

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Dr. MYRNA M. AVILA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.67x50%= 2.3	
b. Students (50%)		4.67x50%=2.3	
Total for Instruction	25%	4.7	1.17
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)	25%		
Total for Research	50%	0	0
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	40%	5.0	2.0
4. Administration	10%	5.0	.5
5. Production	-	-	-
TOTAL			3.67

EQUIVALENT NUMERICAL RATING: 3.67

Add: Additional Points, if any: -

TOTAL NUMERICAL RATING: 3.67

ADJECTIVAL RATING:

SATISFACTORY

Prepared by:

MYRNA M. AVILA

Name of Faculty

Reviewed by:

MARIA AURORA T.W. TABADA

Director

Recommending Approval:

ANALITA A. SALABAO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MYRNA M. AVILA** of the **Institute for Strategic Research and Development Studies** commits to deliver and agree to be rated on the attainment of the following targets/accomplishments in accordance with the indicated measures for the period **January - June, 2019**


MYRNA M. AVILA
 Ratee

Approved: 
MARIA AURORA TERESITA W. TABADA
 Head of Unit



MFOs/PAPs	Success Indicators	Target	Accomplishment	Q ¹	E ²	T ³	A ⁴	Remarks
Higher & Advanced Education Services	Full Time Equivalent (FTE) Actual Teaching	12	11.05	5.00	4.00	4.00	4.33	Socio 11, PRCA 112, PRAB 112
	No. of IMs prepared developed/ revised in Socio 11	1	3	5.00	5.00	5.00	5.00	Additional 2 films and 2 chapters of handouts & readings were added in the subject as supplemental materials for the subject
	Number of Instructional Materials developed/ revised in PRCA 112 & PRAB 112 subject for Grade 11 (SHS) & Work Immersion for Grade 12	1	5	5.00	5.00	5.00	5.00	PPT presentations, handouts and readings
	No. of OBE compliant syllabus for Socio 11	1	1	4.00	4.00	4.00	4.00	
	No. of student consultations made	30	47	5.00	5.00	5.00	5.00	
				4.80	4.60	4.60	4.67	
Research Services	No. of research projects implemented and completed on time	1	0	0.00	0.00	0.00	0.00	
	No. of research reports submitted	1	0	0.00	0.00	0.00	0.00	
	No. of publication	1	0	0.00	0.00	0.00	0.00	
				0.00	0.00	0.00	0.00	

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Extension Services	Number of extension projects implemented and completed on schedule	1	2	5.00	5.00	5.00	5.00	
	Number of extension reports submitted on time	1	4	5.00	5.00	5.00	5.00	
	Number of consultations/meetings/trainings/seminars/conferences conducted	1	7	5.00	5.00	5.00	5.00	
	Number of beneficiaries served (LGU/CSO/PO) Groups: 6 Individuals:30	10	6 Groups 132 Individuals	5.00	5.00	5.00	5.00	
	No. of trainings/seminars/ fora /conferences coordinated for the Institute	2	2	5.00	5.00	5.00	5.00	
	No. of MOUs drafted for confirmation/validation with MAGPANGUAPA LGUs	1	5	5.00	5.00	5.00	5.00	
				5.00	5.00	5.00	5.00	
Administrative Services	No. of times served as OIC Director of ISRDS	3	10	4.00	5.00	5.00	4.67	
	No. of committee meetings attended	1	3	5.00	5.00	5.00	5.00	
				4.50	5.00	5.00	4.83	
Total Over-all Rating				14.30	14.60	14.60	14.50	
Average Rating							3.63	
Adjectival Rating							VS	

Evaluated & Rated by:

Maria Aurora TW. Tabada
MARIA AURORA TW. TABADA

Dept/Unit Head

Date:

Recommending Approval

Analita A. Salabao
ANALITA A. SALABAO

Dean

Date:

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS

Vice President for Instruction

Date:

*It is suggested that
Dr. Avila prepare
a research
proposal as part
of her deliverables.*

EMPLOYEE DEVELOPMENT PLAN

Name of Employee MYRNA M. AVILA
Performance Rating: SATISFACTORY

Aim: Implement research project to comply with requirement for the rank of Professor

Proposed Interventions to Improve Performance:

Date: 15 January 2019 Target Date: 1 February 2019

First Step:

Write a research proposal on a topic or issue of your interest

Result:

Subject proposal to collegial review

Date: 2 February 2019 Target Date: 31 December 2019

Next Step:

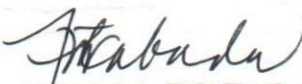
Proposal approved for funding and implemented

Outcome: Research proposal funded by VSU and implemented

Final Step/Recommendation:

Submit research report

Prepared by:


MARIA AURORA TW TABADA
Unit Head

Conforme:


MYRNA M. AVILA
Name of Ratee Faculty/Staff