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	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating
	(2)		(2x3)
11. Instruction			
e. Head/Dean (50%)		$4.67 \times 0.50 = 2.335$	
f. Students (50%)		$4.3 \times 0.50 = 2.15$	
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:

Clie l'olemat ELSIE E. SALAMAT

Name of Faculty

Reviewed by:

MARY JOY M. ABIT OIC-Department Head

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

I, <u>ELSIE E. SALAMAT</u> , of the <u>DEPARTM</u>	<u>IENT OF PEST MANAGEM</u>	ENT_commits to deliver a	ind agree to be rated on the	he attainment of the following targets in accordance
with the indicated measures for the period	July 2019	to	December 2019	
Quel Gilmat				¢ .
ELSIE E. SALAMAT Ratee	Approved:	MARY JOY M. ABIT OIC-Head of Unit		
		Co.		

	Success Indicators	Tasked Assigned	Target	Actual		Ra	D		
MFO/PAP's		rasked Assigned	raiget	Accomplishment	Q ¹	E ²	T ³	A ⁴	Remarks
Advanced and	 Full Time Equivalent (FTE) 	Teaches assigned courses	10	15.75	5	4	5	4.67	
Higher Education Services	 Number of Graduates w/in the provided period 		A-10-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1						
	- Baccalaureate	As thesis adviser	1	-					Wrong target, 1st
		As student research committee member/chairman	2	-					expected sched. to graduate
	 Number of instructional materials revised and utilized 								
	 Approved outline submitted w/n presented period 	As student research committee Member	1	1	5	4	5	4.67	
	 Number of student research 	BS Adviser	1	1	5	4	5	4.67	
	 Number of student VSUAAI scholars monitored 	Monitoring VSUAAI scholars	3	3	5	4	5	4.67	
	 Number of conferences attended 	Participant	1	1	5	4	5	4.67	
1									
otal Óver-all								4.67	

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:	Recommending Approval:	Approved by:	
MARY JOY M ABIT OIC-HEAD DPM	VICTOR B. ASIO DEAN CAFS		BEATRIZ S. BELONIAS VP Instruction
Date:	Date:	Date:	

- 1 Quality 2 Efficiency
- 3 Timeliness
- 4 Average

I, ELSIE E. SALAMAT ,	of the DEPARTMEN	IT OF PEST MANAGEM	ENT 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	·
Liv James ELSIE E. SALAM Ratee	AT		Approved:	MARY JOY M. ABIT ØIC-Head of Unit	

				Actual		Ra			
	Success Indicators	Tasked Assigned	Target	Actual Accomplishment	Q ¹	E ²	T ³	A ⁴	Remarks
Research Services									
	No. of research conducted as scheduled	Co-Project Leader	1	1	5	4	5	4.67	
	No. of research paper written for submission to publisher	Write article to be submitted for publication	1	1	5	4	5	4.67	
Total Over-all Rating								4.67	

4.67
4.67
OUTSTANDING

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

Comments & Recommendations for Development Purpose:	
Submit proposals for funding	

Evaluated & Rated By:	Recommending Approval:	Approved by:
OIC (HE)O DPM	VICTOR B. ASIO DEAN CAFS	BEATRIZ S. BELONIAS VP-Instruction
Date:	Date:	Date:

I, ELSIE E. SALAMAT ,	of the DEPARTMENT OF	<u>FPEST MANAGEMENT</u>	_commits to deliver ar	nd agree to be rated on the attainm	ent of the following targets in accordance
with the indicated measures for	the period Jul	ly 2019	to	December 2019	
ELSIE E. SALAN Ratee	AT	Approved: <u>M</u>	OIC-Head of Unit		

	C Indicators	Tankad Assigned	Torquet	Target Actual		Ra	Remarks		
	Success Indicators	Tasked Assigned	Target	Accomplishment	Q ¹	E ²	T ³	A ⁴	Remarks
Extension Services	No. of clients who consulted w/pest problem	Subject Matter Specialist	1	1	5	4	5	4.67	
	No. of pest specimens & diagnosed and given pest management recommendations	Subject Matter Specialist	1	1	5	4	5	4.67	
	No. of persons trained for mushroom production	Trained	6	26	5	5	5	5.0	
otal Over-all								4.78	

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/ chents

ADJECTIVAL RATING		OUTSTANDING	,
Evaluated & Rated By:	Recommending Approval:	Approved by	y:
MARY JORM. ABIT OIC-HEAD DAM	VICTOR B. DEAN C		BEATRIZ S. BELONIAS VR-Instruction
Date:	Date:	Date	e:

- 1 Quality2 Efficiency3 Timeliness4 Average

I, <u>ELSIE E. SALAMAT</u> ,	of the DEPARTMENT OF PES	MANAGEMENT C	commits to de	eliver and agree to be rated on th	ne attainment of the following targets in accordance
with the indicated measures for t	the period July 201	9	to	December 2019	
ELSIE E. SALAM. Ratee	elevat AT	Approved:		MARY JOY M. ABIT OIC-Head of Unit	

	Success Indicators	Tasked Assigned Tasked Assigned		Tacked Assigned	Tasked Assigned Target Actual	Actual	Rating				D
	Success mulcators	raskeu Assigneu	Assigned Target	Accomplishment	Q ¹	E ²	T ³	A ⁴	Remarks		
Function m N a N a	No. of staff supervised & monitored	Head, ACRO	3	4	5	4	5	4.67			
	No. of management meetings attended	Head, ACRO	6	6	5	4	5	4.67			
	No. of documents evaluated & approved	Head, ACRO	18	20	5	4	-5	4.67			
	No. of outreach for community facilitated	Community outreach for ACRO	1	1	5	4	5	4.67			
	No. of meetings with host batches	Head, ACRO facilitation of Alumni Homecoming	2	2	5	4	5	4.67			
otal Over-all											
ating								4.67			

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

1 – Quality2 – Efficiency3 – Timeliness4 – Average

Comments & Recommendation Development Purpose:	ons for
Better/Improve	time

Evaluated & Rated By:	Recommending Approval:	Approved by:	
MARY JOY M ABIP OIC-HEAD BRM	VICTOR B. ASIO DEAN CAFS		BEATRIZ'S. BELONIAS VP-Instruction
Date:	Date:	Date:	

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Elsie E. Salamat Performance Rating: Outstanding
Aim: Improve interpassonal relationship with students
Proposed Interventions to Improve Performance:
Date: Feb - June 7020 Target Date: Feb June 2020
First Step: Conduct levelling of expectations with
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: LISIE E. SALAMAT Name of Ratee Faculty/Staff