

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Dr. Nestor L. Pido

Program Involvement	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2 x 3)
Instruction			
Head (50%)		5.00 x 0.50 = 2.50	
Students (50%)		5.00 x 0.50 = 2.50	
Total for Instruction	25%	5.00 x 0.25 =	1.25
Research			
Dept Head /Center Director			
Total for Research	50%	4.67 x 0.5 =	2.34
Extension			
Dept. Head/Center Director			
Total for Extension	25%	4.33 x 0.25 =	1.08
Total	100%		4.67

Equivalent numerical rating
Add: additional Points if any:
Total Numerical Rating:

4.67

4.67


Adjectival rating:

OUTSTANDING


Prepared by:


MARIA ELSA M. UMPAD
AO II

Reviewed By:


ERLINDA A. VASQUEZ
Director

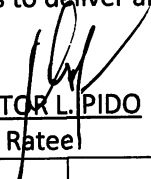
Approved:


OTHELLO B. CAPUNO
VP for Res. & Ext.

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FOR (IPCR)

I, NESTOR L. PIDO, of PhilRootcrops, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 1, 2018 to December 31, 2018.


NESTOR L. PIDO
Ratee

Approved: 
ERLINDA A. VASQUEZ
Director

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Advanced Higher Education Services	Number of Student Research Advising	Advise 2 BS students	2 students	3 students					
	Number of Instructional Materials Developed/Revised				5	5	5	5	
	New IM	New lecture handouts in Btec 21	1 course	1 course					
		New visual aids in Btec 21	1 course	1 course					
	Revised IM	Updated lectures in Biol 132	1 course	1 course					
		Updated visual aids in Biol 132	1 course	1 course					

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
	Number of hours on student consultation	Consult with students who have concerns in academic classes	5 hrs/wk	3 hours/wk					
	Number of student –related activities assisted	Assist students in securing experimental materials for thesis/laboratory work and/or orient students on field research	1 activity	1 activity					
Research Services	Number of crop genetic resources conserved and utilized	Conserve yam germplasm, update germplasm database	364 accessions	364 accessions					
	Number of yam genotypes evaluated	Evaluate new yam genotypes in a general trial	16	16 accessions	5	5	4	4.67	
	Number of recommended varieties maintained and propagated	Maintain genetic integrity of recommended varieties and propagate them	14 varieties	18 varieties					
	Percentage of research conducted on schedule	Conduct research	100%	100%					
Extension Services	Number of beneficiaries served	Briefing, discussion and orientation	5 indiv., 1 institution	32 individuals, 1 institution				4.33	
	Technical expert services Resource person	Lecture/demo In trainings	1 lecture/ demo	1 lecture	4	5	4		
	Number of technologies adopted	Distribute recommended varieties	6 varieties	7 varieties					

	Number of technology adoptors	Orient adoptors on technology and/or provide planting materials	5 individuals 1 LGU	3 individuals, 2 LGUs						
	Number of linkage/partnerships forged	Initiate establishment of additional supplementary sources of planting materials	1 linkage with LGU	1 linkage						
	Number of extension projects conducted within prescribed period	Assist in technology transfer	1	1						
Average Rating (Total Over-all rating divided by 4)			XX	Comments and Recommendations for Development Purpose: TO write new proposals for funding						
Additional Points:										
Punctuality			XX							
Approved additional points (with copy of approval)			XX							
FINAL RATING			XX							
ADJECTIVAL RATING			Outstanding							

4.64

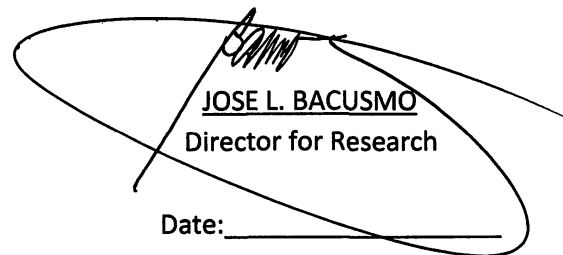
Evaluated and Rated by:


ERLINDA A. VASQUEZ
Director

Date: _____


1 – quality 3 – Timeliness
2 - Efficiency 4 - Average

Recommending Approval:


JOSE L. BACUSMO
Director for Research

Date: _____

Approved by:


OTHELLO B. CAPUNO
Vice President for Research and Extension

Date: _____

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: PhilRootcrops


Head of Office: Dr. Erlinda A. Vasquez

Name of Personnel: Nestor L. Pido

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Aug 6, 2018 Sept 3, 2018 Oct 11, 2018 Nov 5, 2018 Dec 3, 2018	one-on-one discussion on project / program progress	Monthly PRDC meeting	Issuance of of internal memoranda		Attendance to PRDC monthly Meetings by the members of the Research and Development Council
Coaching	Research proposal production to DA/DA-BAR/PCAARRD /other agencies submission	one-on-one discussion on project progress Group coaching during PRDC Meetings Aug 6, 2018 Sept 3, 2018 Oct 11, 2018 Nov 5, 2018 Dec 3, 2018			Proposal prepared and submitted to DA-BAR / PCAARRD /other agencies New proposal for evaluation

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

Conducted by:


ERLINDA A. VASQUEZ
Immediate Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **NESTOR L. PIDO**
Performance Rating: **Outstanding**

Aim: Making of fundable research proposals

Proposed Interventions to Improve Performance:

Date: July 2018 Target Date: December 31, 2018

First Step:

- Secure priority research areas from different funding agencies
- Write research proposals and submit to funding agencies for evaluation
- Defend research proposals to panel reviewers
- Continue with the implementation of on-going projects
- Prepare articles for publication in refereed journals

Result:

- Research proposal ready for submission to funding agency/ies
- Project activities conducted and implemented
- Articles polished and ready for submission to journals

Date: Jan 01, 2019 Target Date: July 30, 2019

Next Step:

- Follow-up progress of the submitted proposals
- Continue with the implementation of on-going projects
- Preparation of agency project reports
- Submitted articles for review by editors of the journals

Outcome:

- Agency reports submitted to funding agency
- Articles ready for publication
- Research proposals funded

Final Step / Recommendation:

- To prepare proposals ready for funding.
- To publish research article in refereed journal.

Prepared by:


ERLINDA A. VASQUEZ
Director

Conforme:

Name of Ratee/Faculty / Staff