

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: YSSAKHAR A. SALAS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		x50%	
b. Students (50%)			
Total for Instruction	100%		4.934
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.934

EQUIVALENT NUMERICAL RATING: 4.934

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.934

ADJECTIVAL RATING: Outstanding

Prepared by:


YSSAKHAR A. SALAS

Name of Faculty

Reviewed by:


JACOB GLENN F. JANSALIN

Department Head

Recommending Approval:


CANDELARIO L. CALIBO

Dean/Director

Approved:



BEATRIZ S. BELONIAS



Vice President for Academic Affairs


"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, YSSAKHAR A. SALAS, a faculty member of the DEPARTMENT OF PURE AND APPLIED CHEMISTRY delivered and agreed to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period JANUARY - JUNE 2020.


YSSAKHAR A. SALAS
Instructor
Date: 3/01/2020

Approved: 
JACOB GLENN F. JANSALIN
Department Head
Date: 


CANDELARIO L. CALBO
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										
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 . <i>Number of students advised on thesis/special problem/dissertation</i>								
		<i>As GAC Chairman</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		<i>AS GAC Member</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4 . <i>Number of students entertained for consultation purposes</i>	<i>Entertains students seeking consultation with faculty</i>							

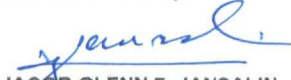
	PI 9: Number of instructional materials developed *	A5 . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware	Prepares instructional module/laboratory guide/workbook or a combination 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							
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
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	Handles and teaches courses assigned	12	12	5	5	5	5	Chem 140 (1Lec), Chem 141 (1Lec), Chem 21 (2Lab), PhSc 105.1 (1Lab)
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	3	5	5	5	5	Chem 140 (1Lec), Chem 141 (1Lec), Chem 21 (2Lab), PhSc 105.1 (1Lab)

		A11. 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							
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5	Google Classroom Management Training
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	5	5	5	4	4.67	Chem 140 (1Lec), Chem 141 (1Lec), Chem 21 (2Lab), PhSc 105.1 (1Lab)
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	8	10	5	5	5	5	Chem 140 (1Lec), Chem 141 (1Lec), Chem 21 (2Lab), PhSc 105.1 (1Lab)
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	16	16	5	5	4	4.67	Chem 140 (1Lec), Chem 141 (1Lec), Chem 21 (2Lab), PhSc 105.1 (1Lab)
	P18: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students							
		A17. Number of students advised on thesis/ field practice/special problem:		2	3	5	5	5	5	ZZ Poliquit, G. Managbang, and PJ Corbo
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	2	5	5	5	5	RM Bahandi; Gofredo
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	50	50	5	5	5	5	Chem 140 (1Lec), Chem 141 (1Lec), Chem 21 (2Lab), PhSc 105.1 (1Lab)


	PI 9: Number of student organizations advised/assisted *	A19: Number of Student organizations advised	Advises student organizations recognized by USOO							
		A20: Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	5	5	5	VSU ChemSoc
	PI 10: Number of instructional materials developed *	A 21: Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		A22: 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 23: 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 24: Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
	PI 11: Additional outputs	A 25: 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							

		On program accreditations							
		On institutional accreditations							
UMFO 6. General Admin. & Support Services (GASS)									
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint				
	PI 3: Additional Outputs	A 47. 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						
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal						
	Total Over-all Rating							49.34	
	Average Rating							4.93	
	Adjectival Rating							O	

Evaluated & Rated by:


JACOB GLENN F. JANSALIN
 Department Head
 Date: _____

Recommending Approval


CANDELARIO L. CALIBO
 Dean, _____
 Date: _____

Approved by:

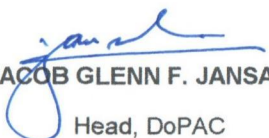

BEATRIZ S. BELONIAS
 Vice President for Instruction
 Date: _____

Average Rating (Total Over-all rating divided by 6)		4.934
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.934
ADJECTIVAL RATING		O

Comments & Recommendations for Development Purpose:

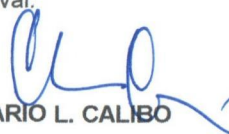
Must finish his masters degree program

Evaluated & Rated by:


JACOB GLENN F. JANSALIN
 Head, DoPAC

Date: _____

Recommending Approval:


CANDELARIO L. CALIBO
 Dean, CAS

Date: _____

Approved by:


BEATRIZ S. BELONIAS
 VP for Academic Affairs

Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Employee: YSSAKHAR A. SALAS


Head of Office: JACOB GLENN F. JANSALIN

Number of Personnel: 1


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	Advise to finish MS Chemistry				
Coaching					

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

Conducted by:


JACOB GLENN F. JANSALIN
 Immediate Supervisor

Noted:


CANDELARIO L. CALIBO
 Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: YSSAKHAR A. SALAS
Performance Rating: Outstanding

Aim: Maintain outstanding student rating

Proposed Interventions to Improve Performance:

Date: July 2020

Target Date: December 2020

First Step: Finish MS Chemistry degree program.

Result: Meets the QS for tertiary instruction.

Date: _____

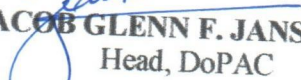
Target Date: _____

Next Step:


Outcome: _____

Final Step/Recommendation:

Prepared by:


JACOB GLENN F. JANSALAIN
Head, DoPAC

Conforme:


YSSAKHAR A. SALAS
Name of Ratee Faculty