

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

Name of Faculty Member: JULIE BEE M. AGUINALDO

January-June 2018 <sup>1</sup>

Program Involvement (1)	Percentage Weight of Involve-ment (2)	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		4.67x50%	2.33	
b. Students (50%)		4.67x50%	2.33	
Total for Instruction	80%		4.67	3.73
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	10%		4.50	0.45
4. Administration	10%		4.75	0.48
5. Production				
TOTAL	100%			4.66

EQUIVALENT NUMERICAL RATING:

4.66

Add: Additional Points, if any:

0

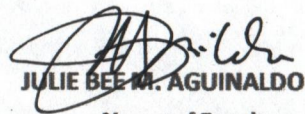
TOTAL NUMERICAL RATING:

4.66

ADJECTIVAL RATING:

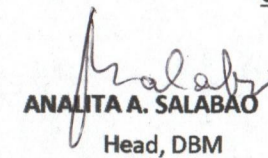
Outstanding

Prepared by:

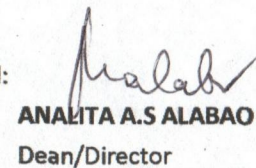
  
JULIE BEE M. AGUINALDO

Name of Faculty

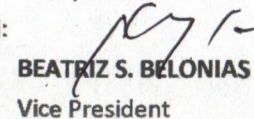
Reviewed by:

  
ANALITA A. SALABAO  
Head, DBM

Recommending Approval:

  
ANALITA A. SALABAO  
Dean/Director

Approved:

  
BEATRIZ S. BELONIAS  
Vice President



# **INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)**

I, JULIE BEE M. AGUINALDO, Instructor of the Department of Business and Management 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 2019- June 2019

**JULIE BEE M. AGUINALDO**

Ratee

Approved:

**ANALITA A. SALABAO**

Head, DBM

MFOs/PAPs	Success Indicators	Tasked Assigned	Target	Percentage of Actual Accomplish ment	Actual Accomplishm ent	Rating				Remarks
						Q1	E2	T3	A4	
Advanced Education Services	1. Graduate Degree Program Management Services									
	PI1: Number of graduate degree specializations offered and monitored									
	PI2: Total FTE monitored									
	PI3: Percentage increase in number of graduate students enrolled									
	PI4: Percentage increase in the number of students who graduated within prescribed period									
Higher Education Services	Full Time Equivalent (FTE)	Teaching	20.00	152%	30.30	5	5	5	5.00	
	Vacation/Sick Leave									
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	Compiler								
	Revised IM's within the last 3 years									
	Advising									
	Approved case study manuscript	Adviser	10	190%	19	5	5	5	5.00	
	Approved thesis outline									
	Approved thesis manuscript									
	Student Advising and Consult Services:									
	Number of student org advised	Adviser								
	Student-related activities assisted	Adviser								
	Student advised as academic adviser	Adviser								



[illegible]



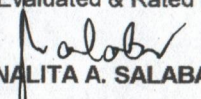
[illegible]

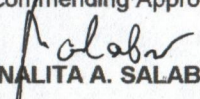


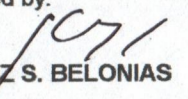
	Membership in university committees									
	Prompt submission of required documents									
	Annual Report									
	Procurement Plan									
	Staff Development Plan									
	Number of Faculty+B216 Mentored									
	Number of department activities supervised									
	Number of faculty members for study leave									
<b>Total Over-all Rating</b>									33.00	

Average Rating (Total overall rating divided by 4)		4.71
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.71
ADJECTIVIAL RATING		0

Comments & Recommendations for Development Purpose:  <i>Teachable young instructor/researcher. Must involve more in research.</i>
--------------------------------------------------------------------------------------------------------------------------------------------

Evaluated & Rated by:  
  
**ANALITA A. SALABAO**  
Dept/Unit Head

Recommending Approval:  
  
**ANALITA A. SALABAO**  
Dean

Approved by:  
  
**BEATRIZ S. BELONIAS**  
Vice President

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Dept. of Business and Management

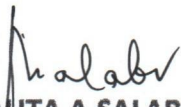
Head of Office: Analita A. Salabao

Number of Personnel: JULIE BEE M. AGUINALDO

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Sharing information and advice about policies, procedures, curriculum, instructional strategies etc.		Following up the progress of research/extension involvement of DBM	Very productive discussion
Coaching	Showing her how to use a specific program (ex. Excel QM) for use in her classes	How possible to develop teaching guides and tips for teaching effectively			Effective and successful

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

Conducted by:

  
**ANALITA A. SALABAO**  
Immediate Supervisor

Noted by:

  
**ANALITA A. SALABAO**  
Dean, CME



EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Julie Bee M. Aguinaldo  
Performance Rating: January 2019-June 2019

**Aim:** To enhance capability, knowledge, and skills in strategic teaching.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2019

Target Date: June 2019

**First Step:**

Attend trainings/workshops related to strategic teaching methods

**Result:**

Attended trainings/workshops related to strategic teaching methods

Date:

Target Date:

**Next Step:**

Share knowledge to students obtained from the seminar.


**Outcome:**

Applied the strategy learned from the seminar to Agribusiness students.


**Final Step/Recommendation:**

To continue attending seminars/workshops/trainings to upgrade competency to perform instruction, research, and extension functions.

Prepared by:

  
ANALITA A.S ALABAO  
Unit Head

Conforme:

  
JULIEE BEE M. AGUINALDO  
Ratee

cc: ODA-HRD