

Exhibit K

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

Name of Faculty Member: **JEROME O. ARRIBADO**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.89 x 50% = 2.44	
b. Students (50%)		4.90 x 50% = 2.45	
Total for Instruction	30%	4.89	1.47
2. Research			
a. Dept. Head/Center Director		4.79 x 100 % = 4.79	
Total for Research	20 %	4.79	0.95
3. Extension			
a. Dept Head/Center Director (100%)		4.95 x 100% = 4.95	
Total for Extension	20%	4.95	0.99
4. Administration	30%	4.91	1.47
5. Production			
TOTAL			4.88

EQUIVALENT NUMERICAL RATING: 4.88

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.88


ADJECTIVAL RATING:

Outstanding

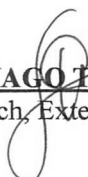
Prepared by:

Reviewed by:


RICLYN M. ARGALLON
Admin Aide


IVY C. EMNACE
Director for Research

Approved:


SANTIAGO T. PEÑA, JR.
VP for Research, Extension and Innovation

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JEROME O. ARRIBADO, Director of the Eco-Farm and Resource Management Institute (Eco-FARMI) commit to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July to December 2024.


JEROME O. ARRIBADO

Ratee

Date: January 21, 2025

Approved:


SANTIAGO T. PEÑA JR.

VP for REI

Date: 1/23/25

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 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A 9. Actual Faculty's FTE	Handles and teaches courses assigned	10	11.1	5	5	5	5.00	
		A 10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	7	5	5	5	5.00	
		A 12. Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5.00	
		A 14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	21	5	5	4.5	4.83	
		A 14. Number of term exam administered and checked	Administers and checks midterm and final examination for subjects taught	3	8	5	5	5	5.00	

		A 15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required (per section)	2	3	5	5	4.5	4.83	
	PI 8: Number of students advised: *	A 16. Number of students advised:	Acts as academic adviser to students		1	5	5	5	5.00	
		A 17. Number of students advised on thesis/ field practice/special problem:								
		<i>As Thesis Adviser</i>	Advises, and corrects research outline and thesis/SP manuscript	2	5	4.5	4.5	4.5	4.50	
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	2	1	4.5	4.5	4.5	4.50	
		A 18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	50	75	5	5	4.5	4.83	
	PI 9: Number of student organizations advised/ assisted *	A 19. Number of Student organizations advised	Advises student organizations recognized by USSO		1	5	5	5	5.00	
		A 20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities		1	5	5	5	5.00	
	PI 10: Number of instructional materials developed *	A 21. Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		<i>Supplemental learning resources</i>	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	10	7	4.5	5	5	4.83	
		A 24. Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	4.5	5	5	4.83	
UMFO 3. RESEARCH SERVICES										
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year		1	5	5	4.5	4.83	

	PI 3. Number of research outputs completed within the year*	A 28. Number of research proposal created and submitted within the year	Create and submit research proposal	1						
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences							
		<i>In institutional for a/conferences (In-house review)</i>	Prepares/ reproduces paper for presentation	1	1	4.5	5	5	4.83	
			Prepares/ consolidates project/study report for RDE in-house Review and Evaluation	1	1	4.5	5	5	4.83	
			Serves as facilitator during In-house Review, encode research outputs and evaluation		1	4.5	4.5	5	4.67	
			Number of research project proposal evaluated		3	4.5	5	5	4.83	
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	1	1	5	5	5	5.00	
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	20	9	5	5	5	5.00	
	PI 2. Number of training conducted under extension project	A 38. Number of training conducted under extension project	Conducts trainings under the extension program	1	1	5	5	5	5.00	
	PI 2. Number of trainees participated the training	A 38. Number of trainees participated the training	Conducts trainings under the extension program	25	50	5	5	5	5.00	

	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implements duly approved extension projects		1	5	5	4.5	4.83	
	PI 2. Number of OJT/Intern students accepted within the year	A 38. Number of OJT/Intern students accepted within the year	Accepts and assists OJTs/Intern students							
	PI 2. Number of visitors/farmers visited and entertained in the Demonstration farm for extension services	A 38. Number of visitors/farmers visited and entertained in the Demonstration farm for extension services	Entertains and assists Demofarm visitors	20	30	5	5	5	5.00	
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	85%	95%	5	5	5	5.00	
		Number of leaflets distributed to the farmers and interested individuals within the year	Design, print, and distribute leaflets to the farmers and interested individuals within the year	50	50	5	5	5	5.00	
		Number of extension project commodity evaluated	Serves as facilitator during In-house Review, encode extension outputs and evaluation		1	4.5	5	5	4.83	
			Evaluates extension project proposal submitted		5	4.5	5	5	4.83	
		Preparation of monthly financial report for IGP	Prepare and submit monthly report	12	9	5	5	4.5	4.83	
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										

[illegible]

Evaluated & Rated by:


IVY C. EMNACE

Director for Research

Date: 1/22/25

Approved by:


SANTIAGO T. PEÑA, JR.

VP for Research, Extension and Innovation

Date: 1/23/25

Comments and Recommendations for
Development Purpose:

Attend training on research and
extension related unitship, and
professional development, pursue PhD.

PERFORMANCE MONITORING & COACHING JOURNAL
Rating Period: July - December 2024

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

Name of Officer : **JEROME O. ARRIBADO**

Head of Office : **IVY C. EMNACE**

Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. Specify)	
	One-on-One	Group			
Monitoring					
Conduct of regular consultation	Update of center activity and targets, update of progress of the projects implemented				
Budget consultation	Consults regularly concerns about budget for the center's operation Encouraged/advised to take initiatives to source out funding outside VSU Enhance partnership and collaboration within VSU system and outside VSU				
Coaching					
Management and Leadership	As representative to meeting in the region and other relevant events				

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

Conducted by

IVY C. EMNACE

Director for Research

Noted by:

SANTIAGO T. PEÑA, JR.

Next Higher Supervisor

cc: OVPI

ODAHRD

PRPEO

EMPLOYEE DEVELOPMENT PLAN
Rating Period: July to December 2024

Name of Employee: JEROME O. ARRIBADO
Performance Rating: _____

To further enhance knowledge on research, extension, and development activities related to poultry and
Aim: livestock farming systems. Further develop the leadership and management ability, and pursue
advanced study (Doctor of Philosophy).

Date: July 2024

Target Date: within 3rd quarter of 2024

First Step:

Look for advanced training courses related to poultry and livestock production within the framework of natural
farming practices.

Attend leadership and management training

Result:

Registered for a training course on poultry and livestock production for natural farming practices

Participated the training on leadership and management training skills

Date: October 2024

Target Date: within 2nd quarter of 2024

First step

Attend research and extension proposal writeshop


Outcome:

Implementation of the project

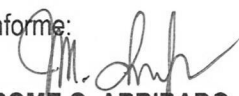
Final Step/Recommendation:

Pursue advanced study (Doctor of Philosophy)

Prepared by:


IVY C. EMNACE
Director for Research

Conforme:


JEROME O. ARRIBADO
Name of Ratee



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: ARRIBADO, JEROME O.

Department: Dept. of Animal Science

College: College of Agriculture & Food Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
AnSc 22n	INTRODUCTION TO LIVESTOCK AND POULTRY PRODUCTION	LEC	4.00	Very Satisfactory	80.0%
AnSc 22n	INTRODUCTION TO LIVESTOCK AND POULTRY PRODUCTION	LEC	5.00	Outstanding	100.0%
Average Rating			4.50	Outstanding	90.00%

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:

ARRIBADO, JEROME O.

Name and Signature of Faculty

Date: 05/23/24

Distribution of copies: ODIE, College, Department, Faculty