

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: REYMAR C. ORIA

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		4.95 x 50% = 2.475	
b. Students (50%)		5 x 50% = 2.5	
TOTAL for Instruction	75%	4.725	3.54
2. Research	10%	0	0
3. Extension	0%	0	0
4. Administration	15%	5	0.75
5. Production	0%	0	0
TOTAL			4.29

EQUIVALENT NUMERICAL

RATING:

4.29

Add: Additional Points, if any:

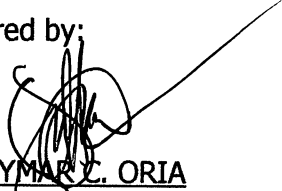
TOTAL NUMERICAL RATING:

4.29

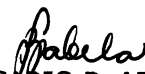
ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

  
REYMAR C. ORIA  
Name of Faculty


Reviewed by:

  
ROSARIO P. ABELA  
Department Head

Recommending Approval:


  
ALELY A. VILLOCINO  
Dean/Director

Approved:

  
BEATRIZ S. BELONIAS  
Vice President

# INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, REYMAR C. ORIA VSU Laboratory High School commits the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December 2019.

  
REYMAR C. ORIA  
 Ratee

Approved:   
ROSARIO P. ABELA  
 Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishments	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Advanced & Higher Education Services: Education Services as Laboratory High School of the College of Education	FTE								
	• TL	Teaching	12.75	66.00	5	5	5	5	Filipino-10, Filipino 8
	Number of Instructional Materials Developed/Revised and Utilized:		1	2	5	5	5	5	Filipino-10, Filipino 8
	❖ Revised syllabi within the year		1	2	4	4	4	4	Filipino-10, Filipino 8
	❖ Teaching Guides / Handouts		1	2	5	5	5	5	Filipino-10, Filipino 8
	❖ Teaching Aid (PowerPoint/ visual aids/etc)		1	2	5	5	5	5	Filipino-10, Filipino 8
	❖ Laboratory Guide								



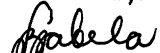
Personnel development and welfare support	Trainings / Seminars / Conferences Attended:								
	❖ Approved or Conducted by DepED								
	❖								
Average Rating								5	
Administrative functions & other special assignments	Special Assignments from Office of the Principal								
	❖ Performs registrar functions such as keeping and updating students forms, VSULHS Entrance Exam assisted, Attendance to meetings called by the principal, to improve the school site, committee assignments, & other special assignments	VSULHS Entrance Exam assisted, Attendance to meetings called by the principal, to improve the school site, committee assignments, & other special assignments	90%	95%	5	5	5	5	Assisted VSULHS Entrance Exam, Member of the Chair Promotional Exercises, Chairman Disciplinary Committee
	❖ Coordinator								

	❖								
Average Rating								5	
Total Over-all Rating								14.86	

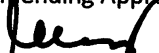
Average Rating (Total Over-all rating divided by 3)		5
Additional Points:		
Punctuality		
Approved Additional		
FINAL RATING		4.95
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development  
 Purpose: *He imposes discipline to the students well.*


Evaluated and Rated by:

  
**ROSARIO P. ABELA, Ed.D.**  
 Dept./Unit Head

Recommending Approval:

  
**ALELI A. VILLOCINO, Ed.D.**  
 Dean/Director

Approved by:

  
**BEATRIZ S. BELONIAS, Ph.D.**  
 Vice President

Date: \_\_\_\_\_

C Date: \_\_\_\_\_

Date: \_\_\_\_\_

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

Exhibit I

**PERFORMANCE MONITORING FORM**

Name of Employee: REYMAR C. ORIA


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	Teach Fili 8, Fili 10 and CAT	Deliver quality learning to students in the high school program	August 2018	May 2019	May 2019	Very Impressive	Outstanding	
2	Revised syllabi and syllabus for Fili 8 and Fili 10 within school year	OBE syllabus that addresses the needs of learners	August 2018	May 2019	May 2019	Impressive	Very Satisfactory	
3	Develop power point in Fili 8, Fili 10 and CAT	A more comprehensive power point presentation	August 2018	May 2019	May 2019	Impressive	Very Satisfactory	
4	Develop evaluation and assessment tools to rate students' performance	Collect projects, assignments, check, develop rubrics to assess students in	August 2018	May 2019	May 2019	Very Impressive	Outstanding	

		designing and creating innovative activities for the students special needs						
5	Number of student related activities assisted	Assisted six (6) student related activities	August 2018	May 2018	May 2018	Very Impressive	Outstanding	
6	Practice Teachers mentored and evaluated	Assiusted, mentored and evaluated two(2) Filipino Major students	September2 018	December 2018	December 2018	Very Impressive	Outstanding	
7	Field study students assisted	Assisted eight (8) field study students from the College of Education	August 2018	May 2019	May 2019	Very Impressive	Outstanding	
8	Special Assignment from the Principal	Chairman Disciplinary Committee	August2018	May 2019	May 2019	Very Impressive	Outstanding	

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

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

Prepared by:

  
ROSARIO P. ABELA, Ed.D.  
Principal

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mr. Reymar C. Oria

Performance Rating: Very Satisfactory

Aim: To change the employment status of the faculty from substitute to a regular faculty.

Proposed Interventions to Improve Performance:

Date: June 2018

Target Date: July 2018 – June 2019

First Step:

Complete a relevant Master's Degree.

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Result:

The faculty will be recommended from a substitute to a regular faculty.

Date: July 2019

Target Date: August 2019

Next Step:

Prepare an obedized syllabus.

Outcome: Carry out responsibilities as an instructor.

Final Step/Recommendation:

Attend seminars and trainings related to the field.

Prepared by:

  
**ROSARIO P. ABELA, Ed.D.**  
Unit Head

Conforme:

  
**REYMAR C. ORIA**  
Name of Rated Faculty/Staff