

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: TRISHIA JADE C. ACILO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2 x 3)
1. Instruction			
a. Head (50%)		<del>4.20</del> <del>5.0</del> X 0.50 = <del>2.50</del> 2.10	2.10 <del>2.50</del>
b. Students (50%)		5.0 x 0.50 = 2.50	2.50
Total for Instruction	100		
2. Research			
3. Others (Committee chairmanship, etc.)			
TOTAL RATING			4.60 <del>5.0</del>

EQUIVALENT NUMERICAL RATING

:

~~5.0~~ 4.60

TOTAL NUMERICAL RATING

:

~~5.0~~ 4.60

ADJECTIVAL RATING

:

OUTSTANDING

Prepared by:

  
TRISHIA JADE C. ACILO  
Name of Faculty


Reviewed by:

  
LUZIO O. MORENO  
Head, DPBG

Recommending Approval:

  
VICTOR B. ASIO  
Dean, CAFS

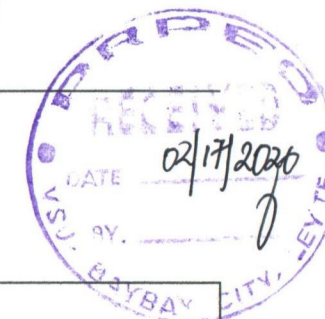
Approved:

  
BEATRIZ S. BELONIAS  
Vice President, Instruction



**VISAYAS**  
STATE UNIVERSITY

Visayas State University  
DEPARTMENT OF PLANT BREEDING AND GENETICS  
Visca, Baybay City, Leyte  
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)



I, TRISHIA JADE C. ACILO, Instructor I, commits to deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period July to Dec, 2019.

TRISHIA JADE C. ACILO  
Instructor I  
Date:

LUZ O. MORENO  
Head, DPBG  
Date:

MFO No.	MFO Description	Success/Performance Indicator (PI)	Assigned Task	Target	Actual Accomplishments	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO 2. Higher Education Services										
MFO 1. Curriculum Program										
	PI 1: Total Undergraduate FTE monitored	Bio22 Lab: LO58 = 39 LO63= 27 LO61 =37 LO34= 14 Pbre 11 Lab: LO38=34 LO40 = 34 LO44= 37	18	33.30	5	3.8	3.8	4.2		
	PI 9: Number of thesis/special problem students:									
	a. Thesis outline/manuscript advised									
	c. Number of students advised as SRC chairman/member									
	PI 10: Number of student organizations advised									
	PI 11: Number of instructional materials developed/revised									
	b. Teaching guides/Student guides/Laboratory Manuals									
	c. Complete sets of teacher-developed audio visual materials (powerpoints, videos, computer games, etc)									
	PI 12: Additional outputs									

Control No 066

	Number of awards/recognitions received by faculty member						
<b>UMFO 3. RESEARCH</b>							
	PI 1: Number of published papers in internationally indexed journals <i>refereed int'l journals</i> <i>refereed national journal</i>						
	PI 2: Number of research outputs presented in local/regional/national /international fora/conferences						
	PI 3: Number of research project/study conducted and/or completed on schedule						
	PI 5: Number of research project proposals approved						
<b>UMFO 4. Extension services</b>							
	PI 1: Number of technical/expert services rendered						
	PI 2: Number of extension projects/components conducted						
<b>UMFO 5. Support to Operations (STO)</b>							
<b>MFO 3. Faculty Evaluation Services</b>							
	<b>PI6</b> : Number of college/department-level seminars/trainings/ workshops/reviews conducted/ <u>attended/facilitated</u>						
Total Over-all Rating	4.20	<b>Comments and Recommendations for Development Purpose:</b> she has the potential of becoming a consistent teacher/researcher. She should be encouraged to pursue graduate studies and given regular position. She is a potential asset to the unit.					
Average Rating	4.20						
Adjectival Rating	VS						

Evaluated and Rated by:

*Moreno*  
**LUZ O. MORENO**

Head, DPBG

Date: 12/20/2019

Recommending Approval:

*Victor B. Asio*  
**VICTOR B. ASIO**

Dean, CAFS

Date: 12/20/2019

Approved:

*Beatriz S. Belonias*  
**BEATRIZ S. BELONIAS**

VP, for Instruction

Date: 12/20/2019



## EMPLOYEE DEVELOPMENT PLAN

NAME OF EMPLOYEE: TRISHIA JADE C. ACILO

PERFORMANCE RATING: <sup>4.6</sup>5 (Outstanding) Newly hired effective August 2019

AIM: To improve teaching/instruction and research capability

PROPOSED INTERVENTIONS TO IMPROVE PERFORMANCE AND/OR COMPETENCE AND QUALIFICATION TO ASSUME HIGHER RESPONSIBILITIES.

DATE: August 2019

TARGET DATE: December 2019

FIRST STEP: Encourage Ms. Acilo to attend seminar-workshops and conferences to gain new knowledge/insights/experiences

RESULT: Ms. Acilo attended seminar-workshops and conferences

OUTCOME: Ms. Acilo has acquired new knowledge and gained experiences to improve her performance and competence

NEX STEP: Guide/mentor Ms. Acilo in the preparation of laboratory teaching materials and setting-up of classroom laboratory experiments and encourage/require her to make additional readings/review of teaching materials to further improve her teaching skills and knowledge

FINAL STEP/RECOMMENDATION: Encourage Ms. Acilo improve her teaching skills/performance through attendance to seminars/conferences/workshops and other related-activitie and encourage her to also develop research proposals

Prepared by:

  
**LUZ O. MORENO**  
Unit Head

Conforme:

  
Trishia Jade C. Acilo