

Exhibit K

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

Name of Faculty Member: **WARREN L. OBEDA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.87 x 50% = 2.44	
b. Students (50%)		5 x 50% = 2.50	
Total for Instruction	30%	4.94	1.48
2. Research			
a. Dept. Head/Center Director		4.79 x 100 % = 4.79	
Total for Research	15 %	4.67	0.70
3. Extension			
a. Dept Head/Center Director (100%)		4.83 x 100% = 4.83	
Total for Extension	30%	4.83	1.44
4. Administration	25%	4.83	1.20
5. Production			
TOTAL			4.82

EQUIVALENT NUMERICAL RATING: 4.82

Add: Additional Points, if any:

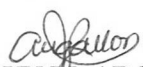
TOTAL NUMERICAL RATING: 4.82

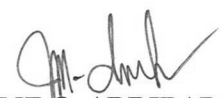
ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:


RICLYN M. ARGALLON
Admin Aide


JEROME O. ARRIBADO
Head, Eco-FARMI

Recommending Approval:

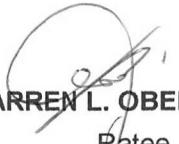
Approved:



IVY C. EMNACE
Director for Research


SANTIAGO T. PEÑA, JR.
VP for Research, Extension and Innovation

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, WARREN L. OBEDA, Instructor of the Eco-Farm and Resource Management Institute (Eco-FARMI) commits to deliver and agrees to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July to December 2024.


WARREN L. OBEDA
 Ratee

Approved: 
JEROME O. ARRIBADO
 Head of Unit

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 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A 9. Actual Faculty's FTE	Handles and teaches courses assigned	5	5.25	5	5	5	5.00	No. of students = 35; 1 Laboratory class; Contact hours = 3
		A 10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	2	5	5	5	5.00	
		A 12. Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5.00	
		A 14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	25	5	5	4.5	4.83	

		A 14. Number of term exam administered and checked	Administers and checks midterm and final examination for subjects taught	2	2	5	5	4	4.67	
		A 15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required (per section)	2	1	5	5	4.5	4.83	
	PI 8: Number of students advised: *	A 16. Number of students advised:	Acts as academic adviser to students	3	4	5	5	5	5.00	
		A 17. Number of students advised on thesis/ field practice/special problem:								
		<i>As Thesis Adviser</i>	Advises, and corrects research outline and thesis/SP manuscript	2	9	5	5	4.5	4.83	
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	2	4	5	5	4.5	4.83	
		A 18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	30	50	5	5	4.5	4.83	
	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							
		<i>Supplemental learning re</i>	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	6	8	4.5	5	5	4.83	
UMFO 3. RESEARCH SERVICES										
	PI 3. Number of research outputs completed within the year*	A 28. Number of research proposal created and submitted within the year	Create and submit research proposal		1	5	5	4.5	4.83	DA BAR-Allium trials

	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	5	5	4.5	4.83	ACIAR GAP Project
		<i>In institutional for a/conferences (In-house review)</i>	Prepares/ reproduces paper for presentation		1	5	5	4	4.67	In House; Level 2; Level 3
			Prepares/ consolidates project/study report for RDE in-house Review and Evaluation		1	5	5	4.5	4.83	PhilGAP Project
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		1	5	5	4	4.67	
	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	5	5	5	5.00	PhilGAP Training as requested by DevCom
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	100%	5	5	5	5.00	

UMFO 6. General Admin. & Support										
	PI 2. Zero percent complaint from clients served	A 46. Customer-friendly frontline services	Entertains clients and stakeholders and ensure that their concerns are acted to faculty concerned and helps facilitate the implementation and RDE programs of Eco-FARMI	100% compliant	100%	5	5	5	5.00	
			Provides support services and assistance in the operation of the administrative function of Eco-FARMI, and performs other related tasks as maybe assigned from time to time	100% compliant	100%	5	5	5	5.00	
	*Additional Output		Act as OIC of the institute		3	5	5	5	5.00	
			Co-manage the vegetable and fruit crop production on the demo farm		1	4	4	5	4.33	
	Total Over-all Rating								106.67	
	Average Rating								4.86	
	Adjectival Rating								Outstanding	

Evaluated and rated by:

Received by:

Approved by:


JEROME O. ARRIBADO

Head, Eco-FARMI

Date: 1/21/25


SANTIAGO T. PEÑA JR.

Vice President for REI

Date: 1/23/25

**Comments and Recommendations
for Development Purposes:**

Attended training/workshop related to publication, IP application and policy brief. Continue in supporting the units initiatives.

PERFORMANCE MONITORING & COACHING JOURNAL

Rating Period: July-December 2024

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

Name of Officer : **WARREN L. OBEDA**

Head of Office : **JEROME O. ARRIBADO**

Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. Specify)	
	One-on-One	Group			
Monitoring					
Meeting and discussion of Monthly Accomplishments		July 3, 2024, August 5, 2024, September 6, 2024, october 15, 2024, November 11, 2024, December 6, 2024			
Institute's Research and Extension Proposal Writeshop		July 18, 2024 & July 25, 2024			
Coaching					
-conducted consultations	July & August 2024				

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

Conducted by:

JEROME O. ARRIBADO

Immediate Supervisor

Noted by:

SANTIAGO T. PEÑA, JR.

Next Higher Supervisor

cc: OVPI

ODAHRD

PRPEO

EMPLOYEE DEVELOPMENT PLAN
Rating Period: July-December 2024

Name of Employee: WARREN L. OBEDA
Performance Rating: _____

Aim: To capacitate staff regarding research, extension and development related to organic and natural farming system.

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

Date: July **Target Date:** within 3rd. quarter of 2024

First Step: _____
Allow the staff to attend/participate in research and extension proposal writeshop

Result: _____

The staff participated in the institute's research and extension proposal writeshop and crafted proposal.

Date: _____ **Target Date:** _____

Next Step: _____
Submit the research and extension project proposals to Research and Extension Office of the insitution for review and evaluation.

Outcome: _____


Final Step/Recommendation: _____

Prepared by:


JEROME O. ARRIBADO

Unit Head

Conforme:


WARREN L. OBEDA
Name of Ratee



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester AY 2024-2025

Name of faculty: OBEDA, WARREN L.

Department: Dept. of Horticulture

College: College of Agriculture & Food Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Numerical	Adjectival	
Hort 141	TROPICAL OLERICULTURE	LAB	5.00	Outstanding	100.0%
Average Rating			5.00	Outstanding	100.00%

Source: *Results of Teaching Performance Evaluation by Students filed at IEO*

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory (S)

3.50 – 4.49 Very Satisfactory (VS)

4.50 – 5.00 Outstanding (O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: _____

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: _____

Received by:

OBEDA, WARREN L.

Name and Signature of Faculty

Date: 02/04/25

Distribution of copies: IEO, College, Department, Faculty (all in original signature)

