

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

Name of Faculty Member: **DIONESIO M. BAÑOC (Professor 3)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)		4.56	
b. Students			
Total for Instruction	40%	4.56	1.82
2. Research (Conducted two pipelines in OneRicePH)			
a. Client/Dir. for Research			
b. Dept. Head/Center Director		5.00	
Total for Research	50.00%	5.00	2.50
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	0.00%		
4. Administration (BAC Member)	10.00%	5.00	0.50
5. Production	0.00%		
TOTAL	100%	14.56	4.82

EQUIVALENT NUMERICAL RATING: **4.82**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.82**

ADJECTIVAL RATING: **OUTSTANDING**


Prepared by:


DIONESIO M. BAÑOC
Name of Faculty

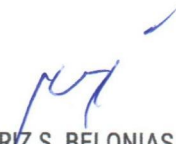
Reviewed by:


DIONESIO M. BAÑOC, Ph. D.
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, Dionesio M. Bañoc, a faculty member of the DEPARTMENT OF AGRONOMY 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 July - December, 2023.

DIONESIO M. BAÑOC

Professor 3

Date: Jan. 15, 2024

Approved:

DIONESIO M. BAÑOC

Department Head

Date: Jan. 15, 2024

VICTOR B. ASIO

College Dean

Date: Jan. 24, 2025

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
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	2	1	3	3	3	3.00	Agro241e. Reduction in FTE due to abrupt change in function as the Dept. Head, which started before target-setting of IPCR
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	7	5	5	5	5.00	Egos, Labrador, Bayarcal, Martil, Dela Torre, Manzanares, Amarado
		A3. Number of students advised on thesis/special problem/dissertation		-						
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	7	5	5	5	5.00	Egos, Labrador, Bayarcal, Martil, Dela Torre, Manzanares, Amarado
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	3	5	5	5	5.00	Paler (Horticulture), Go-od (An. Science), Balansag (An. Science)
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	4	10	5	5	5	5.00	Egos, Labrador, Bayarcal, Martil, Dela Torre, Manzanares, Amarado, Galenzoga, Becher & Peñaflor

	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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	3	5	5	5	5.00	Agro 241e and Agro241
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	6	5	5	5	5.00	Agro241e and Agro241
		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							
	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							
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	15	3	3	3	3.00	Reduced FTE due to the changes in function as a mere faculty to department head
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	2	4	4	4	4.00	Midterm & Final Grades of Colloquium
		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							

	A12. Number of trainings attended related to instruction	Attend mandated trainings	-	3	5	5	5	5.00	1 POAP Training on Managerial Competencies, 1 Collaborators Training on EBS, and 1 SEA-AFACI Advancement Meeting cum Training for OneRicePH
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	9	5	5	5	5.00	Colloquium Unit Tests
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	8	9	5	5	5	5.00	Colloquium Tests
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	-						
	A17. Number of students advised on thesis/ field practice/special problem:		4	6	5	5	5	5.00	Tambis, Sumadia, Abellana, Macalalag, Baldono, Galupo
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	4	6	5	5	5	5.00	Tambis, Sumadia, Abellana, Macalalag, Baldono, Galupo
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	5	5	5	5	5.00	Caintic, Boregon, Villarmenta, Urdaneta, De la Cruz
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	12	5	5	5	5.00	Tambis, Sumadia, Abellana, Macalalag, Baldono, Galupo, Caintic, Boregon, Villarmenta, Urdaneta, De la Cruz, Gases
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							
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							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		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	-						
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	-	5					CLGU Baybay City, LGU-Albuera, Leyte, LGU-Inopacan, Leyte, LGU-Naval, Biliran & LU-Dulag, Leyte
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
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	1	2	5	5	5	5.00	*Rice Ratooning rampantly adopted by rice farmers in St. Bernard, So. Leyte, and in nearby barangays of VSU such as Brgy. Marcos, Pangasugan & Patag. * Utilization of NSIC Rc216 and Rc222 intended for rice ratooning in lowland rice areas

	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	1	1					Articles published in SVU-IJAS, Egypt
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>		1	1	5	5	5	5.00	Published in SVU-IJAS, Egypt
	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 scientific for a/conferences	1	2	5	5	5	5.00	Two studies on the VSU-IRRl project presented during the In-House RDE Review
		<i>In int'l fora/conferences</i>		-						
		<i>In nat'l/regional fora/conferences</i>								
	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	1	100%	5	5	5	5.00	One study under Adlai approved for implementation which commenced November 2023
	PI 6. Additional outputs*	A 32. NO. of research-related awards (research conducted by faculty, student, or 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	2	3	5	5	5	5.00	Two articles reviewed from SHJ, and one article from CTU, Cebu City
		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							
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	2	5	5	5	5	5.00	LGUs with active partnerships were CLGU-Baybay City, LGU- Albuera, Leyte, LGU-Inopacan, Leyte, LGU - Naval, Biliran, and currently BLGU of Dulag, Leyte
	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	1	1 project with 4 component studies plus 1 project as collaborator from DAEEX	5	5	5	5.00	1 project from the Dept. of Agronomy and 1 project from DAEEX conducted in Hinunangan, So. Leyte
	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	80	110	5	5	5	5.00	Training conducted in Naval, Biliran, Albuera, Leyte (2nd batch), and training cum field visits in Dulag, Leyte with numerous clients per activity
	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	6	7	5	5	5	5.00	1 expert service conducted in Dulag, Leyte, 1 in Baybay City, 1 in Naval, Biliran, 1 in Inopacan, Leyte & 3 in Albuera, Leyte
	<i>Research Mentoring</i>	<i>Research Mentor</i>		3	4	5	5	5	5.00	Mr. F.S. Saladaga, Mr. J. Paredes, Ms. G. Becher, Mr. J. Labrador
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>		1	3	5	5	5	5.00	Pee reviewer in SHJ, CTU & SVU-IJAS
	<i>Resource Persons</i>	<i>Resource Persons</i>		1	2	5	5	5	5.00	Training in Naval, Biliran and Cabacungan, Dulag, Leyte
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>		-						
	<i>Consultancy</i>	<i>Consultant</i>		-						

	Evaluator	Evaluator		1	1	5	5	4	4.67	Evaluator in DepEd project conducted by High School Institution
	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							
UMFO 5. SUPPORT TO OPERATIONS				-						
	OVPI MFO 4. Program and Institutional Accreditation Services			-						
	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 the QMS 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					
		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					
		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					

	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 performing 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							
	Total Over-all Rating					4.828	4.83	4.79	139.67	
	Average Rating								4.82	
	Adjectival Rating								O	
Comments and Recommendation for Development Purposes: <i>He needs to undergo managerial/supervisory training.</i>										

Evaluated & Rated by:

DIONESIO M. BAÑOC

Department Head

Date: *Jan. 15, 2024*

Recommending Approval

VICTOR B. ASIO

Dean, CAFS

Date: *Jan. 24, 2024*

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: *Jan 25, 2024*

PERFORMANCE MONITORING & COACHING JOURNAL

Name of Office: Department of Agronomy

Head of Office: DIONESIO M. BAÑOC


Number of Personnel: 23

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


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring and evaluation helps with identifying the most valuable basis for modification of interventions and assessing the quality of activities being conducted.	Submission of their IPCR and weekly output is one way of monitoring the personnel performance in the office.	Monthly monitoring and follow up of personnel performance during the regular monthly department meeting.			
Coaching True coaching improves employee and organizational resiliency and effectiveness in change to become effective in their task or role in the workplace.	Evaluation results from the students of their class performance. One on one advise to become effective in handling the new normal classes	This will be done by giving reminders during regular meetings in the office.			

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

Conducted by:


DIONESIO M. BAÑOC
Immediate Supervisor

Noted by:


VICTOR B. ASIO
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DIONESIO M BAÑOC

Performance Rating: OUTSTANDING

Aim: To sustain having an outstanding rating

Proposed Interventions to Improve Performance

Date: July 2023

Target Date: December 2023

First Step:

Attend and present scientific papers in national and international scientific conferences

Develop project proposals

Result:

Presented scientific paper orally and in poster

Submitted project research proposal to funding institution

Target Date: December 2023

Next Step:

Attend scientific conference & prepare scientific paper for publication

Outcome: Attended scientific conference and published scientific paper in refereed journal

Final Step/Recommendation:

Maintain outstanding rating and publish research paper in refereed journals

Prepared by:


VICTOR B. ASIO
Dean, CAFS

Conforme:


DIONESIO M BAÑOC
Name of Ratee Faculty/Staff