

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS
(January-June 2019)**

Name of Faculty: Henry Y. Goltiano

Associate Professor V

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) 3	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head (50%)	50%	.5 x 5 = 2.5	
b. Students (handled 2 undergraduate subjects, 2 MS subjects and 2 doctoral subjects. In all subjects I was evaluated I rated Outstanding.)	50%	.5 x 5 = 2.5	
Total for instruction	.55	5	2.75
2. Research			
a. Client/Dir. For Research (50%)			
b. CAFS Dean/Center Director (50%)			
Total for Research	.15	5	0.75
3. Extension			
a. Client/Dir. For Extension (50%)			
b. Dept. Head/Center Director			
Total for Extension	.05	4.67	0.23
4. Administration	.25	5	1.25
5. Production			
TOTAL			4.98

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

4.98

OUTSTANDING

Prepared by:

HENRY Y. GOLTIANO
Name of Faculty

Reviewed by:

HENRY Y. GOLTIANO
Department Head

Recommending Approval:

VICTOR B. ASIO
CAFS, Dean

Approved:

BEATRIZ S. BELONIAS
Vice President for Instruction

"Exhibit B"
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, HENRY Y. GOLTIANO, of the Department of Agricultural Education and Extension accomplished the following for the period January-June 2019.

HENRY Y. GOLTIANO

Ratee

Approved: VICTOR B. ASIO
 CAFS Dean



MFO & PAPS	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks (% increase of accomplishment over target)
					Q1	E2	T3	A4	
Advanced education services	FTE: Number of students taught	Handled the following graduate courses as DAEEEx faculty:		Graduate courses handled:					
		Targeted Jan-May 2019 (2 nd sem SY 2018-19): AgEx 216 (Tching Farmers Class) F 8-11am	0.75 (3 students x 3units/12)	3.0 (12 students x 3/12)	5	5	5	5	
		Not targeted Jan-May 2019 (2 nd sem SY 2018-19): AgEx 217 Tching farmers class	-	0.5 (2 students)	5	5	5	5	
		Subtotal or average for advance educn services	0.75	4	5	5	5	5	533% accomplishment
Higher Education Services	FTE: Number of students taught	Taught the following undergraduate subjects as DAEEEx faculty:							
		Targeted Jan-June 2019 (2 nd sem SY 2018-19): AgEx 136 Rural Idearship AgEx 200.2 Supervised field experience	- 0.75 (5 students) 0.30 (2 students)	1.80 (12 students) 0.75 (5 students)	5 5	5 5	5 5	5 5	
		June-July 2018 DeEd 122 Rural Insts, issues, problems & social change	3.00 (20 students)	4.66 (14 students x 3/9)	5	5	5	5	
		Subtotal or average for higher educn services	4.05	7.21	5	5	5	5	178%
	Student Advising	Chairman GAC	1		5	5	5	5	
		Member GAC	1	3	5	5	5	5	
		Subtotal or average for student advising	2	3	5	5	5	5	150%
	Consultation services	Number of hours spent on student consultation	20	70	5	5	5	5	
		Subtotal for consultation services	20	70	5	5	5	5	250%
Research	No. of research involvement	Research Involvement ACIAR FLR	1	1	5	5	4	4.67	
		Subtotal or average for Research	1	1	5	5	4	4.67	100%
Extension	No. of Beneficiaries served: groups & individuals	Groups: -One farmers association	1	2	5	5	4	4.67	
		Subtotal or average for extension	1	2	5	5	4	4.67	150%

#08

Others	Managing Editor	ATR (reviews/edits 5 articles)	5	10	5	5	5	5	200%
TOTAL OVERALL RATING									
					Adjectival Rating		Outstanding		
Average Rating (Total Over-all rating divided by all the areas)			4.93		Comments & Recommendations for Development Purpose: ✓ May attend international conferences				
Additional Points:									
Punctuality									
Approved Additional points (with copy of approval)									
FINAL RATING									
ADJECTIVAL RATING									

Evaluated & Rated by:

Recommending Approval:

Approved by:


VICTOR B. ASIO
CAFS, Dean

N/A


BEATRIZ S. BELONIAS
Vice President for Instruction

Date: _____

Date: _____

1 – quality, 2 – Efficiency, 3 – Timeliness, 4 – Average

#08

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Department of Agricultural Education & Extension (DAEEEx)

Head of Office: Henry Y. Goltiano

Number of Personnel: 6

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	The undersigned asks for updates on the various assignments from each faculty and staff to ensure that targets are met and quality expected complied.	The faculty and staff have shown dedication in their respective responsibilities as observed by the undersigned. The undersigned encouraged them to continue doing their best.	NA	NA	Faculty and staff continue to do their best
Coaching	Each one has adequate capabilities for their respective responsibilities. Each however is encouraged to upgrade their capabilities thru appropriate trainings and exposure.	Having done their best, each faculty and staff were encouraged to keep up the good work.	NA	NA	Some faculty have applied for local/ international trainings

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

Conducted by:

HENRY Y. GOLTIANO

Immediate Supervisor

Noted by:

VICTOR B. ASIO

CAFS Dean

Cc: OVPI
ODAHRD
PRPEO

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Henry Y. Goltiano

Performance Rating: Outstanding

Aim: To send Dr. Goltiano to an international conference as oral paper presentor

Proposed Interventions to Improve Performance:

Date: Sept. – Dec. 2019

Target Date: Jan-June 2020

First Step: Dr. Goltiano searches for prestigious international conferences in his area of expertise.

Result: Dr. Goltiano is accepted to present his paper in the international conference. He is then recommended by the departments personnel committee to the university scholarship committee for funding support.

Date: Jan-June 2020 Target Date: Jan-June 2020

Next Step: Dr. Goltiano attends the international conference; establishes linkages in some international partners.

Outcome: Paper is published in the conference proceedings & other referred publications.

Final Step/Recommendation:

He prepares his travel report, incorporate his experience in his teaching materials.

Prepared by:


VICTOR B. ASIO
CAFS Dean

Conforme:


HENRY Y. GOLTIANO

Name of Ratee Faculty/Staff