#### Exhibit K

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

Name of Faculty Member:

PASTOR P. GARCIA

	Program Involvement	Percentage	Numerical Rating	Equivalent
	(1)	Weight of	(Rating x%)	Numerical
		Involvement	(3)	Rating
		(2)		(2x3)
1.	Instruction			
	a. Head/Dean (100%)		4.670 x 100%=	
			4.670	
	Total for Instruction	50%	4.670	2.335
2.	Research			
	a. Dept.Head/Center Director (100%)		4.300 x 100% =	
			4.300	
	Total for Research	50%	4.300	2.150
3.	Extension			А.
	a. Dept Head/Center Director (100%)			
	Total for Extension			
4.	Administration			
5.	Production			
	TOTAL			4.485

**EQUIVALENT NUMERICAL RATING:** 

4.485

Add: Additional Points, if any:

4.485

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

Reviewed by

OR P. GARCIA Name of Faculty

Department Head

Recommending Approval:

Approved:

JOSE L. BACUSMO Director for Research

VP for Research & Extension

"Exhibit B"

### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I. PASTOR P. GARCIA, a faculty member of the Ecological Farm and Resource Management Institute (Eco-FARMI) commit to the deliver and lagree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January 2020 to June 2020.

PASTOR P. GARCIA

Date:

Approved

ROMEL B. ARMECIN

Director Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment		ing have got beautiful.	Ratin	g	REMARKS (Indicators in percentage should
	INITO OLIMIES	ON SERVICES			Accomplishment	Quality	Eficiency	Timeliness	Average	be supported with numerical values in numerators and denominators)
UMFO	1. ADVANCED EDUCATIO	N SERVICES								
OVPI	MFO 2. Graduate Student	Management Services						-		an an an agus an tha bhail air an aireann an tha an tha an an an air an air agus de g-ann agus an air an an an
	PI 4: Total FTE coordinated, implemented &	A1. Actual Faculty's FTE	Handles subjects/courses assigned	0	0.5	5	5	4	4.67	and a splease to principle of the construction of the splease of t
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		on thesis/special								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	agual y ann an aire ann agus an deile de aire de ann an an dean agus ann agus ann agus ann agus ann agus ann a					
and a second second second		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	5	2	5	5	4	4,47	

	PI 9: Number of instructional materials developed *	<u>A5</u> . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems									
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof									
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1			4	5	5	4.67		
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.				4	5	5	4.67		
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor									
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom		and the second s							
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal									
MFO.	2. HIGHER EDUCATION	SERVICES										
VPI U	MFO 3. Higher Education	n Management Services				<del></del>			,		an distribute para para mendenana angan anga	
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned						,		an dialah kepada di samun di s	and in the same place
	to the second se	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before cleadline		ternalista eras gençimment dişinde işla veç çimme	anne aleman e e e e e e e e e e e e e e e e e e e					and place for a figure and a second contract of the second contract	

1. 5.	destruction of the second of the second	Land and the Control of the Control of the Control	The state of the s	at his day of the same	the second second	the same	and the distribution	Line de mare en	and the second second
		A 11 . Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period						
		A12. Number of trainings attended related to instruction	Attend mandated trainings	ayan a san da			giran in malan na garaga na dipitanja dalamana	-	ari da ayar a filik
	<u> </u>	A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught						
gardynamic (		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab				,		an ambining april and hijiba
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	and the second s					
-	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviserto students					-	
		A17. Number of students advised on thesis/field practice/special problem:							
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript						
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript						n in annual mention of the second sections
-	an alaman garagan garagan garan an aran an aran an aran an aran an aran aran an aran aran aran aran aran aran a	A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	agiantia fizzi e anno de anno anno anno anno anno anno anno ann					
and the second	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO						
and the second	an kanana ja anganjaja an anakan anja anka falipaja an anakan anja	A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student						are and the second second

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 Fechnical Review Panel			-		
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof					
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught					
	Assessment toals	Prepares assessment tools such as long exam, quizzes, problems sets, etc.					
	A 23: Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor					
	A 24: Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	ta a ta a ganga gana a ta a gana a gana a ta a gana a				alaminus ja kunti täätän tiljuut jamus
PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:		de en espera que que presenta en esperante en esperante en esperante en esperante en esperante en esperante en				
	Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation.					
	Agency/firm/Industry linkages	Cogrdinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU					
	A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	atan per angula ar atput kapa akapan kanan kanan kanan aran banan aran kanan kanan kanan kanan kanan kanan kan				
3 . RESEARCH SERVICE	S		7	197	5.00		

and the following the second second		and the second of the second o				Same			and the second	and the same of the same of the
	A27. 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	5	8	And the second s	4	5	4	4.3	
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	2	1		4	5	4	4.3	
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1		The second secon					
	In refereed int'l journals	and the same of th	1		***************************************					may jeung pinamaga garin mete ligili di pinang manan meterolika meneri
and the second s	In refereed nativegional journals	and simustaness are applicable field of the supercontent of the convergence on subsequent species are subsequent to the convergence of the converg	1							
PI 4. Number of research outputs presented in egional/national/ int'l ora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientic for a/conferences	1		1					
	In int'l fora/conferences	and processing and respect to the state of t	1			7			man time of the contract of th	
	In nat'l/regional fora/conferences		raining of management		1					
PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1		And the state of t					managalan nyaéta minintahin di pelakan mendanan di
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)					7.4				anterior en esperado de la composição de l
	A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper								

		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output								
		A 35 Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal			inan diputi padi padi padi padi padi padi padi pad					
VEC	4. EXTENSION SERVI	CES			-		-	-			,,,
	PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other	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								
	Pl 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			ant the fight is far as grown and all the second					
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects								
ine and Berline in English	beneficiaries who rated	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							matempiante, qui metrici i pri di contra la contra con e	
maninitum) anty-lique		A 40 . Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries		mininguis iganf ginant manimum, and		and the second s		androngia gagaga	and the second second	
	Research Mentering	Research Mentor		4-24	and the state of t	- is the proof of the second				and the second s	

and the second of the second o	the shirt of the first the same and the same	the state of the first term of the state of	A Land of the land of the land				
Peer reviewers/Panelists	Peer reviewers/Panelists						
Resource Persons	Resource Persons		1	of the second second second second second second	Annual State States		
Convenor/Organizer	Convenor/Organizer		***************************************	<del>,, </del>	Propension and another	 	
Consultancy	Consultant	anatina agrico territorio del populario del conserva del conserva del conserva del conserva del conserva del c	1	and processing the state of the			
Evaluator	Evaluator			ad je menin menden prografi se vi hjelicilija digu am ammelli se se			
PI 8. Percent of extension proposals approved *	A.41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation					anne grip ann hairig a de ann an n-bacan agus a repai grafe an
PI 11. Additional outputs	A.42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		ernani din mangara ya baj				
	A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal		and great and an analysis of the second			
MFO 5. SUPPORT TO	OPERATIONS						
OVPI MFO 4. Program a	nd Institutional Accreditation Ser	vices		nder französische sein und gemille der bestehnlich freude genammt dem blische sein	717 1	 	an magadhart hiji kataphal yaan dha ndhatan myha avagamiga ya oo
PI 8. 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*	A 44. 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					

Company of the Compan	Samuel Carrier to Commence Control	Colorado de Espera de Caraciones	A COLUMN TO THE REAL PROPERTY OF THE PARTY O		and the second	N. Albania et al. Evenin
	A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools				
and the second s	On program accreditations					<del>per ter estado en especial per e</del> l presentamentos per esperantes de la primir fera de presenta de la primir dela primir de la primir dela primir de la primir dela pri
Alian iyaan mataan aliamiinay kuun epiis penga masaaniisti qaa geria ariibistigidad masaan aliamiina ka	On institutional accreditations		ina nagamatan dan di ipinda pamainan mina karinna jamaniya ing karing ina dan makarin			maning digital grand grand and a superior digital grand grand and a superior digital grand grand and a superior digital grand gra
JMFO 6. General Admir	n. & Support Services	<del></del>	ere muse tigen til skille skille sed græne stære til se træven skyrere skjellerek grinne år eres krei men			aran mendan mengerah yi mada mada mengerara da da kada pada sama
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	and the second s		and y reconstruction and gravity and gravity and an extension	lenen jungskipa (junus university) er til til julius und
PI3: Additional Outputs	A 47. 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	internacy grant the Digital process and the Control of the Control			
	A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal				
Total Over-all Rating						27,28/6
Average Rating	white the second		inanangangan daga daga daga daga daga dag		#DIV/0!	4.55
Adjectival Rating	Sample of the second se	and the same of th	and the second s	-		very contifacto

Evaluated & Rated by:

ROMEL B. ARMECIN Director, FARMI

Date:

Recommending Approval

JOSE L. BACUSMO

Director, Research

Date:

Approved by:

OTHELLO B. CAPUNO
Vice President for Research and Extension

Date:

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to peer-reviewed

Puth int.

## PERFORMANCE MONITORING & COACHING JOURNAL Rating Period: January - June 2020

<b>√</b>	1 <sup>st</sup>	Q
$\checkmark$	2 <sup>nd</sup>	A R
	3 <sup>rd</sup>	T
500000000000000000000000000000000000000	4 <sup>th</sup>	E R

Name of Officer: PASTOR P. GARCIA Head of Office : ROMEL B. ARMECIN

Number of Personnel: 1

Activity Manitaria		MECHANISM							
Activity Monitoring	Me	eting		Others (Pls.	Remarks				
Monitoring	One-on-One	Group	Memo	Specify Specify	r Gillains				
-conducts meeting and revisit EcoFARMI research agenda with the core staff -review and updates of researches on renewable energy and bio-systems engineering	Feb. 2020	Jan. 2020							
Coaching conducted consultations lote: Please indicate the date in the appropri	May 2020				and the second s				

indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

Noted by:

ROMEL B. ARMECIN

Immediate Supervisor

OTHELLO B. CAPUNO Next Higher Supervisor

cc: OVPI **PRPEO** 

**ODAHRD** 

# **EMPLOYEE DEVELOPMENT PLAN**Rating Period: January - June 2020

	of Employee: rmance Rating:	PASTOR P. GARCIA			
AIM:	To enhance the k	nowledge of staff on research d	leve	elopment and	research paper writing.
	osed Interventions nsibilities:	s to Improve Performance and	d/o	r Competen	ce and Qualification to assume higher
Date:	January 2020		T	arget Date:	1st Quarter
First					
		participate on journal article writ	ting	and other too	ols in dessiminating research
results	S.				
Resul	it:				
Able t	o publish articles ir	referreed journals.			
Date:	April 2020		1	arget Date:	2nd Quarter
Next :	Step:				
-		participate in training-workshop	rel	ated to journa	l article writing for retooling.
Outco					
Partic	ipation in scientific	article writing for publication of	res	earch results	
Final	Step/Recommend	dation:			
		,	Pre	epared by:	ROMEL B. ARMECIN
					Unit Head
Confo		PASTOR P. GARCIA			

Ratee