Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Mr. EUGENE VAL C. MANGAOANG**

Program Involvement (1)	Percentage Weight of	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)	*50%*	4.43	*2.22*
b. Students (50%)	*50%*	4.00	*2.00*
TOTAL for Instruction	96%	4.22	4.05
2. Research	2%	0.00	0.00
3. Extension	2%	0.00	0.00
4. Support Operations	0%	0.00	0.00
5 Administration	0%	0.00	0.00
TOTAL	100%		**4.05**

EQUIVALENT NUMERICAL RATING: 4.05
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: **4.05**

ADJECTIVAL RATING: **VS**

Prepared by:

EUGENE VAL C. MANGAOANG
Instructor I

Reviewed by:

WINSTON M. TABADA
Department Head

Recommending Approval:

ROBERTO C. GUARTE
College Dean

Approved:

BEATRIZ S. BELONIAS
Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, EUGENE VAL C. MANGAOANG, faculty member of the Department of Computer Science and Technology 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.

EUGENE VAL C. MANGAOANG
Instructor I
Date:

Date:

WINSTON M. TABADA
Department Head
Date:

MFO No.	Description of MFO's/PAPs	Success Indicators	Program/Activities/ Projects	Tasks Assigned	Target	Details of Accomplish-ments	Rating				Remarks
							Q	E	T	A	
MFO 1	**Higher Education Services (Relevant and quality tertiary education ensured to achieve inclusive growth)**										
		PI 1. Number of FTE implemented	Teaching	Teaches 2 Computer Science subjects	15	29.80	5.00	5.00	5.00	5.00	Courses for 1st sem. SY 2018-2019: CS101(lec), CS147(lec), CS 145(lec & lab)
		PI 5. Number of Academe/ Industry Linkage established	Linkaging	Links with academe/industry/ professional organizations	1	1.00	5	5	5	5.00	Philippine Society of IT Educators (PSITE-VIII)
		PI 6a. Number of Students Advised									
		On Student thesis	Advising/ supervision	Advices and checks students' software and thesis manuscripts	3	10	5	5	4.5	4.83	6 thesis advisees for 1st sem SY 2018-2019
		On consultation	Consultation/ Advising	Advises/ Directs / Supervises students on courses	30	40	5.0	5.0	5.0	5.00	BSCS students (related to courses and thesis)
		PI 6b. Number of Student Organizations Advised/ Assisted									

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCRF)

I, **SUSANA A. C. MAGNAGNAO**, faculty member of the Department or Center of **Science and Technology** commits to deliver and agree to be rated on the attained results of the following outputs in accordance with the indicated measures for the period **June 1, 2016** to **December 31, 2016**

SUSANA A. C. MAGNAGNAO
Instructor I
Date:

Date:

JUDITH A. TABAGA
Dean, College
Date:

MFO No.	Description of MFO/SPA	Success Indicators	Program/Activities/Initiatives	Tasks Assigned	Timeline	Delivery of Accountabilities	Rating				Remarks
							Q	E	T	A	
MFO 1 - Higher Education Services (Instructors and quality education delivered to students)											
		21.2 Number of FTE instructors	Teaching	Teaching 2 Computer Science subjects	18	18.00	5.00	5.00	5.00	5.00	Courses for 1st sem. SY 2016-2017 (Sem. 2) (CS107(Es), CS Elective 2
		21.3 Number of Academic Industry Linkage established	Linkaging	Links with academe/industry/professional organizations	1	1.00	5	5	5	5.00	Philippine Society of IT Educators (PSITE-NCR)
		21.25 Number of Students Advised									
		On Student Thesis	Advising/supervision	Advises and directs students' software and thesis manuscripts	3	10	5	5	4.7	4.85	3 thesis advisees for 1st sem SY 2016-2017
		Counselling	Counselling/Advising	Advises Dr. Ortiz Guidances students on courses	20	10	5.0	5.0	5.0	5.00	BSCS students related to courses and course
		21.26 Number of Student Organizations Adviser/Assistant									

		Student organizations advised	Mentoring/ Supervising/ Advising	Advises/ Directs / Supervises student-related activities							
		PI 4. Number of Instructional Materials Developed/Revised and Utilized									
		Revised Syllabi	Revision	Revises syllabi	1	1	5	5	4.8	4.93	CS 145, CS 147, CS 101
		Revision of Lecture Manual	Revision	Revises lecture	1	1	5	4.8	4.7	4.83	CS 145, CS 147, CS 101
		Revision of Lab Manual	Revision	Revises lab manual	1	1	4.7	4.8	4.8	4.77	CS 145
		Revised electronic presentation	Revision	Revises electronic presentation	1	1	4.8	4.7	4.8	4.77	CS 145, CS 147, CS 101
		Online course lec materials	Management and enhancement	Administers and maintains Online Lec Courses in MOODLE	1	1	4.8	4.8	4.8	4.80	CS 101, CS 145
		Online course lab materials	Management and enhancement	Administers and maintains Online Lab Courses in MOODLE	1	1	4.8	4.8	4.8	4.80	CS 145
		PI 8. Additional Outputs									
							Total points			**48.73**	
							Mean Rating			**4.43**	
MFO 3	**Research Services (Higher education research improved to promote econmic productivit and innovation)**										
		PI 3. Number of research projects conducted and/or completed on schedule									
							Total points			**0.00**	
							Mean Rating			**0.00**	
MFO 4	**Extension Services (Community engagement increased)**										

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		PI 5. Number of extension proposals submitted									
		PI 6. Percent of extension proposals approved									
							Total points			0.00	
							Mean Rating			0.00	
Total Over-all Rating										48.73	
Average Rating										1.48	
Adjectival Rating										O	

Average Rating (Total Over-all rating divided by 4)		1.48
Additional Points:		
Punctuality	0.2	
Approved Additional points (with copy of approval)	0.1	
FINAL RATING		1.48
ADJECTIVAL RATING		

Comments & Recommendations for Development Purpose:
You need to improve your RIDE capabilities

Evaluated & Rated by:

WINSTON M. TABADA
Dept. / Head of Unit

ROBERTO C. GUARTE
Dean/ Director

BEATRIZ S. BELONIAS
Vice President for Instruction

Date: _____ Date: _____ Date: _____

1- Quality 2 - Efficiency 3 - Timeliness 4 - Average

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Mr. EUGENE VAL C. MANGAOANG**
Performance Rating: **Very Satisfactory (4.22)**

Aim: Encourage him to make research proposals and extension project proposals.

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

Date: July, 2018 Target Date: One year from date of intervention

First Step:

Send him to trainings/seminars/workshops/fora related to research and extension activities.

Result:

Attendance in research and extension related trainings/seminars/workshops/fora. This will expose him to these engagements and will motivate him to do research and be involved in extension projects.

Date: Throughout the school year Target Date: End of SY 2017-2018

Next Step: Advise him to draft research proposal or extension project proposal.

Outcome: research/project proposal

Final Step/Recommendation: Instruct him to submit the research/project proposal to the OVPRE for approval and possible funding.

Prepared by:

WINSTON M. TABADA
Dept. Head, DCST

Conforme:

EUGENE VAL C. MANGAOANG
Instructor I