

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ELVIRA L. OCLARIT

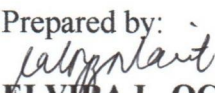
| Program Involvement<br>(1)             | Percentage<br>Weight of<br>Involvement<br>(2) | Numerical Rating<br>(Rating x%)<br>(3) | Equivalent<br>Numerical<br>Rating<br>(2x3) |
|--|---|--|--|
| 6. Instruction                         |   |  |  |
| c. Head/Dean (50%)                     |   | 5.0 x 0.50 = 2.5                       |  |
| d. Students (50%)                      |   | 4.8 x 0.50 = 2.4                       |  |
| Total for Instruction                  | 85%   | 4.9                                    | 4.165                                      |
| 7. Research                            |   |  |  |
| c. Client/Dir. for Research (50%)      |   |  |  |
| d. Dept. Head/Center Director<br>(50%) |   |  |  |
| Total for Research                     | 10%   | 5.0                                    | 0.5  |
| 8. Extension                           |   |  |  |
| c. Client/Dir. for Extension (50%)     |   |  |  |
| d. Dept Head/Center Director<br>(50%)  |   |  |  |
| Total for Extension                    | 5%  | 4.67                                   | 0.233                                      |
| 9. Administration                      |   |  |  |
| 10. Production                         |   |  |  |
| TOTAL                                  |   |  | 4.898                                      |


EQUIVALENT NUMERICAL RATING: 4.898

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: OUTSTANDING

ADJECTIVAL RATING:

Prepared by:  
  
**ELVIRA L. OCLARIT**  
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



|   |  |             |
|---|--|-------------|
| Average Rating (Total Over-all rating divided by 4) |  | 5.0         |
| Additional Points:                                  |  |             |
| Punctuality   |  |             |
| Approved Additional points (with copy of approval)  |  |             |
| FINAL RATING  |  | 5.0         |
| ADJECTIVAL RATING                                   |  | OUTSTANDING |

Comments & Recommendations for  
Development Purpose:

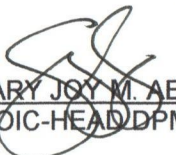
NONE


*Keep up the good work!*

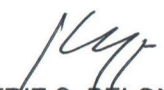
Evaluated & Rated By:

Recommending Approval:

Approved by:

  
MARY JOY M. ABIT  
OIC-HEAD DPM

  
VICTOR B. ASIO  
DEAN CABS

  
BEATRIZ S. BELONIAS  
VP-Instruction

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

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



# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ELVIRA L. OCLARIT, 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.

ELVIRA L. OCLARIT  
Ratee

Approved:

MARY JOY M. ABIT  
OIC-Head of Unit

|                       | Success Indicators                 | Tasked Assigned | Target | Actual Accomplishment | Rating         |                |                |                | Remarks |
|-----------------------|------------------------------------|-----------------|--------|-----------------------|----------------|----------------|----------------|----------------|---------|
|                       |                                    |                 |        |                       | Q <sup>1</sup> | E <sup>2</sup> | T <sup>3</sup> | A <sup>4</sup> |         |
| Research Services     | No. of research projects conducted | Study Leader    | 1      | 2                     | 5              | 5              | 5              | 5.0            |         |
|                       |                                    |                 |        |                       |                |                |                |                |         |
| Total Over-all Rating |                                    |                 |        |                       |                |                |                | 5.0            |         |

|   |  |             |
|---|--|-------------|
| Average Rating (Total Over-all rating divided by 4) |  | 5.0         |
| Additional Points:                                  |  |             |
| Punctuality   |  |             |
| Approved Additional points (with copy of approval)  |  |             |
| FINAL RATING  |  | 5.0         |
| ADJECTIVAL RATING                                   |  | OUTSTANDING |

## Comments & Recommendations for Development Purpose:

SUBMIT PROPOSALS  
FOR FUNDING

Evaluated & Rated By:

MARY JOY M. ABIT  
OIC-HEAD DPM

Recommending Approval:

VICTOR B. ASIO  
DEAN CAFS

Approved by:

BEATRIZ S. BELONIAS  
VP-Instruction

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

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

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ELVIRA L. OCLARIT, 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.

ELVIRA L. OCLARIT  
Ratee

Approved:

MARY JOY M. ABIT  
OIC-Head of Unit

|                       | Success Indicators          | Tasked Assigned              | Target | Actual Accomplishment | Rating         |                |                |                | Remarks |
|-----------------------|-----------------------------|------------------------------|--------|-----------------------|----------------|----------------|----------------|----------------|---------|
|                       |                             |                              |        |                       | Q <sup>1</sup> | E <sup>2</sup> | T <sup>3</sup> | A <sup>4</sup> |         |
| Extension Services    | No. of beneficiaries served | Individual disease diagnosis | 1      | 1                     | 5              | 4              | 5              | 4.67           |         |
| Total Over-all Rating |                             |                              |        |                       |                |                |                | 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:

NONE

Keep up the good work!

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Elvira L. Oclarit  
Performance Rating: Outstanding

Aim: Submitted proposal for funding

Proposed Interventions to Improve Performance:

Date: Jan - Mar 2020 Target Date: Jan - Mar 2020

First Step: Prepare proposal for review

Result: Reviewed research proposal

Date: Jan - Mar 2020 Target Date: Jan - Mar 2020

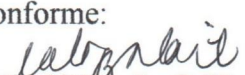
Next Step: \_\_\_\_\_

Outcome: Submitted proposal for funding

Final Step/Recommendation: \_\_\_\_\_

Prepared by:

  
**MARY JOY M. ABIT**  
Unit Head

Conforme:  
  
**ELVIRA L. OCLARIT**  
Name of Ratee Faculty/Staff