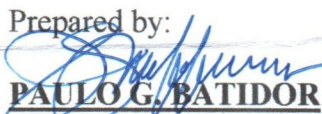



**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: Paulo G. Batidor


| Program Involvement<br>(1)             | Percentage<br>Weight of<br>Involvement<br>(2) | Numerical Rating<br>(Rating x%)<br>(3) | Equivalent<br>Numerical<br>Rating<br>(2x3) |
|--|---|--|--|
| 1. Instruction                         |   |  |  |
| a. Head/Dean (50%)                     |   | 5.00x100%= 5.00                        |  |
| b. Students (50%)                      |   |  |  |
| Total for Instruction                  | 85%   | 5.00                                   | 4.25                                       |
| 2. Research                            |   |  |  |
| a. Client/Dir. for Research (50%)      |   |  |  |
| b. Dept. Head/Center Director<br>(50%) |   | 5.00x100%= 5.00                        |  |
| Total for Research                     | 5%  | 5.00                                   | 0.25                                       |
| 3. Extension                           |   |  |  |
| a. Client/Dir. for Extension (50%)     |   |  |  |
| b. Dept Head/Center Director<br>(50%)  |   |  |  |
| Total for Extension                    |   |  |  |
| 4. Support to Operations               | 5%  | 5.00                                   | 0.25                                       |
| 5. General Admin. & Support Services   | 5%  | 5.00                                   | 0.25                                       |
| TOTAL                                  |   |  | 5.00                                       |

EQUIVALENT NUMERICAL RATING: 5.00  
Add: Additional Points, if any: 0  
TOTAL NUMERICAL RATING: 5.00

ADJECTIVAL RATING: **Outstanding**

Prepared by:  
  
**PAULO G. BATIDOR**  
Name of Faculty

Reviewed by:  
  
**MAY ANN E. PALEN**  
Department Head


Recommending Approval:   
**MA. THERESA P. LORETO**  
Dean, CAS


Approved:   
**BEATRIZ S. BELONIAS**  
Vice President Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, PAULO G. BATIDOR, a faculty member of the DEPARTMENT OF STATISTICS, COLLEGE OF ARTS AND SCIENCES commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period AUGUST 16, 2021 to December 31, 2021.

  
**PAULO G. BATIDOR**  
 Instructor I  
 Date:

Approved:  
  
**MAY ANN E. PALEN**  
 Department OIC-Head  
 Date:

  
**MA. THERESA P. LORETO**  
 Dean, CAS  
 Date: Jan. 13, 2022

| 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 |        |                       |         |            |            |         |   |



|  |  |   |  |   |   |   |   |   |      |  |
|--|--|---|--|---|---|---|---|---|------|--|
|  |  | <b>A4.</b> Number of students entertained for consultation purposes               | Entertains students seeking consultation with faculty  | 1 | 4 | 5 | 5 | 5 | 5.00 | Entertains thesis consultation for graduate students - Magnolia Lao (PhD), Carl Pradera (MS), Shiela Romero (MS), Jane Dautil (MS) |
|  | <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, reading assignments depending on course taught |   |   |   |   |   |      |  |
|  |  | Assessment tools  | Prepares assessment tools such as long exams, 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                        |   |   |   |   |   |      |  |

|  |  |   |  |    |       |   |   |   |      |  |
|--|--|---|--|----|-------|---|---|---|------|--|
|  |  | <i>A 7 : Number of virtual classroom created and operational</i>              | <i>Creates virtual classroom using either Moddle or Google Classroom</i>   |    |       |   |   |   |      |  |
|  | <i>PI 10 . Additional outputs:</i>                               | <i>A 8. Other outputs implementing the new normal due to covid 19</i>         | <i>Designs experiential learning activities and other outputs to implement new normal</i>                                |    |       |   |   |   |      |  |
| <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   | <i>Handles and teaches courses assigned</i>  | 18 | 12.20 | 5 | 5 | 5 | 5.00 | Four (4) courses in the 1st Sem. SY 2021-2022 - Stat 123, Stat 130, Stat 149, and ESci 117   |
|  |  | <b>A10.</b> Number of grade sheets submitted within prescribed period         | Prepares gradesheet and submits on or before deadline  | 3  | 4     | - | - | - | -    | Classes for Stat 123, Stat 130, Stat 149, and ESci 117 are still ongoing, gradesheets are prepared but not submitted yet   |
|  |  | <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 | 0  |       |   |   |   |      |  |
|  |  | <b>A12.</b> Number of trainings attended related to instruction               | Attend mandated trainings  | 2  | 4     | 5 | 5 | 5 | 5.00 | (1) Faculty Onboarding (Aug. 16-18, 2021); (2) Newly-Hired and Returning Faculty Onboarding (Aug. 19, 20, 23, 2021); (3) Webinar on Spatial Point Pattern with R Applications (Aug. 19-20, 2021); (4) Statistical Modeling in Stata: An Introduction (Oct. 27, 2021) |
|  |  | <b>A13.</b> Number of long examinations administered and checked              | Administers and checks long examination for subjects taught  | 6  | 12    | 5 | 5 | 5 | 5.00 | Long exams for Stat 123 (3), Stat 130 (4), Stat 149 (2), and ESci 117 (3)  |



|  |  |   |   |    |    |   |   |   |      |   |
|--|--|---|---|----|----|---|---|---|------|---|
|  |  | <b>A14 . Number of quizzes administered and checked</b>                             | Prepares and checks quizzes for lec and lab                                     | 6  | 11 | 5 | 5 | 5 | 5.00 | Quizzes for Stat 123 (3), Stat 130 (3), Stat 149 (2), and ESci 117 (3)  |
|  |  | <b>A15 . Number of lab reports/exercises and term papers checked and graded</b>     | Checks lab exercises submitted as required                                      | 10 | 21 | 5 | 5 | 5 | 5.00 | Lab Exercises for Stat 123 (3), Stat 130 (4), Stat 149 (2) and Learning Activities for Stat 123 (3), Stat 130 (3), ESci 117 (6) |
|  | <b>PI 8:</b> Number of students advised: *                       | <b>A16 . Number of students advised:</b>  | <i>Acts as academic adviser to students</i>                                     | 10 | 17 | 5 | 5 | 5 | 5.00 | Academic adviser to first year BSS students   |
|  |  | <b>A17 . Number of students advised on thesis/ field practice/special problem:</b>  | Advises, and corrects research outline and thesis/SP manuscript                 | 2  | 3  | 5 | 5 | 5 | 5.00 |   |
|  |  | <i>As SRC Chairman</i>  | Advises, and corrects research outline and thesis/SP manuscript                 | 2  | 3  | 5 | 5 | 5 | 5.00 |   |
|  |  | <i>As SRC Member</i>  | Advises and corrects research outline and thesis/SP manuscript                  | 2  | 3  | 5 | 5 | 5 | 5.00 |   |
|  |  | <b>A18 . Number of students entertained for consultation purposes</b>               | Entertains students consulting on subject taught, thesis and grades             | 2  | 3  | 5 | 5 | 5 | 5.00 | Handle consultations and statistical analysis for undergraduate students (Kizziah Bulado, Molley Nuñez, and Loren Valenzona).   |
|  | <b>PI 9:</b> Number of student organizations advised/ assisted * | <b>A19 . Number of Student organizations advised</b>                                | <i>Advises student organizations recognized by USSO</i>                         | 1  | 1  | 5 | 5 | 5 | 5.00 | VSU Statistical Society adviser   |
|  |  | <b>A20 . Number of Student organizations assisted on student related activities</b> | <i>Assists student organizations in implementing student related activities</i> | 1  | 1  | 5 | 5 | 5 | 5.00 | Assisted in the conceptualization and implementation of VSU Statistical Society activities                                      |

|  |   |   |   |    |    |   |   |   |      |  |
|--|---|---|---|----|----|---|---|---|------|--|
|  | <b>PI 10:</b> Number of instructional materials developed * | <b>A 21 :</b> Number of online courseware developed and submitted :                 | Prepares and submits for review by the Technical Review Panel   | 1  | 1  | 5 | 5 | 5 | 5.00 | Prepares courseware for Stat 149.  |
|  |   | Online ready courseware   | Prepares Instructional module/laboratory guide/workbook or a combination thereof                            | 0  |    |   |   |   |      |  |
|  |   | Supplemental learning resources   | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught | 8  | 12 | 5 | 5 | 5 | 5.00 | Prepares powerpoint presentations and video clips for Stat 149 (3), Stat 123 (3), ESci 117 (3), Stat 130 (3)                   |
|  |   | Assessment tools  | Prepares assessment tools such as long exams, quizzes, problems sets, etc.                                  | 22 | 44 | 5 | 5 | 5 | 5.00 | Prepares 12 learning activities, 9 lab exercises, 11 quizzes, and 12 long exams for Stat 123, Stat 130, Stat 149, and ESci 117 |
|  |   | <b>A 23 :</b> 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                                     | 0  |    |   |   |   |      |  |
|  |   | <b>A 24 :</b> Number of virtual classroom created and operational                   | Creates virtual classroom using either Moodle or Google Classroom   | 3  | 4  | 5 | 5 | 5 | 5.00 | Stat 123, Stat 130, Stat 149, and ESci 117 VSUEE Classrooms  |
|  | <b>PI 11.</b> Additional outputs                            | <b>A 25.</b> Number of Additional outputs accomplished:                             |   |    |    |   |   |   |      |  |



|                                   |   |  |   |   |   |   |   |   |      |  |
|-----------------------------------|---|--|---|---|---|---|---|---|------|--|
|                                   |   | Program accreditation/evaluation   | Prepares documents and /or program profile and other materials required during program/ institutional accreditation and/or evaluation |   |   |   |   |   |      |  |
|                                   |   | Agency/firm/Industry linkages  | Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU                            | 0 |   |   |   |   |      |  |
|                                   |   | <b>A 26.</b> Other outputs implementing the new normal due to covid 19   | Designs experiential learning activities and other outputs to implement new normal  | 0 |   |   |   |   |      |  |
| <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   | 0 |   |   |   |   |      |  |
|                                   | <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   | 0 |   |   |   |   |      |  |
|                                   | <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  | 0 | 1 | 5 | 5 | 5 | 5.00 | One journal article entitled 'Evaluating Spiral Progression Approach (SPA) in Teaching Science and Mathematics for Junior High Curriculum' published at Philippine Social Science Journal on Oct. 25, 2021 |
|                                   |   | <i>In refereed int'l journals</i>  |   | 0 |   |   |   |   |      |  |
|                                   |   | <i>In refereed nat'l/regional journals</i>   |   | 0 |   |   |   |   |      |  |





|  |  |  |  |   |   |   |   |   |      |  |
|--|--|--|--|---|---|---|---|---|------|--|
|  | <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 | 0 |   |   |   |   |      |  |
|  | <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  | 0 |   |   |   |   |      |  |
|  | <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   | 0 |   |   |   |   |      |  |
|  | <b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory 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 satisfactory or higher in terms of quality and relevance | Provides quality and relevant training courses and advisory services                                       | 0 |   |   |   |   |      |  |
|  | <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                                      | 0 |   |   |   |   |      |  |
|  | <i>Research Mentoring</i>  | <i>Research Mentor</i>   |  | 0 |   |   |   |   |      |  |
|  | <i>Peer reviewers/Panelists</i>  | <i>Peer reviewers/Panelists</i>  |  | 0 |   |   |   |   |      |  |
|  | <i>Resource Persons</i>  | <i>Resource Persons</i>  |  | 1 | 1 | 5 | 5 | 5 | 5.00 | Regional Statistical System Assembly, October 25, 2021 |
|  | <i>Convenor/Organizer</i>  | <i>Convenor/Organizer</i>  |  | 0 |   |   |   |   |      |  |
|  | <i>Consultancy</i>   | <i>Consultant</i>  |  | 0 |   |   |   |   |      |  |
|  | <i>Evaluator</i>   | <i>Evaluator</i>   |  | 0 |   |   |   |   |      |  |

|   |   |  |   |                     |                     |   |   |   |      |  |
|---|---|--|---|---------------------|---------------------|---|---|---|------|--|
|   |   |  | Prepares extension project proposals, submits and follow up its approval for immediate implementation                                 | 0                   |                     |   |   |   |      |  |
|   | <b>PI 8.</b> Percent of extension proposals approved *  | <b>A 41.</b> Percent of extension proposals approved *   |   |                     |                     |   |   |   |      |  |
|   | <b>PI 11.</b> Additional outputs *  | <b>A 42.</b> No. of extension-related awards (extn. conducted by faculty or student & faculty) *             |   | 0                   |                     |   |   |   |      |  |
|   |   | <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  | 0                   |                     |   |   |   |      |  |
| <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 | zero non-conformity | zero non-conformity | 5 | 5 | 5 | 5.00 |  |
|   |   | <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                                    | 100% compliant      | 100% compliant      | 5 | 5 | 5 | 5.00 |  |
|   |   | On program accreditations  |   |                     |                     |   |   |   |      |  |
|   |   | On institutional accreditations  |   |                     |                     |   |   |   |      |  |
| <b>UMFO 6. General Admin. &amp; Support Services (GASS)</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  | Zero % complaint    | Zero % complaint    | 5 | 5 | 5 | 5.00 |  |




|                              |                                 |  |  |  |  |  |  |  |        |  |
|------------------------------|---------------------------------|--|--|--|--|--|--|--|--------|--|
|                              | <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> |                                 |  |  |  |  |  |  |  | 110.00 |  |


|   |             |
|---|-------------|
| Average Rating (Total Over-all rating divided by 4) | 5.00        |
| Additional Points:                                  |             |
| Punctuality   |             |
| Approved Additional points (with copy of approval)  |             |
| NUMERICAL RATING                                    | 5.00        |
| ADJECTIVAL RATING                                   | Outstanding |

|   |
|---|
| <b>Comments/Suggestions for Improvement:</b><br>Excellent work, keet it up! |
|---|


Evaluated & Rated by:

  
**MAY ANN E. PALEN**  
 Department OIC-Head  
 Date:

Recommending Approval

  
**MA. THERESA P. LORETO**  
 Dean, CAS  
 Date: Jan. 13, 2022

Approved by:

  
**BEATRIZ S. BELONIAS**  
 Vice President for Academic Affairs  
 Date: 1/12/2022

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mr. Paulo G. Batidor

Performance Rating: Outstanding

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

Proposed Interventions to Improve Performance:

Date: \_\_\_\_\_ Target Date: One year from date of intervention

First Step: Make a draft of research proposal.

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Result: Have a draft of a research proposal for submission.

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

Next Step: Submit the final research proposal for approval

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Outcome: Research and extension project proposal

Final Step/Recommendation:

Instruct him to submit the research/project proposal to the OVPREI for approval and possible funding.

Prepared by:

  
**MAYANN E. VALEN**  
Head, DepStat

Conforme:

  
**PAULO G. BATIDOR**  
Name of Ratee