

Exhibit K

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **MARK GIL A. VEGA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
6. Instruction			
c. Head/Dean (50%)		4.89	(2.45)
d. Students (50%)		5.00	(2.50)
Total for Instruction	100%	4.95	4.95
7. Research			
8. Extension			
9. Administration			
10. Production			
TOTAL			4.95

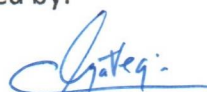
EQUIVALENT NUMERICAL RATING: 4.95

Add. Additional Points, if any:

TOTAL NUMERICAL RATING: 4.95

ADJECTIVAL RATING: Outstanding

Prepared by:


MARK GIL A. VEGA
Name of Faculty

Reviewed by:


JOEL Q. MABALHIN
Department Head

Recommending Approval:



BAYRON S. BARREDO
College Dean

Approved:

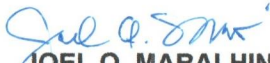

BEATRIZ S. BELONIAS
VP for Academic Affairs


INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARK GIL A. VEGA, a faculty member of the DEPARTMENT OF TEACHER EDUCATION commit to deliver and agree to be rated on the attainment of the following targets and accomplishments in accordance with the indicated measures for the period January-June 2022.


MARK GIL A. VEGA
 Instructor III
 Date: July 12, 2022

Approved:


JOEL Q. MABALHIN
 Department Head
 Date: July 12, 2022


BAYRON S. BARREDO
 College Dean
 Date: July 12, 2022

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 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	36	27.45	5	5	5	5.00	Pred 125, ScEd 121, PrEd 191, PrEd 200
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline		7	5	5	4	4.60	Pred 125, ScEd 121, PrEd 191, PrEd 200
		A 11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period		5	5	5	5	5.00	
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	3	5	5	5	5.00	Massive Open Online Course (MOOC)/ IDCT; PNU NGTESW Seminar-workshop Discourse
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	5	5	5	4	4.60	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	15	20	5	5	5	5.00	

		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	20	20	5	4	5	4.60	League of Science Majors (LeSciM)
		A17 . Number of students advised on thesis/ field practice/special problem:		5	25	5	5	5	5.00	Apipi, Ruelito L. Bacarezza, Marife, Barrida, Chrisaneth M., Basa, Devione Grace C. Catado, Jessa Marie B., Dulhao, Joesilo C, Geca, Jayson M., Gitanes, Kimberly L, Gonzales, Felix, Joseph, Wenalyn, Juntilla, Russel, Lerato, Ma. Trias
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript							
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript							
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	40	5	5	5	5.00	
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USSO	1	1	5	5	5	5.00	Legaeue of science majors
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1						
	PI 10: Number of instructional materials developed *	A21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel		4	4	5	5	4.67	PrEd 125, ScEd 121, PrEd 191, PrEd 200
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	1						
		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	1	5	5	5	5	5.00	PrEd 125, ScEd 121, PrEd 191, PrEd 200

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	20	5	5	5	5.00	PrEd 125, ScEd 121, PrEd 191, PrEd 200
		A 23 : Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	4	5	5	4	5.00	PrEd 125, ScEd 121, PrEd 191, PrEd 200
	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							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1						
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries							
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year							
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	0						
		In refereed int'l journals								
		In refereed nat'l/regional journals								

	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences	0						
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or								
		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper							
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	0						
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects							

	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services								
	PI 5. <i>Number of technical/expert services</i>	A 40. <i>Number of technical/expert services as/in:</i>	Provides the technical and expert services requested by beneficiaries								
	<i>Research Mentoring</i>	<i>Research Mentor</i>									
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>									
	<i>Resource Persons</i>	<i>Resource Persons</i>									
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>		0							
	<i>Consultancy</i>	<i>Consultant</i>									
	<i>Evaluator</i>	<i>Evaluator</i>									
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation								
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *									
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal								

UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										
PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	0	zero non-conformity						
	A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	1	100% compliant						
	On program accreditations									
	On institutional accreditations									
UMFO 6. General Admin. & Support Services										
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	0	Zero % complaint	Comments & Recommendation for Development Purpose: <i>Young, but old in the world of teaching. He would not mind the time if it needs to finish tasks. Keep it up!</i>					
PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice	0							
	A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	0							
Total Over-all Rating					4.9	4.9	4.7	68.47		
Average Rating						4.8		4.89		
Adjectival Rating						0		Outstanding		

Evaluated & Rated by:

Joel Q. Mabalin
JOEL Q. MABALHIN

Department Head

Date: 7-12-2022

Recommending Approval

Bayron S. Barredo
BAYRON S. BARREDO

Dean, College of Education

Date:

7-15-22

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

7-28-22

PERFORMANCE MONITORING FORM

Name of Employee: MARK GIL A. VEGA

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	Teach undergraduate courses	18 FTE	1st week of January, 2022	Before the end of semester	June, 2022	Very Impressive	Outstanding	27.45 FTE
2	Develop online courseware	Develop 3 online courseware, 5 supplemental resources	1st week of January, 2022	Before the end of the semester	June, 2022	Impressive	Very Satisfactory	Developed 5 supplemental learning resources & 20 assessment tools
3	Advise and serve student related activities and organization	Advise and serve 1 organization	1st week of January, 2022	Before end of the semester	June, 2022	Impressive	Very Satisfactory	Advised and served League of Science Majors

*Either very impressive, impressive, needs improvement, poor, very poor,

** Outstanding, very satisfactory, satisfactory, unsatisfactory

Prepared by:



JOEL Q. MABALHIN
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARK GIL A. VEGA

Performance Rating: 4.68

Aim: Increases involvement in research and extension activities
Produces instructional materials on handled
Present & Publish Research

Proposed Interventions to Improve Performance:

Date: June, 2022

Target Date: July-December, 2022

First Step:

Attend Seminars, Trainings, and workshops

Develop at least one Instructional Material

Write Research Proposals for Funding

Result:

Date: June, 2022

Target Date: July-December, 2022

Next Step:

Conduct In-service Trainings

Submit Instructional Materials fo ISBN or copyright

Approved Proposals for Funding

Outcome: Published Books/ instructional materials and Research

Final Step/Reccomendation:

Conduct Research, Trainings and Extension Activities

Prepared by:


JOEL O. MABALHIN
Unit Head

Conforme:


MARK GIL A. VEGA
Name of Ratee Faculty/Staff