

Exhibit K

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


Name of Faculty Member: **JONAH FLOR V. ORAÑO**

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)	40%	4.80	1.92
b. Students (50%)	40%	4.38	1.75
TOTAL for Instruction	80%		
2. Research	10%	4.00	0.40
3. Extension	10%	4.83	0.48
4. Support Operations	0%		
5. Administration	0%		
TOTAL	100%		4.56 ✓


EQUIVALENT NUMERICAL RATING: 4.56 ✓
Add: Additional Points, if any: 0.04
TOTAL NUMERICAL RATING: 4.60

ADJECTIVAL RATING: **OUTSTANDING**

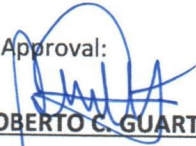
Prepared by:


JONAH FLOR V. ORAÑO
Name of Faculty


Reviewed by:


MAGDALENE C. UNAJAN
Head, DCST

Recommending Approval:


ROBERTO C. GUARTE
College Dean


Approved by:



BEATRIZ S. BELONIAS
Vice President for Academic Affairs


"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JONAH FLOR V. ORAÑO, a faculty member of the DEPARTMENT OF COMPUTER SCIENCE AND TECHNOLOGY 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 January - June, 2021.


JONAH FLOR V. ORAÑO
 Assistant Professor II
 Date:

Approved: 
MAGDALENE C. UNAJAN
 Department Head
 Date:


ROBERTO C. GUARTE
 College Dean
 Date:

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										
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	Teaches subjects/courses assigned	18	19.65	5	5	5	5.00	CSci141, CSci107, CS147, CSci150, CSci11, Csci102, CSci23, CS148
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	4	5	5	5	5.00	CSci107, CS147, CSci141, CS200
		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	2	6	5	5	5	5.00	CS107 (2), CS147 (6)

		A12. Number of trainings attended related to instruction	Attends mandated trainings	3	3	5	4	4	4.33	Echo-Webinar on TIEC CHED Flexible Learning Foundation Virtual Conference, Webinar workshop on Flexible Learning and Learning Continuity Plan for IT Teachers and VSU E-Learning Environment Training Workshop
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	6	5	5	5	5.00	CS107 (1), CS147 (1), Csci141(1), CSci102 (1), CSci23 (1), CS148 (1)
		A14. Number of quizzes administered and checked	Prepares and checks quizzes and lesson assessments	6	20	5	5	5	5.00	CSci141, CSci107, CS147, Csci102, CSci23, CS148
		A15. Number of lab reports and term papers checked and graded	Checks lab reports submitted as required	4	12	5	5	5	5.00	CSci150, CSci11, CSci141
	PI 8: Number of students	A16. Number of students advised:	Acts as academic adviser to	10	22	5	5	5	5.00	BSCS students
		A17. Number of students advised on thesis/ field practice/special problem:	Advises and corrects thesis proposal	3	5	5	5	5	5.00	Furton, Almerino, Cabarrubias, Lachama, Luna
		A18. Number of students entertained for consultation purposes	Allots time to students seeking for consultation or advise.	10	30	5	5	5	5.00	BSCS students
	PI 9: Number of student	A19. Number of Student organizations	Advises student organization	1	1	4	4	5	4.33	Computer Science
		A20. Number of Student organizations assisted on student related activities	Assists student organization in implementing student related activities	1	1	4	4	5	4.33	Computer Science Students Society (CS3)
	PI 10: Number of instructional materials developed *	A21: Number of on-line courseware developed and submitted :	Prepares and submits for review by the Technical Review Panel	2	2	4	4	4	4.00	CSci141, CSci107
		<i>On-line ready courseware</i>	<i>Prepares instructional</i>	2	5	5	5	4	4.67	CSci141,
		<i>Supplemental learning resources</i>	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	2	5	5	5	5	5.00	CSci141, CSci107/CS147, Csci102, CSci23, CS148

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	5	5	5	5	5.00	CSci141, CSci107/CS147, Csci102, CSci23, CS148
		A 23 : Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the courseware duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom	Creates virtual classroom	2	5	5	5	5	5.00	CSci141,
						Total points			81.67	
						Mean Rating			4.80	
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							
	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	1	1	4	4	4	4.00	Mobile-based Cacao Jackfruit P. palmivora disease recognizer
	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						
		In refereed int'l journals								
		In refereed nat'l/regional journals								
	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 scienfic for a/conferences							
		In int'l fora/conferences								
		In nat'l/regional fora/conferences								
	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						


	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ 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								
		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								
								Total points	4.00		
								Mean Rating	4.00		
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	DepEd Baybay City Division Office
	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	Implements duly approved extension projects	1							

	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							
	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							
	Research Mentoring	Research Mentor								
	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons	1	1	5	5	5	5.00	VSU E-Learning	
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	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 (extrn. 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							
								Total points	9.67	
								Mean Rating	4.83	
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8. Compliance to all	A 44. Compliance to all requirements	Ensures that all the OMS core							
		A 45. Compliance to all requirements	Prepares required documents							
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent complaint	A 46. Customerly friendly frontline	Provides customer friendly							
	PI 3. Additional Outputs	A 47. Number of /new initiatives	Initiates/introduces							
		A 48. Other outputs implementing the	Designs							
	Total Over-all Rating								95.33	
	Average Rating								4.55	
	Adjectival Rating								Outstanding	

Average Rating	4.55
Additional Points:	
Punctuality	
Approved Additional	
FINAL RATING	4.55
ADJECTIVAL RATING	Outstanding

- should work on publishing more research papers
- write /submit research, extension and innovation proposals.
- she can teach very well and maintain good relationships with students.

Evaluated & Rated by:



MAGDALENE C. UNAJAN

Department Head

Date:

Recommending Approval



ROBERTO C. GUARTE

Dean, CET

Date:

Approved by:



BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 7/22/21

Exhibit I


PERFORMANCE MONITORING FORMName of Employee: **JONAH FLOR V. ORAÑO**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as: prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grade sheets within prescribed period, makes him/herself available for student consultations during consultation hours, revises course syllabi, and approves manuscripts.	Very Satisfactory	January 2021	June 30, 2021	June 2021	Very Impressive	Outstanding	Exerts extra effort to make the lessons more understandable to the students.
2	Attends meetings and performs functions as member of different committees of the department	Very Satisfactory	January 2021	June 30, 2021	January 2021 – June 2021	Very Impressive	Outstanding	Very participative in the meetings.
3	Performs other functions	Very Satisfactory	January 2021	June 30, 2021	January 2021 – June 2021	Very Impressive	Outstanding	Very helpful in the department.

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


MAGDALENE C. UNAJOAN
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JONAH FLOR V. ORAÑO

Performance Rating: Outstanding

Aim: Encourage her to make research and extension proposal

Proposed Interventions to Improve Performance:

Date: January 2021

Target Date: One year from date of intervention

First Step:

Send her to training/seminar/workshop for a related field for research and extension.

Result:

Attendance in research and extension related trainings/seminars/workshops fora. This will Expose her to these engagements and will motivate him to do research and be involved in Research, Development, Extension and Innovation (RDEI) projects.

Date: Throughout the school year Target Date: End of the SY 2021-2022

Next Step:

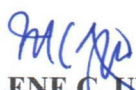
Advise her to draft research proposal or extension project proposal.

Outcome: RDEI project proposal

Final Step/Recommendation:

Instruct her to submit the RDEI proposal to OVREI for approval and possible funding.

Prepared by:


MAGDALENE C. UNAJOAN
Unit Head

Conforme:


JONAH FLOR V. ORAÑO
Name of Ratee Faculty/Staff