

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: FLORENCIO JOHN S. SALADAGA

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	0.50	4.97	2.49
	b. Student (50%) from Teaching Performance Eval'n. By-	0.50	4.97 <del>5.00</del> <i>h</i>	2.50 <del>2.50</del> <i>h</i>
Total for Instruction		100%	4.99	4.97 <del>4.99</del> <i>h</i>
2.	Administration and Support Services	0%	0.00	0.00
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.97 <del>4.99</del> <i>h</i>

EQUIVALENT NUMERICAL RATING:

4.97 ~~4.99~~ *h*

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

4.97 ~~4.99~~ *h*

ADJECTIVAL RATING:

Outstanding

Prepared by:

FLORENCIO JOHN S. SALADAGA

Name of Faculty

Reviewed by:

LUZ G. ASIO

Department Head

Recommending Approval:

SUZETTE B. LINA

Dean/Director


Approved:


ROTACIO S. GRAVOSO

Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, FLORENCIO JOHN S. SALADAGA, a faculty member of the Department of Agronomy commit 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-JUNE 2024.

  
FLORENCIO JOHN S. SALADAGA  
Instructor  
Date: 7/23/2024

Approved:  
  
LUZ G. ASIO  
Department Head  
Date: 24 July 2024

  
SUZETTE B. LINA  
College Dean  
Date: 26 July 2024

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							
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							

	<b>PI 9:</b> Number of instructional materials developed *	<b>A5 .</b> 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							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		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 Moodle or Google Classroom							
	<b>PI 10 .</b> Additional outputs:	<b>A 8.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	Handles and teaches courses assigned	18	47.85	5	5	5	5.00	PEHM 07 Retunia; Agriculture 08-Mango; Agriculture 08 Pomelo Agriculture 08 Jackfruit (Class Adviser) Agriculture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. AgSci 20 F122; CAT Assistant Commandant



		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	8	5	5	5	5.00	PEHM 07 Petunia; Agriculture:08-Mango; Agriculture 08 Pomelo/Agriculture 08 Jackfruit (Class Adviser) Agriculture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. AgSci 20 F122; CAT Assistant Commandant
		<b>A11.</b> 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	2	5	5	5	5.00	PEHM 07 Petunia; Agriculture:08-Mango; Agriculture 08 Pomelo/Agriculture 08 Jackfruit (Class Adviser) Agriculture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. AgSci 20 F122; CAT Assistant Commandant
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	2	2	5	5	5	5.00	VSUFA Membership Seminar, Curriculum:review
		<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	2	4	5	5	4.45	PEHM 07 Petunia; Agriculture:08-Mango; Agriculture 08 Pomelo/Agriculture 08 Jackfruit (Class Adviser) Agriculture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. AgSci 20 F122; CAT Assistant Commandant
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	20	20	5	5	5	5.00	PEHM 07 Petunia; Agriculture:08-Mango; Agriculture 08 Pomelo/Agriculture 08 Jackfruit (Class Adviser) Agriculture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. AgSci 20 F122; CAT Assistant Commandant
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	1	1	5	5	5	5.00	PEHM 07 Petunia; Agriculture:08-Mango; Agriculture 08 Pomelo/Agriculture 08 Jackfruit (Class Adviser) Agriculture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. AgSci 20 F122; CAT Assistant Commandant
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to students	46	46	5	5	5	5.00	Agriculture:08 Jackfruit (Class Adviser,

		<b>A17 . Number of students advised on thesis/ field practice/special problem:</b>		5	5	5	5	5	5.00	Grade 11 and 12 Students, Grade 08 Jackfruit
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript							
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript							
		<b>A18 . Number of students entertained for consultation purposes</b>	Entertains students consulting on subject taught, thesis and grades	30	35	5	5	5	5.00	PEHM 07 Petunia; Agriculture:08-Mango; Agriculture 08 Jackfruit (Class Advisser); Agriculture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 12 Crop Production.
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19 . Number of Student organizations advised</b>	Advises student organizations recognized by USOO	1	2	5	5	5	5.00	FFP, FAHP, College Tree Planting and Clean and Green
		<b>A20 . Number of Student organizations assisted on student related activities</b>	Assists student organizations in implementing student	1	2	5	5	5	5.00	FFP, FAHP, College Tree Planting and Clean and Green
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 : Number of on-line course ware developed and submitted :</b>	Prepares and submits for review by the Technical Review Panel	5	6	5	5	5	5.00	Agriculture:08-Mango;Agriculture 08 Pomelo, Agriculture 08 Jackfruit (Class Advisser); Agriculture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 12 Crop Production.
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	2	8	5	5	5	5.00	PEHM 07 Petunia; Agriculture:08-Mango; Agriculture 08 Pomelo/Agriculture 08 Jackfruit (Class Advisser) Agriculture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. AgSci 20 Fr22; CAT Assistant Commandant



		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	20	5	5	5	5.00	PEHM 07 Retunia; Agriculture 08-Mango; Agriculture 08 Pomelo/Agriculture 08 Jackfruit (Class Adviser) Agriculture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. AgSci 20 F122; CAT Assistant Commandant
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	24	5	5	5	5.00	PEHM 07 Retunia; Agriculture 08-Mango; Agriculture 08 Pomelo/Agriculture 08 Jackfruit (Class Adviser) Agriculture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. AgSci 20 F122; CAT Assistant Commandant
		<b>A 23 :</b> Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor	3	3	5	5	5	5.00	Agriculture 08, Agriculture 10, TVL CAP 11
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	5	5	5	5.00	TVL CAP 11
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or							
		Agency/firm/Industry linkages	Coordinates with potential firms and							
		<b>A 26.</b> Other outputs implementing	Designs experiential learning							
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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							
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year							

	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> 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							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by								
		<b>A 33.</b> 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							
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>										



	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> 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							
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implementes duly approved extension projects							
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as sMangofactory or higher in terms of quality and relevance	<b>A 39.</b> Percentage of beneficiaries who rated the training course/s and advisory services as sMangofactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services							



	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor								
	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										

<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
<b>PI 8.</b> 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*	<b>A 44.</b> 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							
	<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
	On program accreditations								
	On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support Services</b>									
<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients							
<b>PI 3:</b> Additional Outputs	<b>A 47.</b> 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							
	<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
<b>Total Over-all Rating</b>								89.45	
<b>Average Rating</b>								4.97	
<b>Adjectival Rating</b>									



Comments and Recommendation for Development Purposes:

Needs to enhance teaching skills especially in higher education.

Evaluated & Rated by:

  
**LUZ G. ASIO**

Department Head

Date: 24 July 2024


Recommending Approval

  
**SUZETTE B. LINA**

Dean, College of Education

Date: 26 July 2024

Approved by:

  
**ROTACIO S. GRAVOSO**

Vice President for Academic Affairs

Date: 29 July 2024

# PERFORMANCE MONITORING & COACHING JOURNAL

Name of Office: Department of Agronomy

Head of Office: LUZ G. ASIO

Number of Personnel: 23

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

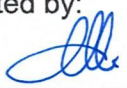
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<b>Monitoring</b> and evaluation helps identify the most valuable basis for modification of interventions and assess the quality of activities being conducted.	IPCR submission to monitor outputs  Head and Student evaluation of faculty's class performance.  Class observation by the head.	Conducts monthly meetings and checks updates on assigned task-related activities.			
<b>Coaching</b> True coaching improves employee and organizational resiliency and effectiveness in change, enabling employees to become effective in their tasks or roles in the workplace.	One-on-one coaching for faculty with satisfactory and below ratings.  Attend instructional coaching for teacher effectiveness workshop.	Conducts regular meetings with the faculty and the department.  Attend instructional coaching for teacher effectiveness workshop.			

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

Conducted by:

  
**LUZ G. ASIO**  
Immediate Supervisor

Noted by:

  
**SUZETTE B. LINA**  
Next Higher Supervisor



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Florencio John Saladaga

Performance Rating: Outstanding

Aim: To maintain outstanding performance and to improve his skills in the areas of research and extension.

To make research and or extension proposals.

Proposed Interventions to Improve Performance:

Date: February 2024

Target Date: December 2024

First Step:

1. Attend training workshops on crafting research proposals.
2. Develop at least one (1) research proposal.

Result:

1. Developed research proposal.

Date: January 2024

Target Date: December 2024

Next Step:


1. Submit a crafted research proposal for funding at OVPREI.

Outcome: Carry out approved funded research.

Final Step/Recommendation:

1. To carry out approved research in the Department of Agronomy.

Prepared by:

  
**LUZ E. ASIO**  
Unit Head

Conforme:

  
**FLORENCIO JOHN SALADAGA, MS.**  
Name of Ratee Faculty/Staff



**TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATINGS**

**1<sup>ST</sup> Semester AY 2023 - 2024**

Name of Faculty : **SALADAGA, FLORENCIO JOHN S.**

Department: **VSU -Integrated High School**

College: **TEACHER EDUCATION**

	Course No. & Descriptive Title	Lec./ Lab.	RATING		% Evaluation Rating
			Numerical	Adjectival	
TLE IV	Technology & Livelihood Education (Agriculture)	Lec	5.00	Outstanding	100.0 %
TLE IV	Technology & Livelihood Education (Agriculture)	Lab	5.00	Outstanding	100.0 %
TLE IV	Technology & Livelihood Education (Agriculture)	Lec	5.00	Outstanding	100.0 %
TLE IV	Technology & Livelihood Education (Agriculture)	Lab	5.00	Outstanding	100.0 %
TLE II	Technology & Livelihood Education(Agriculture)	Lec	5.00	Outstanding	100.0 %
TLE II	Technology & Livelihood Education(Agriculture)	Lab	5.00	Outstanding	100.0 %
TLE II	Technology & Livelihood Education(Agriculture)	Lec	5.00	Outstanding	100.0 %
TLE II	Technology & Livelihood Education(Agriculture)	Lec	5.00	Outstanding	100.0 %
PEHM I	P.E Health & Music	Lec	5.00	Outstanding	100.0 %
Agro 21	Fundamentals of Crop Production	Lec	4.00	Very Satisfactory	80.0 %
	Crop Production (NC I)	Lec	5.00	Outstanding	100.0 %
<b>Average Rating</b>			<b>4.91</b>	<b>Outstanding</b>	<b>98.18 %</b>

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

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: May 09, 2024

Attested by:

**MA. RACHEL KIM L. AURE**

Director, Instruction and Evaluation

Date: May 09, 2024

Received by:

**FLORENCIO JOHN S. SALADAGA**

Name and Signature of Faculty

Date: 5/21/24

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



**INSTRUCTION AND EVALUATION**

3/F Administration Building, Visayas State University

Baybay City, Leyte

Email: [odie@vsu.edu.ph](mailto:odie@vsu.edu.ph)

Website: [www.vsu.edu.ph](http://www.vsu.edu.ph)

Phone: +63 53 565 0600 Local 1104