

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **JONAH FLOR V. ORAÑO**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)		4.43 x 100% = 4.43	
b. Students			
Total for Instruction	40%	4.43	1.77
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director (100%)		4.50 x 100% = 4.50	
Total for Research	30%	4.50	1.35
3. Extension			
a. Client/Dir. for Extension			
b. Dept Head/Center Director (100%)		5.00 x 100%	5.00
Total for Extension	30%	5.00	1.50
4. Administration			
5. Production			
TOTAL			<b>4.62</b>

EQUIVALENT NUMERICAL RATING: 4.62  
Add: Additional Points, if any: 0.10  
TOTAL NUMERICAL RATING: 4.72

ADJECTIVAL RATING:

**OUTSTANDING**

Prepared by:

**JONAH FLOR V. ORAÑO**

Name of Faculty

Reviewed by:

**WINSTON M. TABADA**

Department Head

Recommending Approval:

**ROBERTO C. GUARTE**

College Dean


Approved:


**BEATRIZ S. BELONIAS**

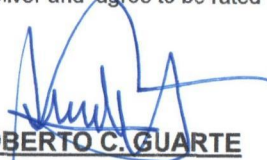
Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JONAH FLOR V. ORAÑO, a faculty member of the DEPARTMENT OF COMPUTER SCIENCE AND TECHNOLOGY commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period April - June, 2020.

  
**JONAH FLOR V. ORAÑO**  
 Assistant Professor II  
 Date:

Approved:   
**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	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timelines	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	1	5	5	5	5.00	CS200.4
		A12. Number of trainings attended related to instruction	Attends webinars	1	3	4	5	5	4.67	Online MOODLE Training; Understanding Flexible Learning;CSP and UP DCS Webinar
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to BSCS students	2	2	4	5	5	4.67	BSCS Students
		A17. Number of students advised on thesis/ field practice/special problem:	Advise and corrects thesis manuscripts	2	2	5	5	5	5.00	AI Dean Custodio and Joseph Hansel Daiz
		A18. Number of students entertained for consultation purposes	Allots time to students seeking for consultation or advise.	1	2	4	4	4	4.00	BSCS Students
	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	1	1	4	4	4	4.00	CSci 141
		On-line ready courseware	Prepares instructional module/laboratory guide/workbook or a combination thereof	1	1	4	4	4	4.00	CSci 141





Average Rating (Total Over-all rating divided by 4)		4.64
Additional Points:		
Punctuality	0.2	
Approved Additional points (with copy of approval)	0.1	
FINAL RATING		4.64
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 - Timeliness

4 - Average

# **PERFORMANCE MONITORING FORM**

Name of Employee: Prof. JONAH FLOR V. ORAÑO

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, makes herself 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



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Prof. JONAH FLOR V. ORAÑO**

Performance Rating: Outstanding

Aim: Encourage her 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 her to training, seminar/ workshop/ for a related to research and extension activities.

Result:

Attendance in research and extension related trainings/ seminars/ workshops/ fora. This will expose her to theses engagement and will motivate her to do research and be involved in extension projects.

Date: Throughout the school year.

Target Date: End of SY 2020-2021

Next Step:

Advise her to draft research proposal or extension project proposal.

Outcome: Research/ project proposal


Final Step/Recommendation:

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

Prepared by:

**WINSTON M. TABADA**  
Unit Head

Conforme:

  
**JONAH FLOR V. ORAÑO**  
Name of Ratee Faculty/Staff