

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: KENNY ORIEL A. OLANA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction		$50\% = 2.41$	
a. Head/Dean (100%) 50%		$4.82 \times 100\% = 2.82$	
b. Students (0%) 50%		$4.4 \times 50\% = 2.07$	
Total for Instruction	70%	4.82 4.48	3.37 3.14
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	0%		-
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		$4.84 \times 100\% = 4.84$	
Total for Extension	15%	4.84	0.73
4. Administration	15%	4.87	0.73
5. Production	0%	0	0.00
TOTAL			4.83 4.60

EQUIVALENT NUMERICAL RATING:

~~4.83~~ 4.60

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:


~~4.83~~ 4.60g

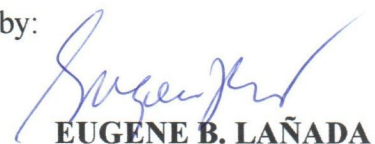
ADJECTIVAL RATING:

Outstanding


Prepared by:

Reviewed by:


KENNY ORIEL A. OLANA
Name of Faculty


EUGENE B. LAÑADA
Department Head

Recommending Approval:


SANTIAGO T. PEÑA, JR.
College Dean

Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

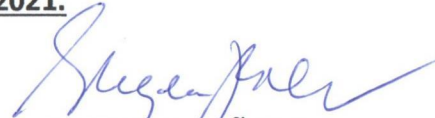
“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **KENNY ORIEL A. OLANA**, of the College of Veterinary Medicine 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, 2021.**


KENNY ORIEL A. OLANA
Ratee

Approved:


EUGENE B. LAÑADA
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
HIGHER EDUCATION SERVICES	FTE	Teaching	4	13.33	5	5	5	5.00	
	PI 8: Number of students advised on thesis	As thesis adviser	1	2	5	4	5	4.67	
	Number of approved manuscripts submitted within prescribed period	As thesis adviser	1	2	5	5	5	5.00	
	Number of students advised on consultation	As academic adviser	2	10	5	5	4	4.67	
	PI 10: Number of virtual classrooms created and operationalized	Create functional virtual classroom	1	1	4	4	5	4.33	
	Flexible instructional materials	Author instructional materials	1	1	5	5	4	4.67	
	Assessment tools	As faculty handling the courses	1	2	5	5	5	5.00	
EXTENSION SERVICES	Number of trainees weighted by the length of training	As extension chairman	63	63	5	4	5	4.67	
	Expert/technical services rendered (Training, referral, consultation, disease diagnosis and other relevant activities)	As a veterinarian	1	1	5	5	5	5.00	
General Admin & Support Services	Number of coaching sessions attended or assisted among department heads, faculty & staff	As faculty member, extension chairman	5	5	5	5	5	5.00	
	Number of planning sessions, tracking and monitoring of targets, etc. attended or assisted to ensure attainment of College/department targets	As faculty member, extension chairman	5	10	5	4	5	4.67	

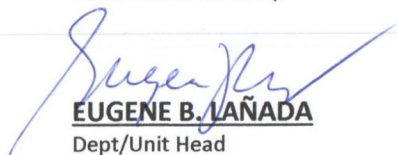
	Number of regular meetings attended (each faculty should include this PI with target of 12)	As faculty member	5	6	5	5	5	5.00	
	Number of Committee activities completed	As faculty member, extension chairman	2	4	5	5	5	5.00	
	Number of Best practices/new initiatives in College administration replicated/benchmarked by other Colleges/other agencies	As content contributor	1	1	5	4	5	4.67	
Total Over-all Rating								14.47	

Average Rating (Total Over-all rating divided by 3)	14.47/3	4.82
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.82
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

*Produce proposals for
meals & releases*

Evaluated & Rated by:


EUGENE B. LAÑADA
Dept/Unit Head

Date:

11/8/2011

Recommending Approval:


SANTIAGO T. PEÑA, JR.
Dean/Director

Date:

11/4/2011

Approved by:


BEATRIZ S. BELONIAS
Vice President

Date:

11/8/2011

LEGEND:

Q¹ – Quality
E² – Efficiency
T³ – Timeline
A⁴ – Average

4.6 - 5.0 Outstanding
3.8 - 4.5 Very Satisfactory
3.0 - 3.7 Satisfactory
2.2 - 2.9 Unsatisfactory
2.1 - Bellow Poor

PERFORMANCE MONITORING FORM

Name of Employee: KENNY ORIEL A. OLANA

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	Maintained Moodle online courseware for VMed 172, VPat 102, VZoo 104,	Virtual classroom	January, 2021	June 2021	June 2021	Impressive	Outstanding	Be more creative on virtual platform
2	Computed grades for VMed 172, VPat 102, VZoo 104,	Grade sheets	May, 2021	May 2021	May 2021	Impressive	Outstanding	Efficient
3	Made exams for for VMed 172, VPat 102, VZoo 104,	Examinations	May, 2021	May 2021	May 2021	Impressive	Outstanding	Learn to make analytic questions
4	Tasks as college secretary	Minutes, notice of meetings, etc.	January, 2021	January 2021	January 2021	Impressive	Outstanding	Adhere to Robert's Rule
5	As extension chairman	Organized inception meetings, planning sessions with LGU and CVM, attended CVM meeting with OSOA, and PVSOU Southern Leyte	March 2021	March 2021	March 2021	Impressive	Outstanding	Enhance interpersonal communication skills
6	As member of extension projects	Participated in vaccination	April 2021	April 2021	April 2021	Impressive	Outstanding	Enhance interpersonal

		programs, Online extension programs, Accommodated the clients of spay and neuter program						communication skills
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* Either very impressive, impressive, needs improvement, poor, very poor

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

Prepared by:


SANTIAGO T. PEÑA, JR.
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: KENNY ORIEL A. OLANA
Performance Rating: OUTSTANDING

AIM: To efficiently deliver Instruction, Research and Extension services to achieve the College targets.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2021 **Target Date:** June 2021

First Step: A normal teaching load (Instruction function) in order to have time for research, extension activities and revision of instructional materials and to devote time as a veterinarian.

Result: A better schedule that will allow time for research, extension, field veterinarian and revision of new Instructional Materials.

Date: March 2021 **Target Date:** June 2021

Next Step: To do instruction, research, extension and revision of instructional materials.


Outcome: Submitted research output for publication, engaged in Extension activities and revised Instructional Materials.

Recommendation:

The department should recruit additional faculty to cover the load of those who are on study leave and the K to 12 subjects to de-load existing faculty.

Prepared by:

Conforme:


KENNY ORIEL A. OLANA
Ratee


SANTIAGO T. PEÑA, JR.
College Dean