

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: GLORIA E. BANCALE

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.6x50%= 2.30	
b. Students (50%)		4.8 x50% = 2.40	
Total for Instruction	40%	4.70	1.88
2. Research			
a. Client/Dir. for Research (50%)		4.5 x 50% =2.25	
b. Dept. Head/Center Director (50%)		4.6 x 50% = 2.30	
Total for Research	30%	4.55	1.365
3. Extension			
a. Client/Dir. for Extension (50%)		5.0 x 50%) = 2.5	
b. Dept Head/Center Director (50%)		5.0 x 50% = 2.5	
Total for Extension	30%	5	1.50
4. Administration	N/A		
5. Production	N/A		
TOTAL			4.75

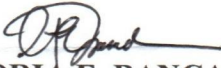
EQUIVALENT NUMERICAL RATING: 4.75

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.75

ADJECTIVAL RATING:

Prepared by:



GLORIA E. BANCALE
Name of Faculty

Outstanding

Reviewed by:


ROSARIO A. SALAS
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President

Visayas State University
OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, GLORIA E. BANCALE Assistant Professor, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 2020.



GLORIA E. BANCALE

Faculty, DOH

Date: _____



ROSARIO A. SALAS

Head, DOH

Date: _____

MFOs and Performance indicators	Success Indicator (SI)	Task Assigned	Target						Remarks
				Actual Accomplishment	Quality	Efficiency	Timeliness	Average	
MINIMUM Pis PER MFO FOR ACADEMIC DEPARTMENT'S OPCR									
UFMO 1	ADVANCED EDUCATON SERVICES								
	OVPI MFO 1	Graduate Degree Program Management Services							
		PI 1	Graduate deree program monitored						
		PI 2*	Total Graduate FTE monitored	1	1	4	5	5	4.67
		PI 3.	Percentage increase in number of graduate students enrolled						
		PI 4	Percentage increase in number of graduate students who graduated within prescribed period						
	OVPI MFO 2	Graduate Student Managemet Services							
		PI 1	Number of graduate students awarded with scholarships/ assistantships						
		PI 2	Percentage of graduate students awarded with scholarship/ assistantship who graduated within the prescribed period						
		PI 3	Number of graduate students awarded with honor/distinction upon graduation						
		PI 4	Number of graduate students advised						
UMFO 2	HIGHER EDUCATION SERVICES								
	OVPI MFO 1	Curriculum Program Management Services							
		PI 1*	Total Undergraduate FTE monitored	10	22.53	5	5	5	5
		PI 2	Number of undergraduate curricular programs compliant to CMO						

[illegible]

	OVPI MFO 4	Program and institutional Accreditation Services										
	PI 1	Number of degree programs which passed accreditation/evaluation at least Level 1										
	PI 2	QMS on faculty recruitment, development										
	PI 3	Percentage of degree program compliant with CHED										
	PI 4	Additional Outputs <i>Number of activities organized/attended/assisted/participated/facilitated</i>										
UMFO 6	GENERAL ADMINISTRATION & SUPPORT SERVICES											
	PI 1	Zero complaints from clients			0	0	5	5	5	5		
	PI 2	Additional Outputs/Best Practices										
	TOTAL OVER-ALL RATING										32.33	
	AVERAGE RATING										4.61	
	ADJECTIVAL RATING										Outstanding	

* on per capita basis

Evaluated and rated by:


ROSARIO A. SALAS

Head, DOH

Date: _____


Recommending Approval


VICTOR B. ASIO

Dean, CAFS

Date: _____

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction
Date: _____

*Should Publish in
referred Journal*

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: GLOARIA E. BANCALE
Performance Rating: OUTSTANDING

Aim: Maintain the Outstanding rating
Proposed Interventions to Improve Performance:
Date: January , 2019 Target Date: December 2019

First Step: To publish scientific paper in referred journal
To finish my Ph.D studies
To attend and participate in conference and scientific forum both national and international
Write and submit research proposal to funding agencies

Result: Has updated instructional materials
Has attended/participated in conferences and scientific forum

Date: January 2020 Target Date: December 2020
Next Step:


To publish scientific paper in referred journal
To attend trainings/seminars,scientific conference related to agriculture
To graduate this SY 2019-2020

Outcome: _____

Final Step/Recommendation:

Prepared by:


ROSARIO A. SALAS
Unit Head

Conformer 
GLORIA E. BANCALE
Name of Ratee Faculty/Staff