SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: BERTA C. RATILLA (Associate Professor 5)

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
1	2	3	(2x3)
1. Instruction			
a. Head/Dean (100%)	37.5	4.96	1.86
b. Students	37.5	4.19	1.57
Total for Instruction	75	9.15	3.43
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	10	4.98	0.50
Total for Research	10		0.50
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	0.075	4.97	0.37
Total for Extension	0.075		0.37
4. Administration	0.075	5.00	0.38
5. Production	0.0%		
TOTAL	100%		4.68
EQUIVALENT NUMERICAL RATING:		4.68	
Add: Additional Points, if any:			
TOTAL NUMERICAL RATING:		4.68	
ADJECTIVAL RATING:		**OUTSTANDING**	

Prepared by: Reviewed by:

BERTA C. RATILLA
Name of Faculty

ULYSSES A. CAGASAN
Head, Department of Agronomy

Recommending Approval:

VICTOR B. ASIO, Ph.D.
Dean, College of Agriculture and Food Science

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>Berta C. Ratilla</u>, a faculty member of the <u>DEPARTMENT OF AGRONOMY</u> commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>January-June 2021</u>.

Approved:

BERTA C. RATILLA
Associate Professor V
Date: July 21, 2021

ULYSSES A. CAGASAN
Department Head
Date: 7/21/2021

VICTOR B. ASIO
College Dean
Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	**A1**. Actual Faculty's FTE	Handles subjects/courses assigned	4.00	8.11	5	5	5.00	5.00	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students		4.00	5	5	5.00	5.00	Assigned advisees from sabbatical leave are not processing thesis yet.
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	2.00	0.00					Just given thesis advisees this semester
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	2.00	0.00					Just given thesis advisees this semester
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	10.00	20.00	5	5	4.80	4.93	
	PI 9: Number of instructional materials developed *	**A5**. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	1.00						still finalizing courseware

	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1.00	1.00	5	5	4.90	4.97	
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4.00	5.00	5	5	5.00	5.00	
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4.00	5.00	5	5	5.00	5.00	
	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	3.00	3.00	4.8	4.8	4.80	4.80	
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							
Average Rating (Advanced Education)								4.96	
UMFO 2. HIGHER EDUCATION SERVICES									
OVPI UMFO 3. Higher Education Management Services									
PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	20.00	3.15	4.8	5	5.00	4.93	more of graduate courses have been assigned to me this sem and will be satisfied during the 1st semester
	A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	7.00	2.00	5	4.8	4.80	4.87	Target is for the whole year
	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	2.00	13.00	5	5	4.80	4.93	
	A12 . Number of trainings attended related to instruction	Attend mandated trainings	4.00	1.00	5	5	5.00	5.00	
	A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4.00	4.00	5	5	5.00	5.00	

	PI	Indicator	Description							Remarks
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10.00	8.00	5	5	5.00	5.00	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5.00	12.00	4.9	4.8	4.80	4.83	
	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:		3.00	2.00	5	5	4.80	4.93	
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	3.00	2.00	5	5	4.80	4.93	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	3.00						
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	50.00	40.00	4.9	5	5.00	4.97	
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO							
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	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 Technical Review Panel	1.00						still finalizing courseware
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1.00	1.00	5	4.9	5.00	4.97	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5.00	5.00	5	5	5.00	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5.00	6.00	5	5	5.00	5.00	

		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	1.00						still finalizing courseware
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2.00	2.00	5	5	5.00	5.00	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinates 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							
Average Rating (Higher Education)										4.95
Overall Average Rating (Instruction)										**4.96**
TPES Rating										**4.19**
UMFO 3 . RESEARCH SERVICES										
PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	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								
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								
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	50%							
		In refereed int'l journals		1.00	1.00	5	5	4.90	4.97	
		In refereed nat'l/regional journals		1.00	1.00	5	5	4.90	4.97	

Performance Indicator	Activity	Task								
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences								
	In int'l fora/conferences									
	In nat'l/regional fora/conferences		1.00							
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								
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)									
	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	1.00	2.00	5	5	5.00	5.00		
	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								
Average (Research)										4.98
UMFO 4. EXTENSION SERVICES										
PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	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								
PI 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								
PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects								

	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	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							
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries	1.00	1.00	5	4.9	5.00	4.97	
	Research Mentoring	Research Mentor								
	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	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							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
	Average (Extension)									4.97

UMFO 5. SUPPORT TO OPERATIONS

	OVPI MFO 4. Program and Institutional Accreditation Services		

PI / Measure	Activity	Description								
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 theQMS 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								
				zero non-conformity	5	5		5.00	5.00	
	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		100% compliant	5	5		5.00	5.00	
	On program accreditations									
	On institutional accreditations									
UMFO 6. General Admin. & Support Services										
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint	5	5		5.00	5.00	
PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice								
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal								
	A49.Involvement in University and Department committees	Attends meetings	2	4	5	5	5	5.00		5.00
Total Over-all Rating										
Average Rating									4.68	
Adjectival Rating									**OUTSTANDING**	

Comments and Recommendations for Development Purpose:

maintain outstanding rating and publish articles in refereed journals

Evaluated & Rated by:

ULYSSES A. CAGASAN
Department Head
Date: 7/21/2021

Recommending Approval

VICTOR B. ASIO
Dean, CAFS
Date:

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 8/13/21

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: BERTA C. RATILLA
Performance Rating: OUTSTANDING

Aim: To enhance performance in teaching, and publish research output

Proposed Interventions to Improve Performance

Date: August 30, 2020   Target Date: August to December 31, 2020

First Step:

    Prepare learning guides/laboratory manuals and attend trainings
Result:
    Improved performance in teaching strategies
    Publish research article in refereed journal

Target Date: January 1 to Dec. 31, 2022

Next Step:

    Write scientific publications and attend trainings and seminars

Outcome: Submitted papers for evaluation in refereed journals

Final Step/Recommendation:

    Maintain outstanding rating and publish research articles in refereed journals

Prepared by:

ULYSSES A. CAGASAN
Unit Head

Conforme:

BERTA C. RATILLA
Name of Ratee Faculty/Staff