


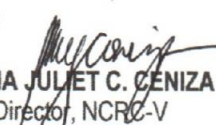
VISAYAS STATE UNIVERSITY
Baybay City, Leyte

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS
January to June, 2019

Name of Faculty Member: **Alfredo G. Dingal**

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2X3)
1. Instruction			
a. Head/Dean (50%)		4.934 x 50%	2.467
b. Students (50%)		5.000 x 50%	2.500
Total Instruction	25%	4.967	1.242
2. Research			
a. Client/Director for Research		4.800 x 50%	2.400
b. Dept. Head/Center Directors		4.953 x 50%	2.476
Total for Research	30%	4.88	1.463
3. Extension			
a. Client/Director for Extension		4.800 x 50%	2.400
b. Dept. Head/Center Directors		5.000 x 50%	2.500
Total for Extension	25%	4.900	1.225
4. Production	20%	4.670	0.934
TOTAL	100%		4.864
EQUIVALENT NUMERICAL RATING			4.864
Add: Additional Points, if any			
TOTAL NUMERICAL RATING			4.864
ADJECTIVAL RATING			Outstanding

Prepared by:

ALFREDO G. DINGAL
Name of Faculty

Reviewed by:

MARIA JULIET C. CENIZA
Director, NCRC-V

Approved:


OTHELLO B. CAPUNO
Vice President for Research & Extension

	Productive, relevant research outputs and cutting-edge technologies generated	A5. Number of published papers in CHED accredited journals, internationally indexed journals	NCRC Core Faculty Researchers & SRAs								
		In referred int'l journals			-						
		A6. Number of research outputs presented in regional/national/int'l conferences	NCRC Core Faculty Researchers & SRAs								
		In institutional for a/conferences		Prepares and presents paper and outputs	2	4	5	5	5	5.00	
		A7. Number of research projects conducted and/or completed on schedule	NCRC Core Faculty Researchers & SRAs	Implements approved projects, prepares and submit terminal reports	1	6	5	5	5	5.00	
		A8. Number of research proposals submitted.	NCRC Core Faculty Researchers & SRAs	Prepares and submits research proposals to funding agency	3	6	5	5	5	5.00	
		A9. Percent of research proposals approved	NCRC Core Faculty Researchers & SRAs		60%	100%	5	5	5	5.00	
		A10. Amount of research money generated from external funding (Thousand PhP)	NCRC Core Faculty Researchers & SRAs	Implements approved research project with DENR, CHED, and PCAARRD fundings.	10,000	20,000	5	5	5	5.00	
		A11. Amount of money generated from institutional funding (Thousand PhP)	NCRC Core Faculty Researchers & SRAs	Implements approved research projects with VSU funding	150,000	395,251.20	5	5	4	4.67	
		A12. Number of linkages forged									
		National		forges MOUs and MOAs with partner agencies	1	2	5	5	5	5.00	
	Extension/Production Services										
	Efficient and effective community engagement for sustainable livelihood of clients and sound environment	A15. Number of person-days trained weighted by length of training	NCRC Core Staff, SRA/Aide, Admin. Aide	Farmers/clients trained on coconut-related topics	30	60	5	5	5	5.00	
		A16. Number of IEC materials/technologies developed/used	NCRC Core Staff, SRA/Aide, Admin. Aide	Prepares IEC materials, Posters on Coconut Pests and their Control	1	2	5	4	5	4.67	
		A17. Number of beneficiaries served with technical assistance	NCRC Core Faculty Researchers and SRAs								
		Individuals		Provide technical assistance to beneficiaries	10	20	5	5	5	5.00	
		A18. Number of technical/expert services	NCRC Core Faculty Researchers								

		Research Mentoring			2	4	5	5	5	5.00	
		A19. Number of extension projects conducted and/or completed on schedule	NCRC Core Staff, SRA/Aide, Admin Aide, Laborers	Implements approved extension projects and prepares and submit reports.	2	4	5	5	5	5.00	
		A21. Percent of extension proposals approved	NCRC Core Staff		50%	100%	5	5	4	4.67	
		A22. Amount of extension money generated from external funding (Thousand PhP)	NCRC Core Staff	Implements approved extension projects with PCAARRD funding							
		A23. Amount of extension money generated from institutional funding (Thousand PhP)	NCRC Core Staff	Implements approved extension projects with VSU funding							
		A24. Number of copies of IEC materials distributed	NCRC Core Staff, SRA/Aide, Admin Aide	Distributes materials on coconut production and other IECs	50	100	5	5	5	5.00	
	Support to Operation (STO)										
	MFO 6. Income Generating and Production Services										
	Sustainable income generation activities to support University activities	A28. 10% increase of income generated to support university projects	NCRC Core Staff, SRA/Aide, Admin Aide, Laborers		10%	10%	5	5	4	4.67	
		A29. Number of STF/IGP's monitored, supervised and managed	NCRC Core Staff, SRA/Aide, Admin Aide, Laborers	Manages and monitors STF and Income Generating Projects of the Center	1	2	5	5	4	4.67	
		A30. Number of technologies commercialized used by the industry	NCRC Core Staff, SRA/Aide, Laborers								
										4.905	
Average Rating				4.905		Comments and Recommendations for Development Purpose: ✓ Hard working & Responsible					
Punctuality											
Approved Additional Points (w/ copy of Approval)											
FINAL RATING				4.905							
ADJECTIVAL RATING				Outstanding							

Evaluated by:

MARIA JULIET C. CENIZA
Center Director

Date:

Approved:

OTHELLO B. CAPUNO
Vice President for Research and Extension

Date:



VISAYAS
STATE UNIVERSITY

OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION

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Visca, Baybay City, Leyte PHILIPPINES
Phone/Fax: +63 053 563 7106
Email: ovpi@vsu.edu.ph
Website: www.vsu.edu.ph

Teaching Performance Evaluation by Students (TPES)
Summary of Rating
First Semester SY 2018-2019

Name of Faculty : DINGAL, ALFREDO G.
National Coconut Res. Center – Visayas
Visayas State University


Course No. & Descriptive Title		lab/ lec	Class Schedule		No. of Raters	RATING		% Evaluation Rating
						Num.	Adjec.	
Agro 21	Fundamentals of Crop Production	Lab	1 - 4	T	20	5	O	94.71
Agro 21	Fundamentals of Crop Production	Lab	7 - 10	W	20	5	O	97.65
CrpSci22	Practices of Crp Production	Lab	1:00-4:00	F	20	5	O	99.41
Ave. Rating								97.26

Source: Results of Teaching Performance Evaluation by Students filed at OVPI

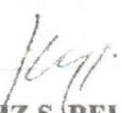
Legend:

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:


NEUSIE F. MONDAL
Admin Aide III, OVPI

Attested By:


BEATRIZ S. BELONIAS
Vice President for Instruction

Vision : A globally competitive university for science, technology, and environmental conservation.

Mission : Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

APPENDIX C

The QCE of the NBC No. 461 for **Research** Instrument 2: LEADERSHIP

Rating Period: **JANUARY TO JUNE 2019**

Name of Faculty: **ALFREDO G. DINGAL** Academic Rank: Associate Professor

Evaluators: The immediate supervisor

- | | |
|--|--|
| <input type="radio"/> Program Project Leaders | <input type="radio"/> College Research Coordinator |
| <input type="radio"/> Project Leader for Study Leaders | <input type="radio"/> College Research Director |
| <input type="radio"/> Others (Please Indicate) _____ | |

Title of Project: Study 1: Development of techniques to improve fruit setting on coconuts.

Instruction: Please evaluate the faculty using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The Faculty is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements.
1	Poor	The faculty fails to meet job requirements

Faculty Performance/Output	Scale				
1. Regularly communicates quality output of the research proceeding to colleagues/staff/clientele/ subordinates.	5	<u>4</u>	3	2	1
2. Manages priorities to get the job done and able to looks for better ways to confronts conflict situations in an honest and direct manner	<u>5</u>	4	3	2	1
3. Encourage/motivates participation/cooperation of the people evolved in the research proceedings.	<u>5</u>	4	3	2	1
4. Suggest/introduces strategies that enhanced colleagues/staff/clientele/subordinates' skills and abilities to perform the research activity in a more efficient manner.	<u>5</u>	4	3	2	1
5. Communicates directly, openly, honestly and shares information with the concerned individual or people involved in their research proceeding	<u>5</u>	4	3	2	1

Total Score: _____


Signature of Evaluator

Signature of Witness

Name of Evaluator

Name of Witness

Position of Evaluator

Agency and Position

Date : _____

Date : _____

PERFORMANCE MONITORING & COACHING JOURNAL

Rating Period: January - June 2019

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

Name of Officer : **ALFREDO G. DINGAL**
Head of Office : **MARIA JULIET C. CENIZA**
Number of Personnel: 1

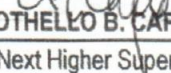
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. Specify)	
	One-on-One	Group			
Monitoring					
1. Meeting		/			
2. Preparation of research report		/			
Coaching					
Consultation / seminar		/			

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

Conducted by:


MARIA JULIET C. CENIZA
Immediate Supervisor

Noted by:


OTHELLO B. CAPUNO
Next Higher Supervisor

cc: OVPI
ODAHRD
PRPEO

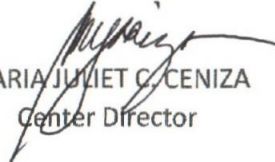
PERFORMANCE MONITORING FORM

Name of Employee: **ALFREDO G. DINGAL**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Overall Assessment of Output**	Remarks/ Recommendation
1.	Teaches Horticulture subjects	Full time equivalent teaching (18.3)	Jan 2019	June 2019	June 2019	Very impressive	Outstanding	
2.	Consultation with student on subject matter and other course-related activities	71 students consulted on subject matter and other course activities	Jan 2019	June 2019	June 2019	Very impressive	Very Satisfactory	
3.	Supervises student-related activities assisted	Supervises 1 student-related activities	Jan 2019	June 2019	June 2019	Very impressive	Very Satisfactory	
4.	Present relevant output on research conducted during in-house review	Presents 4 research outputs during in-house review	Jan 2019	June 2019	June 2019	Very impressive	Very Satisfactory	
5.	Implements and conducts approved research on coconut and intercrops	Implements/conducts 4 research projects	Jan 2019	June 2019	June 2019	Very impressive	Very Satisfactory	
8.	Conducts training on coconut-related topics as resource person	Conducts training to 60 persons on coconut-related topics (resource person)	Jan 2019	June 2019	June 2019	Very impressive	Very Satisfactory	
9.	Develops technoguides/IEC materials on coconut technologies	Develops 2 technoguides/IEC materials on coconut	Jan 2019	June 2019	June 2019	Very impressive	Very Satisfactory	
10.	Generates VSU funds for the conduct of extension	Generates 27,000 for the conduct of extension	Jan 2019	June 2019	June 2019	Very impressive	Very Satisfactory	
11.	Serves beneficiaries/clients/coconut farmers	Serve 6 groups of coconut farmers/clients and 200 individuals were given coconut seedlings	Jan 2019	June 2019	June 2019	Very impressive	Very Satisfactory	
12.	Implements/conducts and supervises approved extension projects	Implements/conduct 5 approved extension project	Jan 2019	June 2019	June 2019	Very impressive	Very Satisfactory	
13.	Supervises distribution of IEC materials to interested clients	Supervises/Distributes 160 leaflets on coconut to interested clients	Jan 2019	June 2019	June 2019	Very impressive	Very Satisfactory	
14.	Increases 10% of IGP project to support university projects	25% income increase of IGP project on coconut intercrops	Jan 2019	June 2019	June 2019	Very impressive	Very Satisfactory	
15.	Manages and monitors IGP project on coconut intercrops	Manages and monitors 2 IGP projects	Jan 2019	June 2019	June 2019	Very impressive	Very Satisfactory	

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor


 MARIA JULIET C. CENIZA
 Center Director

EMPLOYEE DEVELOPMENT PLAN
Rating Period: January - June 2019

Name of Employee: ALFREDO G. DINGAL
 Performance Rating: _____

Aim:

To effectively promote & disseminate profitable cornut production systems.

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

Date: January 4, 2019

Target Date: 1st Quarter

First Step:

Establish feasible & productive demo sites for farmers as model scheme.
Develop IEC materials in order to promote awareness and
support with technical expertise.

Result:

Be able to present good/best practices from generated technologies and
expand or multiply demo sites in farmers' fields.

Date: April 2019

Target Date: 2nd quarter

Next Step:

Proposed recommendations for productive cornut production schemes to farmers
from innovative research outputs.

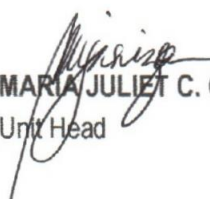
Outcome:

Increase productivity of cornut farmers.


Final Step/Recommendation:

Wider promotion of productive cornut production schemes and
share technical expertise to farmers.

Prepared by:


 MARIA JULIET C. CENIZA
 Unit Head

Conforme:


 ALFREDO G. DINGAL