SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Prof. JUDE B. ROLA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)		4.48 x 100% = 4.48	
b. Students			
Total for Instruction	40%	4.48	1.79
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director (100%)		4.65 x 100% = 4.65	
Total for Research	30%	4.65	1.40
3. Extension			
a. Client/Dir. for Extension			
b. Dept Head/Center Director (100%)		4.67 x 100% = 4.67	
Total for Extension	30%	4.67	1.40
4. Administration			
5. Production			
TOTAL			**4.59**

EQUIVALENT NUMERICAL RATING: 4.59
Add: Additional Points, if any: 0.10
TOTAL NUMERICAL RATING: **4.69**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

JUDE B. ROLA
Name of Faculty

Reviewed by:

WINSTON M. TABADA
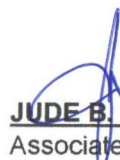Department Head

Recommending Approval:

ROBERTO C. GUARTE
College Dean

Approved:

BEATRIZ S. BELONIAS
Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JUDE B. ROLA, a faculty member of the DEPARTMENT OF COMPUTER SCIENCE AND TECHNOLOGY commit to the delivery and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period April - June, 2020.

Approved:

JUDE B. ROLA
Associate Professor I
Date:

WINSTON M. TABADA
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	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
UMFO 1. ADVANCED EDUCATION SERVICES										
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and	A9. Actual Faculty's FTE	Taught subjects/courses assigned						0.00	
		A10. Number of grade sheets submitted within prescribed period	Prepared gradesheet and submits on or before deadline	1	1	4.0	5.0	5.0	4.67	CS200.4
		A 11. Number of INC forms with grade submitted within prescribed period	Facilitated students in their completion of the subject and submitted completion forms with grade within prescribed period						0.00	

		A12. Number of trainings attended related to instruction	Attended webinarstrainings	1		9		4.0	5.0	5.0	4.67	Online Webinars/Trainings: MOODLE (VSU, Getting Grounded on Analytics (SPARTA and Devt Academy of the Philippines), Machine Learning Using R (www.DataCamp.com), Basics of WEKA (DCST), Online Teaching Basics: Improving Student Learning While Saving Faculty Time (CHED R1), Flexible Learning Modalities and Techniques for Engineering and Technology (EVHEI), Designing Student-Centered and Outcomes-Based Course Modules for Flexible Learning" (CHED HEMIS), Network Security (DICT), Digital Certificate and Signature (DICT)
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught								0.00	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab								0.00	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports submitted as required								0.00	
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to BSCS students	3		3		5	5	5	5.00	
		A17. Number of students advised on thesis/ field practice/special problem:	Advises and corrects thesis manuscript	1		1		4	4	4	4.00	Kim Escabarte

		A18. Number of students entertained for consultation purposes	Allots time to students seeking for consultation or advise.	2		4		5	5	4	4.67	
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organization recognized by USOO								0.00	
		A20. Number of Student organizations assisted on student related activities	Assists student organization in implementing student related activities								0.00	
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line courseware developed and submitted :	Prepares and submits for review by the Technical Review Panel								0.00	
		On-line ready courseware	Prepares instructional module/laboratory guide/workbook or a combination thereof	1		2		4	5	4	4.33	CS 152, CS 198
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2		4		4	5	4	4.33	CS 152, CS 198
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2		4		4	5	4	4.33	CS 152, CS 198
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the courseware duly reviewed by TRP for editing by MMDC editor								0.00	
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2		2		4	5	4	4.33	CS 152, CS 198
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:									0.00	

		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							0.00	
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							0.00	
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							0.00	
									Total Points	40.33	
									Average Rating	4.48	

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	1		1		4	5	5	4.67	Application of Modified Mitscherlich Equation to Yellow Hybrid Corn Optimized Nutrient e-Advisor
	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	5	5	4.67	A Comparative Analysis of ARIMA and Feed-Forward Neural Network Prognostic Model for Bull Services (Advances in Science, Technology and Engineering Systems Journal Vol. 5, No. 2, 411-418 (2020))

	PI	Activity	Task						Avg	Remarks
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	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						0.00	
		In refereed int'l journals		1	1	4	5	5	4.67	A Comparative Analysis of ARIMA and Feed-Forward Neural Network Prognostic Model for Bull Services (Advances in Science, Technology and Engineering Systems Journal Vol. 5, No. 2, 411-418 (2020))
		In refereed nat'l/regional journals							0.00	
	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						0.00	
		In int'l fora/conferences							0.00	
		In nat'l/regional fora/conferences							0.00	
	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	1	4	5	5	4.60	Mobile-based Cacao P. palmivora Disease Recognizer
	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			18.60	
							Average Rating			4.65	
UMFO 4. EXTENSION SERVICES											
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension	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							0.00	
	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							0.00	
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects							0.00	
	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							0.00	
	Research Mentoring	Research Mentor								0.00	
	Peer reviewers/Panelists	Peer reviewers/Panelists								0.00	
	Resource Persons	Resource Persons		1	1	4	5	5	4.67	Digital Ethics Webinar for VIFES Teachers

	Convenor/Organizer	Convenor/Organizer							0.00
	Consultancy	Consultant							0.00
	Evaluator	Evaluator							0.00
	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						0.00
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *							0.00
		A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal						0.00
							Total Points		4.67
							Average Rating		4.67
UMFO 5. SUPPORT TO OPERATIONS									
UMFO 6. General Admin. & Support Services (GASS)									
	Total Over-all Rating								63.60
	Average Rating								4.60
	Adjectival Rating								

Average Rating (Total Over-all rating divided by 4)	4.60
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.60
ADJECTIVAL RATING	**Outstanding**

Comments & Recommendations for Development Purpose:

Propose and conduct research and extension projects.

Evaluated and Review:

WINSTON M. TABADA
Head, DCST
Date: _____

Recommending Approval:

ROBERTO C. GUARTE
Dean, CET
Date: _____

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: _____

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

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **Prof. JUDE B. ROLA**

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 grades sheets within prescribed period, makesherself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Satisfactory	January 2020	June 30, 2020	June 10, 2020	Very Impressive	Very Satisfactory	
2	Attends meetings and performs functions as member of different committees of the department	Outstanding	January 2019	June 30, 2019	January 3, 2019 – June 30, 2019	Very impressive	Outstanding	
3	Performs other functions	Outstanding	January 2019	June 30, 2019	January 3, 2019 – June 30, 2019	Very impressive	Outstanding	

*Either very impressive, impressive, needs improvement, poor, very poor
**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

WINSTON M. TABADA
Unit Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Prof. JUDE B. ROLA**
Performance Rating: Outstanding

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

Proposed Interventions to Improve Performance:

Date: January, 2020   Target Date: One year from date of intervention

First Step:

Send him to training, seminar/ workshop/ for a related to research and extension activities.

Result:

Attendance in research and extension related trainings/ seminars/ workshops/ for a. This will

Expose him to theses engagement and will motivate him to do research and be involved in Extension projects.

Date: Throughout the school year.   Target Date: End of SY 2020-2021

Next Step:

Advise him to draft research proposal or extension project proposal.

Outcome: Research/ project proposal

Final Step/Recommendation:

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

Prepared by:

WINSTON M. TABADA
Unit Head

Conforme:

JUDE B. ROLA
Name of Ratee Faculty/Staff