

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ELVIRA L. OCLARIT

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.86x0.5=2.43	
b. Students (50%)		4.43x0.5=2.215	
Total for Instruction	40%	4.645	1.858
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	30%	5	1.5
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	20%	4.835	0.967
4. Administration			
5. Others	10%	4.67	0.467
TOTAL			4.79

EQUIVALENT NUMERICAL RATING: 4.79

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.79

ADJECTIVAL RATING: OUTSTANDING

Prepared by:
ELVIRA L. OCLARIT
Name of Faculty

Reviewed by:
ROBELYN T. PIAMONTE
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean/Director


Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ELVIRA L. OCLARIT**, Associate Professor III of the Department of Pest Management commits to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July to December 2023**.


ELVIRA L. OCLARIT
 Assoc. Prof. III
 Date: JAN 10 2024

Approved:

ROBELYN T. PIAMONTE
 Head, DPM
 Date: JAN 12 2024


VICTOR B. ASIO
 Dean, CAFS
 Date: JAN 15 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES (At least 40% of the Total Tasks)										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	3	5	5	5	5.0	
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	2	5	5	4	4.67	
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	2	5	5	5	5.0	

		A4 . Number of students entertained for consultation purposes	<i>Entertains students seeking consultation with faculty</i>	5	8	5	5	5	5.0	
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	<i>Handles and teaches courses assigned</i>	5	53.7	5	5	5	5.0	
		A10 . Number of grade sheets submitted within prescribed period	<i>Prepares gradesheet and submits on or before deadline</i>	2	13	5	4	3	4.0	
		A 11 . Number of INC forms with grade submitted within prescribed period	<i>Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period</i>							
		A12 . Number of trainings attended related to instruction	<i>Attend mandated trainings</i>	1	1	4	5	5	4.67	
		A13 . Number of long examinations administered and checked	<i>Administers and checks long examination for subjects taught</i>	4	8	5	5	4	4.67	
		A14 . Number of quizzes administered and checked	<i>Prepares and checks quizzes for lec and lab</i>	10	62	5	5	4	4.67	no. of quizzes x no. of sections x no. of subjects
		A15 . Number of lab reports and term papers checked and graded	<i>Checks lab reports and term papers submitted as required</i>	7	8	5	5	4	4.67	no. of lab. exer. x no. of sections x no. of subjects
	PI 8: Number of students advised: *	A16. Number of students advised:	<i>Acts as academic advisor to students</i>	5	26	5	5	5	5.0	
		A17 . Number of students advised on thesis/ field practice/special problem:								
		<i>As SRC Chairman</i>	<i>Advises, and corrects research outline and thesis/SP manuscript</i>	1	3	5	5	5	5.0	
		<i>As SRC Member</i>	<i>Advises and corrects research outline and thesis/SP manuscript</i>	2	3	5	5	5	5.0	

		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	25	5	5	5	5.0	
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO							
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	3	5	5	5	5.0	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	8	5	5	5	5.0	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	14	5	5	5	5.0	
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	2	5	5	5	5.0	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								

		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation		2	5	5	5	5.0	
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
MFO2: Research Sevices (At least 30% of the Total Tasks)										
	PI1: Number of Outputs	Number of research outputs developed	- Develops and submits research							
	Published in CHED	and submitted for publication in	paper for publication in referreed							
	accredited journals/	referreed international/ national and	international/ national indexed							
	internationally indexed	other accredited indexed journal	journal							
	journals									
		Number of research outputs published								
		in referreed international/ national and								
		other accredited indexed journal								
	PI2: Number of Outputs	Number of research outputs presented	Presents research outputs in							
	presented in regional/	to international/national/regional and	international/ national/ regional							
	national/international	local fora or conferences	and local for a or conferences							
	fora/conferences									
		Number of projects/ studies	Implements research projects/		2	5	5	5	5.0	
		implemented	studies							
	PI3: Number of proposals	Number of proposals developed and	Develop and submit proposal							
	submitted for funding	submitted								
		Number of proposals approved for								
		funding								
MFO3: Extension services (At least 10% of the total tasks)										
	PI1: Number of Trainings	Number of person-days trained	Trains clientele							
	conducted	Number clients served	Renders advisory services/technical		5	4	5	5	4.67	
			assistance, briefings and on-farm							
			consultation to clienteles and visitors							

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ELVIRA L. OCLARIT

Performance Rating: OUTSTANDING

Aim: Outstanding involvement on research and extension services.

Proposed Interventions to Improve Performance:

Date: _____ Target Date: January – December 2024

First Step:

Result:

Date: _____ Target Date: _____

Next Step:

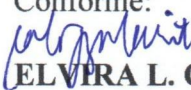
Outcome:

Final Step/Recommendation:

Maintain excellent performance. Will Retire on December 2024

Prepared by:


ROBELYN T. PIAMONTE
Unit Head

Conforme:

ELVIRA L. OCLARIT
Name of Ratee Faculty/Staff