

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **JUDE B. ROLA**

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		4.73	
b. Students		4.50	
TOTAL for Instruction	50%	4.62	2.31
2. Research	20%	4.47	0.89
3. Extension	10%	4.83	0.48
4. Support Operations	10%	5.00	0.50
5. Administration	10%	4.89	0.49
TOTAL	100%		4.67

EQUIVALENT NUMERICAL RATING: 4.67

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.67ADJECTIVAL RATING: Outstanding

Prepared by:

JUDE B. ROLA

Name of Faculty

Reviewed by:

MAGDALENE C. UNAAN

Department Head

Recommending Approval:

JANNET C. BENCURE

College Dean

Approved by:

ROTACIO S. GRAVOSO

Vice President for Instruction



VISAYAS
STATE UNIVERSITY



**DEPARTMENT OF COMPUTER
SCIENCE AND TECHNOLOGY**

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JUDE B. ROLA, 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 accomplishments in accordance with the indicated measures for the period **January 1, 2024 - June 30, 2024.**

Approved:

JUDE B. ROLA

Associate Professor IV

Date: **17 JUL 2024**

MAGDALENE C. UNA-JAN

Department Head

Date: **18 JUL 2024**

JANNET C. BENCURE

College Dean

Date: **7/29/24**

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	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
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>	3	23.65	4	5	5	4.67	CSci 126, CSci 198, Itec 11(2 sections); Undergraduate Thesis 200 and 200.4

		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	6	5	4	4	4.33	CSci 126, CSci 198, Itec 11(2 sections); Undergraduate Thesis 200 and 200.4
		A11. 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	3	10	5	5	5	5.00	
		A12. Number of trainings attended related to instruction	Attend mandated trainings	3	3	5	4	4	4.33	2024 PSITE Region 8 Convention, June 26-27, 2024; National Training-Workshop on AACUP Institutional Accreditation, May 30, 2024; CVCJ 2024, Bangkok, Thailand, Jan 29-31, 2024;
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	12	5	5	5	5.00	CSci 126 (4), CSci 198 (4), Itec 11(4)
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	8	28	5	5	5	5.00	CSci 126 (12), CSci 198 (8), Itec 11(8)
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	16	5	5	4	4.67	CSci 126 (12), CSci 198 (2), Itec 11(2)
	PI 8: Number of students advised: *	A16. Number of students advised:	<i>Acts as academic adviser to students</i>	13	27	5	5	5	5.00	refer to the list
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	1	2	4	4	4	4.00	Outline: Patolilic and Tubigon

		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	1	18	5	4	5	4.67	<i>Outline: Baluran, Falguera, Gotardo, Malinao, Pajal, Gier, Amaga, Advincula, Enriquez; Manuscript: Lubaton, Dadap, Alicando, Arar, Capino, Luna, Asoque, Monteroso, Piamonte</i>
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	30	5	5	5	5.00	
	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	1	1	5	5	5	5.00	<i>CSSS: CET-OJT Orientation, June 5, 2024</i>
	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	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	1	3	5	4	4	4.33	<i>CSci 126, CSci 198 , Itec 11</i>
		Flexible instructional materials		0						
		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	1	6	5	5	5	5.00	<i>CSci 126 (2), CSci 198 (2) , Itec 11 (2)</i>

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	12	5	5	5	5.00	CSci 126 (4), CSci 198 (4) , Itec 11 (4)
	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	1	1	5	4	4	4.33	Revisit for Sept 2024: level 4 phase 2, prepared docs for the area Planning Process
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	2	7	5	5	5	5.00	Wela, Cagayan de Oro City; High6, Caloocan City; CVISNET, Cebu City; DOST, Taguig City; AI4GOV, Makati City, Pixel8, Legazpi City; Alliance, Cebu City,
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	1	2	5	4	4	4.33	Cacao P. palmivora Disease Recognizer Mobile app, Learning Guide Tracking and Monitoring System (turned-over to the VSU)
	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 sciencif for a/conferences							

		<i>In int'l fora/conferences</i>		1	1	5	4	4	4.33	<i>Cacao P. palmivora Disease Recognizer Mobile app Using CNN, CVCI 2024, Bangkok, Thailand, Jan 29-31, 2024;</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	1	1	5	4	4	4.33	MATEMATIKA: <i>Leveraging Math Teaching-Learning Aids for Elementary Students in the Post-Pandemic Time, Component Leader for Development of a Self-Paced Learning Kit app for Elementary Math</i>
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		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	1	1	5	5	4	4.67	<i>CVCI 2025 (as technical committee member; see website)</i>
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	1	1	5	5	4	4.67	<i>Cacao P. palmivora Disease Recognizer Mobile app Using CNN</i>
UMFO 4. EXTENSION SERVICES										
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							

	Research Mentoring	Research Mentor								
	Peer reviewers/Panelists	Peer reviewers/Panelists	Conference session chair	1	1	5	5	4	4.67	CVCI 2024, Bangkok, Thailand, Jan 29-31, 2024 (Session chair for Computational Models and Algorithm Design in Computers and Information Systems)
	Evaluator	Evaluator	Chairman of the panel	1	1	5	5	5	5.00	Western Leyte College - IT, CS and COMPE thesis and capstone final defense, May 18, 2024 (Chair of the panel)
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	Zero non-conformity	100%	5	5	5	5.00	no complaints received from clients
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	0	5	5	5	5.00	

	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							
		University IT Equipment/Goods Inspector	Inspects university-procured IT equipment/goods for specification conformity and quantity	5	15	5	5	5	5.00	PC and peripherals, papers
		University Research and Development, and Innovation Technical Working Group(RDITWG)	Evaluates Information Technology- related esearch proposal	1	1	5	5	4	4.67	Information Communication Technology TWG member
	Total Over-all				132.00	Proactive in fostering linkage with industry partners - Continue to be active in doing and innovation activities.				
	Average Rating				4.71					
	Adjectival Rating				Outstanding					

Evaluated & Rated by:


MAGDALENE C. UNAJOAN
 Department Head


Date: 18 JUL 2024

1 - Quality

2 - Efficiency


3 - Timeliness

4 - Average


JANNET C. BENCURE
 Dean, College of Engineering and Technology

Date: 7/24/24

Approved by:


ROTACIO S. GRAVOSO
 Vice President for Academic Affairs

Date: 8/14/24

PERFORMANCE MONITORING & COACHING JOURNAL

/	1st	Q U A R T E R
/	2nd	
	3rd	
	4th	

Name of Office: Department of Computer Science and Technology

Head of Office: Magdalene C. Unjan


Number of Personnel: 10 Regular Faculty, 1 regular admin staff, 1 dDRC,. 1 LabTech, 3 JOs, 2 Part-time Instructors

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Faculty Meeting		Minutes of Meeting			Regular monthly meeting
Office & Class Attendance				Log book: DTR's, Personal check-up	DCST Faculty and Staff
Attendance to university & college activities/ programs/ seminars/ workshops			University memos	Attendance Certificates	January - June 2024
Compliance of University Memos			University memos	Compliance Report	
Leaves (SL, VL, CDO, ect.				Application for Leave Form	


Follow-up documents	Utility Workers/ Office Clerks				Daily and reporting of logs every Friday
Coaching					
Classroom Management & Teaching Methods, Evaluation Reports for Staff		Regular faculty members and part-time faculty members as well	Memo		January – June 2024
Mentoring					
Grade computation, TOS, Syllabus Preparation		All newly hired faculty and part-time instructors			February 2024 or the week before the start of classes
Research and Extension activities		Regular faculty members	Department memo		Included in the agenda every monthly meeting

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


MAGDALENE C. UNA JAN
 Immediate Supervisor

Noted by:


JANNET C. BENCURE
 Next Higher Supervisor

TRACKING TOOL FOR MONITORING TARGETS

Major Final Output/Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS						remarks
				Jan	Feb	Mar	Apr	May	Jun	
MFO 2. Advanced & Higher Education Services	Teaching	all Faculty								
Pi 1. Instruction	Instructional Materials Developed/Revised & Utilized and conduct online teaching using Moodle. Revises Course Outline, OBE Syllabi, PowerPoint presentations	All Faculty	JANUARY – JUNE 2024		VC evaluation and submission s of syllabi		1 st VC Monitoring		2 nd VC Monitoring	2 nd semester AY 2023-2024 Subjects
	Reviewed/Approves Thesis Outline/Manuscript		JANUARY – JUNE 2024				Topic proposal defense		Final defense	regular students – Alicando, Dadap, Dela Torre, Lubaton, Umpad os students – Albero, Amosco, Arar, Asmolo, Asoque, Cajes, Capino, Cazar, Lerios, Luna, Manaog, Monteroso, Piamonte, San Jose

MFO 4. Administration Services	Signs appointments, requests, certificates, etc.	<i>MUnajan</i>	January – June 2024	On- going	On-going	On- going	On-going	On- going	On-going	As department head
	Attends ManCom	<i>MUnajan</i>	January – June 2024	Attended	Attended	Attended	Attended	Attended	Attended	As member of the CET ManCOM
	Attends meetings.	<i>All Faculty</i>	January – June 2024	Departme nt Meetings	Department Meetings	Departme nt Meetings	Department Meetings	Departm ent Meeting s	Department Meetings	Departments, College, University Meetings
	Prepares minutes of meetings.	<i>JMBarrer a</i>	January – June 2024	NOM and minutes of the meeting prepare d	NOM and minutes of the meeting prepared	NOM and minutes of the meeting prepare d	NOM and minutes of the meeting prepared	NOM and minute s of the meetin g prepare d	NOM and minutes of the meeting prepared	As Department Secretary
	Reviews communications, letters, requests, and appointments.	<i>MUnajan</i>	January – June 2024	Daily	Daily	Daily	Daily	Daily	Daily	*Except when on official leave, the OIC takes charge
	Releases students' forms, certifications, permits and other communications.	<i>MDag- uman JMartinez</i>	January – June 2024	Daily	Daily	Daily	Daily	Daily	Daily	Continuing process
	Delivers, processes and facilitates documents	<i>Tommy Valenzon a</i>	January – June 2024	Daily	Daily	Daily	Daily	Daily	Daily	Continuing Process, payroll for JO, job requests etc.
	Prepares letters, transmittal, acknowledgement letters and other communications.	<i>MDag- uman JMartinez</i>	January – June 2024	Daily	Daily	Daily	Daily	Daily	Daily	Transmittal For Graduating, Request Letters, Financial Reports,

										Vouchers, Purchase Requests
	Records and releases documents.	<i>MDag- uman JMartinez</i>	January – June 2024	Daily	Daily	Daily	Daily	Daily	Daily	Incoming and outgoing communication s
	Files documents.	<i>MDag- uman JMartinez</i>	January – June 2024	Daily	Daily	Daily	Daily	Daily	Daily	Incoming Communicatio ns Students Files, Files other offices.
	Photocopies documents and other communications.	<i>MDag- uman JMartinez</i>	January – June 2024	Daily	Daily	Daily	Daily	Daily	Daily	Quizzes, Test Papers, Payrolls, Memos, Letters and Appointments.
	Facilitates students' evaluation. (TPES)	<i>All faculty</i>	January – June 2024				TPES			Or as scheduled by the university
	Performs Faculty Performance Evaluation (FPES)	<i>MUnajan</i>					FPES			Or as scheduled by the university
	Clean the rooms and offices.	<i>MBorci, TValenzo na</i>	January – June 2024	Daily	Daily	Daily	Daily	Daily	Daily	Continuing activities

Prepared by:



MAGDALENE C. UNAJAN
 Dept. Head, DCST

Exhibit I

PERFORMANCE MONITORING FORMName of Employee: **JUDE B. ROLA**


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 grade sheets within prescribed period, makes him/herself available for student consultations during consultation hours, revises course syllabi, and approves manuscripts.	Very Satisfactory	January 2024	June 2024	June 2024	Very Impressive	Outstanding	Very diligent in checking student outputs and giving timely feedback to coursework.
2	Attends meetings and performs functions as member of different	Very Satisfactory	January 2024	June 2024	January – June 2024	Impressive	Outstanding	Very participative in the meetings

	committees of the department							and gives insightful suggestions
3	Performs other functions	Very Satisfactory	January 2024	June 2024	January – June 2024	Very Impressive	Outstanding	OJT coordinator and is very active in establishing linkages with software companies.

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

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


MAGDALENE C. UNAJan
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Associate Professor JUDE B. ROLA
Performance Rating: Outstanding

Aim: To apply new technologies in networking classes

Proposed Interventions to Improve Performance:

Date: January 2024

Target Date: June 2024

First Step:

Send him to trainings/workshop on networking and communication.

Result:

Attendance to trainings/workshops on networking and communication.

Date: January 2024

Target Date: June 2024

Next Step:


Advise him to apply new strategies in networking and communication for better delivery of instructions as a result of the attended workshops/trainings.

Outcome: certificate of attendance/participation

Final Step/Recommendation:

Instruct him to start with scouting for relevant trainings/workshops in his field of expertise.

Prepared by:


MAGDALENE C. UNAJAN
Unit Head

Conforme:


JUDE B. ROLA

Name of Ratee Faculty/Staff



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: ROLA, JUDE B.

Department: Dept. of Computer Science and Technology

College: College of Engineering and Technology

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
CSci 152	DATA MINING	LAB	4.00	Very Satisfactory	80.0%
CSci 154n	QUANTITATIVE METHODS (INCL.MODELING AND SIMULATIONS)	LEC	5.00	Outstanding	100.0%
CSci 154n	QUANTITATIVE METHODS (INCL.MODELING AND SIMULATIONS)	LAB	5.00	Outstanding	100.0%
ITec 11	LIVING IN THE IT ERA	LEC	5.00	Outstanding	100.0%
CSci 152	DATA MINING	LEC	4.00	Very Satisfactory	80.0%
CSci 152	DATA MINING	LAB	4.00	Very Satisfactory	80.0%
Average Rating			4.50	Outstanding	90.00%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory(S)

3.50 – 4.49 Very Satisfactory(VS)

4.50 – 5.00 Outstanding(O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: April 08, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: April 08, 2024

Received by:

ROLA, JUDE B.

Name and Signature of Faculty

Date:

Distribution of copies: ODIE, College, Department, Faculty