

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: JUSTINE BENNETTE H. MILLADO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.76 \times 0.5 = 2.38$	
b. Students (50%)		$4.92 \times 0.5 = 2.46$	
Total for Instruction	60%	4.84	2.904
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	20%	5.0	1.0
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	20%	4.83	0.966
4. Administration			
5. Production			
TOTAL			4.87

EQUIVALENT NUMERICAL RATING: 4.87

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.87**ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:


JUSTINE BENNETTE H. MILLADO
Name of Faculty

Reviewed by:


ROBELYN T. PIAMONTE
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JUSTINE BENNETTE H. MILLADO**, Instructor III of the Department of Pest Management commits to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January to June 2023**.

JUSTINE BENNETTE H. MILLADO

Ratee

Date: JUL 12 2023

Approved:

ROBELYN T. PIAMONTE

Head, DPM

Date: JUL 17 2023

VICTOR B. ASIO

Dean, CAFS

Date: _____

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES (At least 60% of the Total Tasks)										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	1	0.75	5	4	5	4.33	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	1	3	5	5	5	5	
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	3	5	5	5	5	

		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1	5	4	5	4.67	
		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	3	14	5	5	5	5	
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	Handles and teaches courses assigned	2	4.75	5	5	5	5	
		<u>A10</u> . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	5	5	3	3	3.67	
		<u>A11</u> . 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							
		<u>A12</u> . Number of trainings attended related to instruction	Attend mandated trainings	1	4	5	5	5	5	
		<u>A13</u> . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	6	5	4	4	4.33	
		<u>A14</u> . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	3	5	4	5	4.67	
		<u>A15</u> . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	20	69	5	5	5	5	
	PI 8: Number of students advised: *	<u>A16</u> . Number of students advised:	Acts as academic adviser to students	2	4	5	5	5	5	
		<u>A17</u> . Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	2	3	5	4	5	4.67	

		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	3	5	4	5	4.67	
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	25	5	5	5	5	
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USSO	1	2	5	5	5	5	
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	2	5	5	5	5	
	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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	5	4	5	4.67	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	2	4	4	5	4.33	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	6	4	5	5	4.67	
		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							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
	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	1	2	5	5	5	5	
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	3	5	5	5	5	
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							

MFO2: Research Sevices (At least 20% of the Total Tasks)

PI1: Number of Outputs	Number of research outputs developed	- Develops and submits research	1	5	5	5	5	5	
Published in CHED accredited journals/ internationally indexed journals	and submitted for publication in referreed international/ national and other accredited indexed journal	paper for publication in referreed international/ national indexed journal							
	Number of research outputs published in referreed international/ national and other accredited indexed journal		1	1	5	5	5	5	
PI2: Number of Outputs presented in regional/ national/international fora/conferences	Number of research outputs presented to international/national/regional and local fora or conferences	Presents research outputs in international/ national/ regional and local for a or conferences	1	2	5	5	5	5	
	Number of projects/ studies implemented	Implements research projects/ studies	1	2	5	5	5	5	
PI3: Number of proposals submitted for funding	Number of proposals developed and submitted	Develop and submit proposal	1	2	5	5	5	5	
	Number of proposals approved for funding			1	5	5	5	5	

MFO3: Extension services (At least 20% of the total tasks)

PI1: Number of Trainings conducted	Number of person-days trained	Trains clientele	10	73	5	5	5	5	
	Number clients served	Renders advisory services/technical assistance, briefings and on-farm consultation to clienteles and visitors							

[illegible]

Evaluated & Rated by:

Recommending Approval

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JUSTINE BENNETTE H. MILLADO

Performance Rating: OUTSTANDING

Aim: Add more researches and international collaboration.

Proposed Interventions to Improve Performance:

Date: _____ Target Date: Jan-Dec 2024

First Step: Attend conferences/fora related to research/extension

Result: develop/initiate collaborations on research/extension projects

Date: _____ Target Date: Jan-Dec 2024

Next Step: submit research/extension proposal for funding

Outcome: Approved proposals, attendance to international conferences and signed MOUs.

Final Step/Recommendation:

Involvement not only with research but also extension projects.

Prepared by:


ROBELYN T. PIAMONTE
Unit Head

Conforme:


JUSTINE BENNETTE H. MILLADO
Name of Ratee Faculty/Staff