

Exhibit K**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 (2x3)
1. Instruction		0.58 1.79	
a. Head/Dean (50%)		4.78 $5.00 \times 0.50 = 2.50$	2.39 1.79
b. Students (50%)		$5.00 \times 0.50 = 2.50$	2.50
Total for Instruction	100%		
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL			4.89 4.29

EQUIVALENT NUMERICAL RATING:

~~4.89~~ 4.29

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

Reviewed by:

TRISHIA JADE C. ACILO

Name of Faculty

LUZ O. MORENO

Department Head

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, TRISHIA JADE C. ACILO, of the DEPARTMENT OF PLANT BREEDING AND GENETICS 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 to June, 2020.


TRISHIA JADE C. ACILO
 Ratee

Approved: 
LUZ O. MORENO
 Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
UMFO 2. Higher Education Services									
OVPI MFO 1. Curriculum Programs									/
P1. Total Undergraduate FTE monitored		To handle/teach Laboratory courses in PBre11, Biol22p and AgSci 114	18.00	20.1	3	5	5	4.33	
PI.9 Number of thesis									
a. Number of students advised for their academic and thesis concerns									
b. Number of thesis outline/manuscripts approved									
c. Number of students advised as SRC Chairman/mem		To act as SRC member	0	1	5	5	5	5	

indexed journals									
Refereed int'l journals									
Refereed national journals									
PI.2 Number of research outputs presented in local/regional/national/international	To present research results of project handled								
PI.3 Number of research project/study conducted and/or completed on schedule									
PI.5 Number of research project proposals approved									
DBS MFO 4. Extension services									
PI 1: Number of technical/expert services									
PI 2: Number of extension projects/components conducted									
Total Over-all Rating	14.33								

Average Rating (Total Over-all rating divided by 4)	4.78 3.58	XX
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING	4.78 3.58	
ADJECTIVAL RATING	Outstanding	

Comments & Recommendations for Development Purpose:

Her teaching performance is outstanding and always delivers quality outputs on time. She is highly recommended for a regular position and should be given the opportunity to purchase graduate studies.

Evaluated & Rated by:


LUZ O. MORENO
Dept/Unit Head

Date: _____

Recommending Approval:


VICTOR B. ASIO
Dean/Director

Date: _____

Approved by:


BEATRIZ S. BELONIAS
Vice President of Academic Affairs

Date: _____

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

EMPLOYEE DEVELOPMENT PLAN

NAME OF EMPLOYEE: **TRISHIA JADE C. ACILO**

PERFORMANCE RATING: ^{4.89}~~4.89~~ (Outstanding) January-June 2020

AIM: To improve teaching/instruction and research capability

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

DATE: January 2020

TARGET DATE: June 2020

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
Name of Ratee Faculty/Staff