					
		<u>A18</u> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	12	15	5.0	5.0	5.0	5.00	
	PI 9: Number of student organizations advised/assisted *	<u>A19</u> . Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	4.0	4.5	4.5	4.33	
		<u>A20</u> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	4.5	4.5	5.0	4.67	
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	0	0					
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	20	20	5.0	4.5	4.5	4.67	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	12	15	5.0	5.0	5.0	5.00	
		<u>A 24</u> : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	0	0					4.345 PES 4.50
<b>UMFO 4. EXTENSION SERVICES</b>										
	PI 2. Number of trainees weighted by the length of training	<u>A 37</u> . Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	1	1	5.0	5.0	5.0	5.0	
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<u>A 38</u> . Number of extension programs/projects implemented	Implements duly approved extension projects	1	1	5.0	5.0	5.0	5.0	
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	OVPI MFO 4. Program and Institutional Accreditation Services									



	<b>PI 8.</b> 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*	<b>A 44.</b> 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	4.5	5.0	5.0	4.83	
		<b>A 45.</b> 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	4.5	4.5	5.0	4.67	
		On program accreditations							<del>4.67</del>	<b>Av = 4.875</b>
Average for the Research									<b>5.00</b>	
Average for the Head / Dean									<b>4.63</b>	
Average for the students									<b>4.50</b>	
<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	Zero % complaint	5.0	5.0	5.0	5.00	
Average for Admin									5.00	
	<b>Total Over-all Rating</b>					<b>90.33</b>				
	<b>Average Rating</b>					<b>4.72</b>				
	<b>Adjectival Rating</b>					<b>Outstanding</b>				

Evaluated & Rated by: all  
**SUZETTE B. LINA**  
 Department Head  
 Date:

Recommending Approval  
VICTOR B. ASIO  
 Dean / CACS  
 Date: 1/7/23

Approved by: Ky  
**BEATRIZ S. BELONIAS**  
 Vice President for Instruction  
 Date:

*Comments & Recommendations for Dev't Purposes:*  
 \* Should write research proposals  
 & be active in research.



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MEDARDO C. MAGDADARO

Performance Rating: VERY SATISFACTORY

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: July 2022

Target Date: December 2022

First Step:

Revise/update Instructional Materials

Attend national and international scientific forum

Result:

Revised course syllabi for the courses handled

Date: July 2022

Target Date: December 2022

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:



SUZETTE B. LINA

Unit Head

Conforme:

  
MEDARDO C. MAGDADARO

DSS Faculty