

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

Name of Faculty Member: WENCES REY B. DELA PEÑA (Instructor III)

Program Involvement	Percentage Weight of Involvement	Numerical Rating	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean	35	4.91	1.72
b. Students	35	4.40	1.54
Total for Instruction	70		3.26
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	10	4.88	0.49
Total for Research	10		0.49
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	10	4.93	0.49
Total for Extension	10		0.49
4. Administration	10	3.94	0.39
5. Production			
TOTAL	100		4.63

EQUIVALENT NUMERICAL RATING:

4.63

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.63

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:


WENCES REY B. DELA PEÑA

Name of Faculty

Reviewed by:


LUZ G. ASIO

Department Head

Recommending Approval:


SUZETTE B. LINA

Dean, College of Agriculture and Food Science

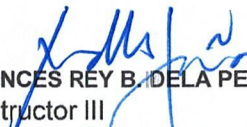
Approved by:


ROTACIO S. GRAVOSO

Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, WENCES REY B. DELA PEÑA, a faculty member of the DEPARTMENT OF AGRONOMY agree to deliver and to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY -- JUNE 2024.


WENCES REY B. DELA PEÑA
Instructor III
Date: 23 July 2024

Approved:


LUZ G. ASIO
Department Head
Date: 25 July 24


SUZETTE B. LINA
College Dean
Date: 26 July 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan-Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timelines	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI : Total FTE monitored*	A1. Actual /Faculty's FTE	Handles subjects/courses assigned	0	0.33	4.8	4.9	4.9	4.87	AGRO 243 (Lab)
	PI 10: Additional outputs	A2. Number of students advised	Acts as academic adviser to graduate students	2	6	4.8	4.9	4.9	4.87	MAGDev: Maldo, Reyes, Alano, Castillon, and Maskariño MSAgron: Galenzoga,
		A3 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	6	4.8	4.9	4.9	4.87	Enrollment and PCW Matters: Maldo, Reyes, Alano, Castillon, Maskariño, and Galenzoga,
		A4 . Number of Graduate reports checked	Checks reports required for graduate subject	1	3	4.8	4.9	4.9	4.87	AGRO 243 laboratory reports and term paper
		A5 . Number of Graduate examinations conducted and checked	Conducts and checks examinations for graduate subject handled	0	2	4.8	4.9	4.9	4.87	AGRO 243 (Midterm and Final Exam)
		A6 . Number of Graduate grade sheets submitted	Submits gradesheets for graduate subjects							
		A7 . Number of comprehensive examination conducted	Conducts comprehensive examination for graduate students							

		A8 . Supplemental learning resources	<i>Prepares Instructional learning resources for graduate subjects</i>							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 10: Total FTE, coordinated, implemented and monitored *	A1. Actual Faculty's FTE	<i>Handles and teaches courses assigned</i>	3	22.25	4.8	4.9	4.9	4.87	AgSc20 (3 lab and 1 Lec) and AGRO 143 (1 Lab)
	PI 15: Number of instructional materials/syllabi approved	A2. Number of instructional materials/syllabi approved	<i>Prepares instructional materials/syllabi for approval</i>							
	PI 16: Percentage of courses offered with final grades submitted within the allowable period	A 3. Percentage of courses offered with final grades submitted within the allowable period	<i>Submits grade sheets within allowable period</i>	10%	100%	5	5	5	5.00	All handled courses
	PI 18: Percentage of courses rated at least VS in the Teaching Performance Evaluation by Students (TPES)	A 4. Percentage of courses rated at least VS in the Teaching Performance Evaluation by Students (TPES)	<i>Receives at least a VS in the Teaching Performance by students (TPES)</i>	20%	100%	5	5	5	5.00	All handled courses
	PI 19: Additional Outputs	A 10. Number of long examinations administered and checked	<i>Administers and checks long examination for subjects taught</i>	6	12	5	5	5	5.00	AGRO 143 (1)(2), AGSC 20 Lab (3)(2), AGSC 20 Lec (1)(4)
		A 11. Number of quizzes administered and checked	<i>Prepares and checks quizzes for lec and lab</i>	10	22	4.9	4.9	4.9	4.90	AGRO 143 (1)(4), AGSC 20 Lab (3)(4), AGSC 20 Lec (1)(6)
		A 12. Number of lab reports and term papers checked and graded	<i>Checks lab reports and term papers submitted as required</i>	10	16	4.8	4.9	4.9	4.87	AGRO 143 (1)(4), AGSC 20 Lab (3)(4),
		A 13. Number of grade sheets submitted within prescribed period	<i>Prepares gradesheet and submits on or before deadline</i>	1	1	5	5	5	5.00	AGSC 20 Lec

		A 14 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	4.9	4.9	4.9	4.9	AMA Coastal Cleaning
		A.19 . Awards received	Receives International/ National/Regional award							
	Average					4.88	4.93	4.93	4.91	
	TPES rating					4.4	4.4	4.4	4.40	
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A20. 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	2	4.9	4.9	4.9	4.90	PhD dissertation Research (Study 1 and 2)
	PI 2. Number of research outputs completed within the year *	A 21 . Number of research outputs completed within the year *	Conducts and completes research project within the year							
	PI 3: Number of research outputs presented in regional/national/ int'l fora/conferences	A 22. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora/conferences							
		<i>a. International</i>								
		<i>b. National</i>								
		<i>c. Regional or Institutional Conferences</i>								
	PI 7: Amount of research money obtained from external sources	A 23. Amount of research money obtained from external sources	Requests for research money from external sources							
	Average					4.85	4.90	4.90	4.88	

UMFO 4. EXTENSION SERVICES										
	PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs, CMEs and other stakeholders	A 32. Number of active partnerships with LGUs, industries, NGOs, NGAs, CMEs and other stakeholders	Identifies and links with probable partners for extension activities and maintains this							
	PI 2: Number of trainees weighted by the length of training	A 33. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	PI 3: Number of extension programs and projects	A 34. Number of extension programs and projects	Implements extension programs and projects	0	1	4.8	4.9	4.9	4.87	Training, Technical Assistance, and Distribution of Agronomic Crops Planting Materials in Support of RDEI Programs of UPL and Other Agencies
	PI 4: Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality	A 35. Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality	Provides quality and relevant training courses							
	PI 5: Number of technical/expert services	A 36. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
		a. Peer reviewer of journal/book								
		b. Review of research and extension proposal		0	1	4.9	4.8	4.9	4.87	Act as TWG in Rice Production Research
		c. Resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, facilitator)		0	1	4.9	5	5	4.97	Act as a resource person on a seminar on Rice Production in Albura Leyte
		d. accreditor								
		e. consultancy								
	PI 6: Number of extension proposals submitted	A 37. Number of extension proposals submitted	Prepares extension project proposals and submits for review							
	PI 7: Number of extension proposals approved	A 38. Number of extension proposals approved	Follow ups submitted and reviewed extension proposals							
	PI 8: Number of extension proposals implemented	A 39. Number of extension proposals implemented	Implements duly approved extension projects							
	PI 9: Number of extension	A 40. Number of extension outputs	Prepares, submits and							
		a. International								
		b. National								

		c. Regional or Institutional Conferences								
	PI 10: Number of extension activities conducted	A 41. Number of extension activities conducted	Conducts extension program activities	0	1	5	5	5	5.00	Seminar on Rice Production in Albuera Leyte
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *	Receives an award related to extension activities							
	Average					4.90	4.93	4.95	4.93	
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 1. Faculty Development Services									
	PI 7: Number of trainings, seminars, and conferences attended	A 50. Number of training, seminars, and conferences attended (international, national, regional/institutional)	Attends training, seminars, and conferences attended (international, national, regional/institutional)							
		International								
		National		1	0	0	0	0	0.00	
		Regional/Institutional		1	0	0	0	0	0.00	
	OVPI MFO 3. Registration Services									
	PI 9: Percentage of students	A 51. Percentage of students enrolled	Validates students within the	80%	100%	5	5	5	5.00	Validated all advisees on time.

PI 10. Number of students advised during the registration period	A 52. Number of students advised during the registration period	Acts as academic adviser	2	13	5	5	5	5.00	Estudio, Edzel Rosales, Castillon, Marife Cagatan, Biorecia, James Harold Cailpayan, Geraldine D. Dayon, Jovie Angela A. Berezo, Pamela D. Dumandan, Monie M. Ramos, Raphael Angelo C. Recreo, Nikki Datwin R. Regis,
OVPI MFO 4. Curricular Program Management Services									
PI 12: Number of IMs reviewed by the DIMRC	A 53. Number of IMs reviewed by the DIMRC	Submits IMs for review							
PI 13: Number of course syllabi and TOS reviewed and approved	A 54. Number of course syllabi and TOS reviewed and approved	Submits course syllabi and TOS for approval	1	2	5	5	5	5.00	AGSC 20 TOS for midterm and final examination
PI 16: Number of student thesis advised:	A 57. Number of students advised on thesis/field practice/special problem:	Advises and corrects research outline and thesis/SP manuscript	0	3	5	5	4.8	4.93	Thesis Outline: Pamela S. Dumandan, Lovely Silvanon, and Thesis Manuscript: Angeito I. Daing
	As SRC Chairman								
	As SRC Member								
PI 18: Number of students from other schools having summer program supervised	A 59. Number of students from other schools having summer program supervised	Acts coordinator/facilitator for students from other schools having summer program in VSU							
PI 19: Number of external institutions/agencies conducting benchmarking activities served	A 60. Number of external institutions/agencies conducting benchmarking activities served	Facilitates in assisting of the external institutions/agencies conducting benchmarking activities							
PI 20: Number of students from other academic departments conducting research activities served	A 61. Number of students from other academic depts conducting research activities served	Facilitates in assisting students from other academic depts conducting research activities							
PI 21: Additional outputs	A 62. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	3	6	4.9	5	5	4.97	Anglelito I. Daing, Fatima N. Jaca, Pamela S. Dumandan, Vergie Ann Galenzoga, Casinillo Josh Benedict, Pamela M. Iyog
UMFO 6. General Admin. & Support Services									
PI 3: Number of committee meetings conducted	A 67. Number of committee meetings conducted	Acts as committee chairman							

PI 4: Number of routinary documents acted	A 68. Number of routinary documents acted	Signs documents	3						
PI 5: Number of requests acted	A 69. Number of requests acted	Approves requests							
PI 6: Number of memoranda prepared	A 70. Number of memoranda prepared	Issues memoranda							
PI 9: Number of submitted DTR within 20 days after the last day of the month	A 73. Submits DTR within 20 days after the last day of the month	Submits DTR within 20 days after the last day of the month	6	5	4.5	4.5	4.5	4.50	
PI 10: Percentage of complaints, if any, addressed on time	A 74. Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)	5%	Zero % complaint	5	5	5	5.00	
PI 17: Additional Outputs	A 80. Number of meetings attended	Attends meetings (departmental/institutional)	10	12	5	5	5	5.00	Department emergency meeting, Department monthly meeting, UDRRM emergency meeting
	A 81. 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							
	Average				3.94	3.95	3.93	3.94	
	Total Over-all Rating				150.3	151.3	151.2	150.9	
	Average Rating				4.59	4.62	4.62	4.61	
	Adjectival Rating								OUTSTANDING
Comments and Recommendation for Development Purposes: <i>Needs to work more scientific articles in peer reviewed journals.</i>									

Evaluated & Rated by:

[Signature]
LIZ G. ASIO

Department Head

Date: *25 July 24*

Recommending Approval:

[Signature]
SUZETTE B. LINA

Dean, CAFS

Date: *26 July 2024*

Approved by:

[Signature]
ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: *29 July 2024*

PERFORMANCE MONITORING & COACHING JOURNAL

Name of Office: Department of Agronomy

Head of Office: LUZ G. ASIO

Number of Personnel: 23

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

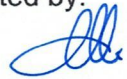
Activity Monitoring	MECHANISM			Remarks	
	Meeting		Memo		Others (Pls. specify)
	One-on-One	Group			
Monitoring and evaluation helps identify the most valuable basis for modification of interventions and assess the quality of activities being conducted.	IPCR submission to monitor outputs Head and Student evaluation of faculty's class performance. Class observation by the head.	Conducts monthly meetings and checks updates on assigned task-related activities.			
Coaching True coaching improves employee and organizational resiliency and effectiveness in change, enabling employees to become effective in their tasks or roles in the workplace.	One-on-one coaching for faculty with satisfactory and below ratings. Attend instructional coaching for teacher effectiveness workshop.	Conducts regular meetings with the faculty and the department. Attend instructional coaching for teacher effectiveness workshop.			

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

Conducted by:


LUZ G. ASIO
 Immediate Supervisor

Noted by:


SUZETTE B. LINA
 Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: WENCES REY B. DELA PEÑA
Performance Rating: OUTSTANDING

Aim: To sustain outstanding performance and finish PhD degree.

Proposed Interventions to Improve Performance

Date: January 2024 Target Date: June 2024

First Step:

Improve and revise learning guides and syllabi to sustain outstanding performance.
Finish PhD degree.

Result:

Sustained outstanding teaching strategies.
PhD degree holder.

Target Date: January to December 2024

Next Step:

Write thesis dissertation to finish PhD degree.

Outcome: A PhD degree holder.

Final Step/Recommendation:

Sustain outstanding performance and finish Phd degree.

Prepared by:


LUZ G. ASIO
Unit Head

Conforme:


WENCES REY B. DELA PEÑA
Name of Ratee Faculty/Staff



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: DELA PEÑA, WENCES REY B.

Department: Dept. of Agronomy

College: College of Agriculture & Food Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
AgSc 11n	INTRODUCTION TO AGRICULTURE	LEC	4.00	Very Satisfactory	80.0%
CpSc 21	PRINCIPLES OF CROP PRODUCTION	LAB	4.00	Very Satisfactory	80.0%
Agro 197	METHODS OF AGRICULTURAL RESEARCH	LAB	5.00	Outstanding	100.0%
Agro 144	CEREAL PRODUCTION	LAB	4.00	Very Satisfactory	80.0%
Agro 144e	CEREAL PRODUCTION	LEC	5.00	Outstanding	100.0%
Average Rating			4.40	Very Satisfactory	88.00%

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:

DELA PEÑA, WENCES REY B.

Name and Signature of Faculty

Date: 6/04/24

Distribution of copies: ODIE, College, Department, Faculty