

Exhibit K

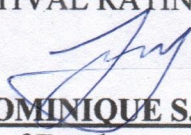
**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: TED DOMINIQUE S. BELONIAS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
Head/Dean (50%)		4.62 x50% = 2.31	
Students (50%)		4.20 x50%= 2.1	
Total for Instruction	95%	4.41	4.189
2. Research			
Client/Dir. for Research (50%)			
Dept. Head/Center Director (50%)			
Total for Research	5%	4.20	0.21
3. Extension			
Client/Dir. For Extension (50%)			
Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.399

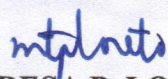
EQUIVALENT NUMERICAL RATING: 4.399
Add: Additional Points, if any: none
TOTAL NUMERICAL RATING: 4.399

ADJECTIVAL RATING: Very Satisfactory



TED DOMINIQUE S. BELONIAS
Name of Faculty


ANALYN M. MAZO
Department Head

Recommending Approval:


MA. THERESA P. LORETO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Ted Dominique S. Belonias, a faculty member of the DEPARTMENT OF BIOLOGICAL SCIENCES commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period July-December 2022.

TED DOMINIQUE S. BELONIAS

Instructor

Date: Jan. 4, 2023

Approved:

ANALYN M. MAZO

Department Head

Date: 1/24/23

MA. THERESA P. LORETO

College Dean

Date: JAN 25 2023

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										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	PI 9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							

On-line ready courseware			Prepares Instructional module/laboratory guide/workbook or a combination thereof							
Supplemental learning resources			Prepares Power Point presentation, video clips, movie clips, reading							
Assessment tools			Prepares assessment tools such as long exam, quizzes,							
A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor			Submits the course ware duly reviewed by TRP for editing by MMDC editor							
A 7 : Number of virtual classroom created and operational			Creates virtual classroom using either Moddle or Google Classroom							
	PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
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	22.22	22.22	5	5	5	5.00	Botn 21 (Lecture), Botn 141 (Lecture, Lab), Biol 123n (2nd half lec and lab), Marb 15 (2nd half lec), Ecol 185n (lab)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	5	5	4	4	4.33	Botn 21 (Lecture), Botn 141 (Lecture, Lab), Biol 123n (2nd half lec and lab), Marb 15 (2nd half lec), Ecol 185n (lab)
		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							
		A12. Number of trainings attended related to instruction	Attend mandated trainings	3	3	5	4	4	4.33	TDSB Traning Workshop (Vanguard: GIS at the Forefront of Development and Innovation): Traning for GIS by DGE., Faculty
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	3	5	5	5	5.00	Botn 21 (Lecture Midterm Exam), Botn 141 (Lecture Midterm, Lab Practical Exam)
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	16	16	5	5	5	5.00	Botn 21 (Lec Quiz: 7, Lab Quiz: 2), Botn 141n (3 practical lab quiz), Biol 123n (lac quiz: 2, lab quiz: 2)

		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	22	22	5	4	4	4.33	Biol 127n (4 lab reports for 2nd half), Ecol 185n (lab reports: 7)
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic advisor to students	37	37	5	5	5	5.00	
		A17. Number of students advised on thesis/ field practice/special problem:		1	1	5	5	5	5.00	Elsie Nifa Paulo
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	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							
	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							
	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	Prepares Instructional module/laboratory guide/workbook or a combination thereof	16	16	5	4	4	4.33	Botn 21 (lessons: 16), Biol 141 (lecture: 10, lab: 15), Biol 123n (lecture: 4), Marb 15 (Lecture: 4)
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	49	49	5	5	4	4.67	Botn 21 (lessons: 16), Biol 141 (lecture: 10, lab: 15), Biol 123n (lecture: 4), Marb 15 (Lecture: 4)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	9	7	4	4	4	4.00	Botn 21 (lecture: 7 modules), Ecol 123n (GIS Map final-output, essay summary for Lab)

		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 Moodle or Google Classroom	4	4	5	4	4	4.33	Botn 21, Botn 141n, Biol 123n, Marb 15, Ecol 135n
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:		4	4	5	5	4	4.67	Botn 21, Botn 141n, Biol 123n (team teach), Marb 15
		Program accreditation/evaluation	Prepares documents and /or							
		Agency/firm/Industry linkages	Coordinates with potential firms							
		A 26. Other outputs implementing	Designs experiential learning							
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A 27. 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	0	4	4	4	4.00	Waiting for the aproval of apointment for the "BIODIVERSITY ENHANCEMENT AND MAINTENANCE OF RAINFORESTATION: TECHNO-DEMO AND LEARNING SITE"
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year	1	0	4	4	4	4.00	Currently submitted to a journal
	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	1	0	4	4	4	4.00	Currently submitted to a journal
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	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 scienfic for a/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>		2	2	5	5	5	5.00	2(CSSP 5th Annual Conference, 54th Anniversary and Annual
	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								
		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	0	4	4	4	4.00	Currently submitted to a journal
		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										
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										
	Total Over-all Rating								81.00	
	Average Rating								4.50	
	Adjectival Rating								Outstanding	

Comments & Recommendations for Development
Purpose: May attend more trainings related to research and instruction.

Evaluated & Rated by:

AM
ANALYN M. MAZO

Head, DBS

Date: *1/29/2023*

Recommending Approval

mtphn
MA. THERESA P. LORETO

Dean, CAS

Date: *JAN 25 2023*

Approved by:

B.S.
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: *1/26/2023*

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ted Dominique S. Belonias

Performance Rating: Outstanding

Aim: To conduct research

Proposed Interventions to Improve Performance: To attend more trainings and seminars

Date: January 2023 Target Date: June 2023

First Step:

Look for possible trainings/seminars

Result:

Date:

Next Step:

Outcome:

Final Step/Recommendation:

Prepared by:

ANALYN M. MAZO
Unit Head

Conforme:

TED DOMINIQUE S. BELONIAS
Instructor