

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Mr. Medardo C. Magdadaro, Jr.**
Period: **January – June 2019**

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating (Rating x%) (3) | Equivalent Numerical Rating (2x3) |
|---------------------------------------|---|---|--|
| 1. Instruction | | | |
| a. Head/Dean (50%) | 40% | 5.00 | 2.000 |
| b. Students (50%) | 40% | 5.00 | 2.000 |
| Total for Instruction | 80% | | 4.00 |
| 2. Extension/Production | | | |
| a. Client/Dir. for Extension (50%) | 10% | 4.95 | 0.485 |
| b. Dept Head/Center Director (50%) | 10% | 4.95 | 0.485 |
| Total for Extension | 20% | | 0.960 |
| TOTAL | | | 4.960 |


EQUIVALENT NUMERICAL RATING: 4.960
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.960

ADJECTIVAL RATING: OUTSTANDING


Prepared by:

Reviewed by:



MEDARDO C. MAGDADARO, JR.
Name of Faculty


SUZETTE B. LINA
Department Head

Recommending Approval :


VICTOR B. ASIO
Dean, CAFS

Approved:


BEATRIZ S. BELONIAS
VP for Instruction

Visayas State University
College of Agriculture and Food Science

DEPARTEMENT OF SOIL SCIENCE

Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, MEDARDO C. MAGDADARO JR., Instructor I of the Department of Soil Science, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January 1, 2019 to June 30 2019 (Accomplishments)


MEDARDO C. MAGDADARO JR., MSc.
Ratee

Date: _____

Approved: 

SUZETTE B. LINA, Ph.D.
Head of Unit

Date: _____

| MFO No. | MFO Description | Success/Performance Indicator (PI) | Task Assigned | Target | Actual Accomplishment | Rating | | | | Remarks |
|--|-----------------|---|--|--------|---------------------------|---------|------------|------------|---------|---------|
| | | | | | Details of Accomplishment | Quality | Efficiency | Timeliness | Average | |
| FO 2 Higher Education Services | | | | | | | | | | |
| Undergraduate Degree Program Management Services | | | | | | | | | | |
| | | PI 1. Number of FTE | Teach: SS 22 Laboratory, Colloquium, Practicum for Soil Science | 18.00 | 20 | 5 | 5 | 5 | 5.0 | |
| Undergraduate Student Management Services | | | | | | | | | | |
| | | PI 1. Number of undergraduate thesis outline approved | Read, reviewed and approved thesis outline as adviser and SRC member | 0 | 0 | | | | | |

| | | | | | | | | | | |
|--|--|---|---|----|----|---|---|---|-----|--|
| | | PI 2. Number of undergraduate student's manuscripts approved | Read, reviewed and approved undergraduate student's manuscript as adviser and SRC member | 0 | 0 | | | | | |
| | | Student advising and consultation services | | | | | | | | |
| | | PI 5. Number of academic advisees | Advised students on what subjects to take and approve COR | 10 | 10 | 5 | 5 | 5 | 5.0 | |
| | | PI 6. Number of student-related activities assisted | Approved and monitored student activities as Adviser of OSSM (Org. of Soil Science Major) | 1 | 1 | 5 | 5 | 5 | 5.0 | |
| | | PI 8. Number of student awards/honors received | Monitored/guide academic/thesis advisees | 0 | 0 | | | | | |
| MFO3. Faculty Evaluation Services | | PI 1. Teaching Performance | All subjects handles | | | | | | | |
| MFO 4 Research Services | | | | | | | | | | |
| | | PI 1. Number of article prepared for publication | | | | | | | | |
| | | <i>In refereed int'l journals</i> | Research output from Dissertation | 0 | | | | | | |
| | | PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences | | 0 | 0 | | | | | |
| | | <i>International conferences</i> | | | | | | | | |
| | | PI 3. Number of research projects conducted and/or completed on schedule | | 0 | 0 | | | | | |
| | | PI . Amount of research money generated from external funding (Thousand PHP) | | 0 | 0 | | | | | |
| | | PI 7. Number of trainings/workshops attended | | 1 | 2 | 5 | 5 | 5 | 5.0 | |

| | | | | | | | | | | |
|--|--|--|---|-----------------------------|-----|-------------|---|---|-----|--|
| MFO 5 Extension | | | | | | | | | | |
| | | PI 5. Number of Scientific Papers reviewed | | 0 | 0 | | | | | |
| MFO 7 General Admin and Support Services | | | | | | | | | | |
| | | PI 7. Number of College/University meetings attended | | 1 | 6 | 5 | 5 | 5 | 5.0 | |
| | | PI 8. Number of committee membership | Department-based Comm. | 1 | 6 | 5 | 5 | 5 | 5.0 | |
| | | PI 10. Zero percent complaint from clients served | None | 0 % complaint | 0 | 5 | 5 | 5 | 5.0 | |
| | | University-wide ISO 9001 certification preparedness | Function as QAC Asst Director, ISO 9001 Internal Auditor | 100% compliance to WP | 100 | 5 | 5 | 5 | 5.0 | |
| Total Over-all Rating | | | | | | 40.0 | | | | |
| Average Rating | | | | | | 5.000 | | | | |
| Adjectival Rating | | | | | | Outstanding | | | | |

Comments & Recommendations for


Maintain your good performance at work.

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


Evaluated & Rated by:

Recommending Approval:

Approved:



SUZETTE B. LINA
Head, DSS



VICTOR B. ASIO
Dean, CAFS



BEATRIZ S. BELONIAS, Ph.D.
VP for Instruction

Date:

Date:

Date

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MEDARDO C. MAGDADARO
Performance Rating: OUTSTANDING

Aim: To sustain outstanding performance of the department

Proposed Interventions to Improve Performance:

Full support from the University in terms of continuous faculty development program, research/extension activities and administrative support in the preparation of updated teaching materials.

Date: June 2019 Target Date: December 2019

First Step:

- Revise/update Instructional Materials
- Attend national and international scientific forum
- Publish scientific paper in international refereed journals

Result:

- Submitted articles in refereed journal
- Prepared course syllabi for new courses handled

Date: June 2019 Target Date: December 2019

Next Step:

- Write scientific proposals for future research
- Collaborate other institutions for research and extension projects

Outcome: Submit scientific proposals to other institutions for possible collaboration.

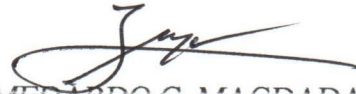
Final Step/Recommendation:

If proposal is approved and budget is ready, then implementation will follow.

Prepared by:


SUZETTE B. LINA
Unit Head

Conforme:


MEDARDO C. MAGDADARO
Name of Faculty