

Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of faculty Member: ANNA BETH A. VARRON

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x 3)
1. Instruction			
c. Head/Dean (50%)		4.6 x 100% = 4.6	
d. Students (50%)			
Total for Instruction	75 %	4.6	3.45
2. Research			
c. Client/Dir. For Research (50%)		x50% =	
d. Dept. Head/Center Director 50%)		x50% =	
Total for Research			
3. Extension			
c. Client/Dir. For Extension (50%)		5.0 x50% =2.50	
d. Dept. Head/Center Director 50%)		5.0 x50% =2.50	
Total for Extension	10%	5.0	.50
4. Support to Operations	15%	5.0	.75
TOTAL	100%		4.70

Equivalent Numerical Rating: _____
 Add: Additional Points, if any: _____
 TOTAL Numerical Rating: 4.70

Adjectival Rating: Outstanding

Prepared by:

ANNA BETH A. VARRON
 Name of Faculty

Reviewed by:

MARY JEAN M. SAPAN
 Department Head

Recommending Approval:

ALELI A. VILLOCINO
 College Dean

Approved:

BEATRIZ S. BELONIAS
 Vice President for Instruction

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of faculty member: ANNA BETH A. VARRON

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x2) (3)	Additional Rating (Rating (2 x 3))
1. Instruction			
a. Head/Den (50%)		$4.0 \times 100\% = 4.0$	
b. Students (50%)			
Total for Instruction	100%	4.0	4.0
2. Research			
a. Client/For Research (50%)		$2.0 \times 50\% = 1.0$	
b. Dept. Head/Enter Director (50%)		$2.0 \times 50\% = 1.0$	
Total for Research			
3. Extension			
a. Client/For Extension (50%)		$2.0 \times 50\% = 1.0$	
b. Dept. Head/Enter Director (50%)		$2.0 \times 50\% = 1.0$	
Total for Extension	100%	2.0	2.0
4. Support to Operations	12%	3.0	3.6
TOTAL	100%		4.70

Exclusion Numerical Rating: _____
Add Additional Points, if any: _____
TOTAL Numerical Rating: 4.70

Adjusted Rating: _____ Outstanding: _____

Reviewed by:

MARYJEAN M. SARAY
Department Head

Prepared by:

ANNA BETH A. VARRON
Name of Faculty

Recommending Approval:

WILLIAM VILLOZO
College Dean

Approved:

BEATRIZ R. BELONIAS
Vice President for Instruction

ANNA BETH V. VARRON
Ratee

MARY JEAN M. SAPAN
Head of Unit

Date: _____

Date: _____									
MFO	Success Indicators	Task Assigned	Target	Actual	Rating				Remarks
				Accomplishment	Q1	E2	T3	A4	
Higher education services	FTE-TL	<u>First Semester</u> Physical Education 11 Grade 12 Junior High TOTAL							
MFO	Success Indicators	Task Assigned	Target	Actual	Rating				Remarks
				Accomplishment	Q1	E2	T3	A4	
	Instructional Materials Revised and Utilized	Develop OBE Course Syllabus in PE 11, and Revised Ims in Grade 11	2	4	5	5	5	5	
		Prepare and utilize power point presentation	2	5	5	5	5	5	
		Check Quizzes and long exams	5	6	5	5	5	5	
		Prepare and check midterm and final exams	6	6	5	5	5	5	
		collect assignments	5	5	5	5	5	5	
	Number of Student Advising (Mapeh Majors) and Consultation Services Academic Advising	Advise and counsel student teachers							

MFO	Success Indicators	Task Assigned	Target	Actual	Rating				Remarks
				Accomplishment	Q1	E2	T3	A4	
	Number of VSU-Related Activities Assisted Intramural Program	Trained dancers for the opening program opening program	150	200	4	4	4	4	
		Faiclitated the giving of snacks to officiating officials	125	150	5	5	5	5	
		Chair, Laro ng lahi	100	110	4	4	4	4	
	TOTAL FOR INSTRUCTION				4.6	4.6	4.6	4.6	
Extension	Technical/Expert Services National/Regional								
	Trainer	Students Field Demo during intrams	150	200	5	5	5	5	
	TOTAL FOR EXTENSION								
Support to Operations	Attendance in regular and special meetings								
		Number of IHK regular and special meetings	5	5	5	5	5	5	
	TOTAL FOR SUPPORT TO OPERATIONS				5	5	5	5	
Average Rating		13.6	4.53		Development Purposes Has the potential to learn new and additional skills for career advancement.				
Additional Points									
Punctuality									
Approved Additional Points (with copy of approval)									
Final Rating									
Adjectival Rating									

Evaluated and Rated by:

MARY JEAN M. SAPAN

Unit Head

Date: _____

Recommending Approval

ALELIA. VILLOCINO

College Dean

Date: _____

Approved

BEATRIZ S. BELONIAS

Vice Pres. For Instruction

Date: _____

PERFORMANCE MONITORING FORM


Name of Employee: ANNA BETH V. VARRON

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 PE 11, Grade 11 and Junior High	Deliver quality learning to students in the undergraduate program	August 2018	November 2018	September 2018	Very impressive	Outstanding	The teacher is very dedicated to work and most of the time work beyond office hours just to make sure the activities and task assigned to her are carried out effectively.
2	Prepare exams, conduct practical exams compute grades and check quizzes	Comprehensive learning experience of students	August to November 2018			Very impressive	Outstanding	
6	Facilitate the opening program during the intramural games	Impressive opening program and field demonstration	August 2018	September 2018	September 2018	Very impressive	Outstanding	
7	Chairman for the Laro ng Lahi	Organized conduct of the activity				Impressive	Outstanding	

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

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

Prepared by:


MARY JEAN M. SAPAN
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ANNA BETH V. VARRON

Performance Rating: Very Satisfactory

Aim: To improve the conduct of the opening program of the intramural games

Proposed Intervention to Improve Performance:
Collaborate with other faculty for assistance

Date: August 2018

Target Date: August 2018

First Step: Meeting with other faculty and general assembly to participants

Result: Empowered participants for the success of the activity

Date: September 2018

Target Date: September 2018

Next Step: Follow up meeting with the participants

Outcome: An impressive opening program and presentation

Final Step/Recommendation:

Collaboration with other faculty for the management and conduct of the activity

Prepared by:

MARY JEAN M. SAPAN
OIC Director, IHK

Conforme:

ANNA BETH V. VARRON

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ANNA BETH V. VARRON

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Prepared by:

MARY JEAN M. SAPAN
OIC Director, IHK

Conformed:

ANNA BETH V. VARRON