

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ELSIE E. SALAMAT

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
11. Instruction			
e. Head/Dean (50%)		4.67 x 0.50 = 2.335	
f. Students (50%)		4.3 x 0.50 = 2.15	
Total for Instruction	70%	4.485	3.14
12. Research			
e. Client/Dir. for Research (50%)			
f. Dept. Head/Center Director (50%)			
Total for Research	6%	4.67	0.28
13. Extension			
e. Client/Dir. for Extension (50%)			
f. Dept Head/Center Director (50%)			
Total for Extension	4%	4.78	0.19
14. Administration	20%	4.67	0.934
15. Production			
TOTAL			4.544

EQUIVALENT NUMERICAL RATING: 4.544

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: OUTSTANDING

ADJECTIVAL RATING:

Prepared by:

Elsie E. Salamat
ELSIE E. SALAMAT
Name of Faculty

Reviewed by:

Mary Joy M. Abit
MARY JOY M. ABIT
OIC-Department Head

Recommending Approval:

Victor B. Asio
VICTOR B. ASIO
Dean/Director

Approved:

Beatriz S. Belonias
BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ELSIE E. SALAMAT, of the DEPARTMENT OF PEST MANAGEMENT commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 2019 to December 2019.

ELSIE E. SALAMAT

Approved: MARY JOY M. ABIT
OIC-Head of Unit

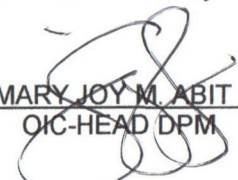
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Average Rating (Total Over-all rating divided by 4)		4.67
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.67
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:


improve interpersonal
relationship with
students

Evaluated & Rated By:


MARY JOY M. ABIT
OIC-HEAD DPM


Date: _____

Recommending Approval:


VICTOR B. ASIO
DEAN CAFS

Date: _____

Approved by:


BEATRIZ S. BELONIAS
VP Instruction

Date: _____


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

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ELSIE E. SALAMAT, of the DEPARTMENT OF PEST MANAGEMENT commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 2019 to December 2019.

Chie Elmat
ELSIE E. SALAMAT
Ratee

Approved:


MARY JOY M. ABIT
OIC-Head of Unit


[illegible]

Average Rating (Total Over-all rating divided by 4)		4.67
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.67
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

Submit proposals
for funding


Evaluated & Rated By:


MARY JOY M. ABIT
OIC-HEAD DPM

Date: _____


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

Recommending Approval:


VICTOR B. ASIO
DEAN CAFS

Date: _____

Approved by:


BEATRIZ S. BELONIAS
VP-Instruction

Date: _____

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ELSIE E. SALAMAT, of the DEPARTMENT OF PEST MANAGEMENT commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 2019 to December 2019.

Elsie E. Salamat
ELSIE E. SALAMAT
Ratee

Approved:

MARY JOY M. ABIT
OfC-Head of Unit

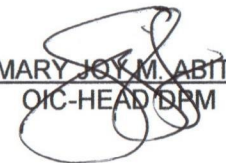
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Average Rating (Total Over-all rating divided by 4)		4.78
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.78
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:


NONE
Concerned w/ clients

Evaluated & Rated By:


MARY JOY M. ABIT
OIC-HEAD DPM

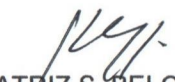
Date: _____

Recommending Approval:


VICTOR B. ASIO
DEAN CAFS

Date: _____

Approved by:


BEATRIZ S. BELONIAS
VP-Instruction

Date: _____

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

I, ELSIE E. SALAMAT, of the DEPARTMENT OF PEST MANAGEMENT commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 2019 to December 2019.

ELSIE E. SALAMAT

Ratee

Approved:

~~MARY JOY M. ABIT~~

~~OIC-Head of Unit~~

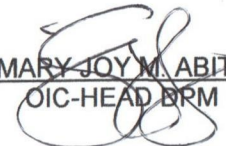
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Average Rating (Total Over-all rating divided by 4)		4.67
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.67
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:


Better / Improve time management

Evaluated & Rated By:


 MARY JOY M. ABIT
 OIC-HEAD BPM

Date: _____

Recommending Approval:


 VICTOR B. ASIO
 DEAN CAFS

Date: _____

Approved by:


 BEATRIZ S. BELONIAS
 VP-Instruction

Date: _____

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Elsie E. Salamat
Performance Rating: Outstanding

Aim: Improve interpersonal relationship with students

Proposed Interventions to Improve Performance:

Date: Feb - June 2020 Target Date: Feb. - June 2020

First Step: Conduct levelling of expectations with students

Result: Improved expectations between students and teacher


Date: _____ Target Date: _____


Next Step: _____

Outcome: Improved interpersonal relationship with students

Final Step/Recommendation: _____

Prepared by:


MARY JOY M. ABIT
Unit Head

Conforme: 
ELSIE E. SALAMAT
Name of Ratee Faculty/Staff