SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ELVIRA L. OCLARIT

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.985 x .50 = 2.49	
b. Students (50%)		3.91 x .50 = 1.955	
Total for Instruction	30%	4.445	1.3335
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	10%	5.0 x .10	0.5
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	5%	4.67 x 0.05	0.233
4. Administration	55%	5.0 x .55	2.75
5. Production			
TOTAL			**4.816**

EQUIVALENT NUMERICAL RATING: 4.816
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: **4.816**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

ELVIRA L. OCLARIT
Name of Faculty

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, __ELVIRA L. OCLARIT__ , a faculty member of the __DEPARTMENT OF PEST MANAGEMENT__ commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period __JULY - DECEMBER, 2021__ .

Approved:

ELVIRA L. OCLARIT
Assoc. Prof. II
Date:

VICTOR B. ASIO
College Dean
Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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	2*	6	5	5	5	5.00	
		A3. Number of students advised on thesis/special problem/dissertation									

	As GAC Chairman		Advises and corrects research outline and thesis/SP/dissertation manuscript	1*	5	5	5	5	5.00	
	AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript	1*	3	5	5	5	5.00	
	A4 . Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty	5*	6	5	5	5	5.00	
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 assignments depending on course taught							
	Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
	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	5*	26.875	5	5	5	5.00	
	A10 . Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	2*	2	5	5	5	5.00	
	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	-	12	5	5	5	5.00	
	A12 . Number of trainings attended related to	Trainings attended	Attend mandated trainings	-	2	5	5	5	5.00	
	A13 . Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	2*	6	5	5	5	5.00	
	A14 . Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	2*	8	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	5*	4 (47 students) 5(14 students) 3(61 students)	5	5	5	5.00	
PI 8: Number of students advised: *	A16. Number of students advised:		Acts as academic adviserto students	3*	16	5	5	5	5.00	

		A17 . Number of students advised on thesis/ field practice/special problem:									
		As SRC Chairman	Advising/ correction	Advises, and corrects research outline and thesis/SP manuscript	1*	1	5	5	5	5.00	
		As SRC Member	Advising/ correction	Advises and corrects research outline and thesis/SP manuscript	1	3	5	5	5	5.00	
		A18 . Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	5*	10	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							
		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	1	1	5	4	5	4.67	
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	1*	2	5	5	5	5.00	
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	4	5	5	5	5.00	

		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3*	8	5	5	5	5.00	
		A 23 : 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 24 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom	1	3	5	5	5	5.00	
	PI 11. Additional outputs	**A 25**. Number of Additional outputs			1	2	5	5	5	5.00	
		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							
		A 26. Other outputs implementing the new normal due to covid 19		Designs experiential learning activities and other outputs to implement new normal	-	1	5	5	5	5.00	
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							
	In refereed int'l journals									
	In refereed nat'l/regional									
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							
	In int'l fora/conferences									
	In nat'l/regional fora/conferences									
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	5	5	5	5.00	
PI 6. Additional outputs*	A 32. No. of research-related awards (research									
	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	UM preparation	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						
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						
	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. *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*								

	Resource Persons	*Resource Persons*								
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant			1	1	5	4	5	4.67	
	Evaluator	Evaluator								
	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							
	PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or									
		A 43.Other outputs implementing the new normal due to covid 19		Designs extension related activities and other outputs to implement new							

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 theQMS 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	5	5	5	5.00	No NC
		A 45. Compliance to all requirements of the program and institutional accreditations:	Minutes Preparation	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	5	5	5	5.00	
		On program accreditations	Pilot Plant Manager							

		On institutional accreditations	SSF Rootcrop							

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	Zero % complaint		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 performfing functions resulting to best practice							
	A 48.Other outputs implementing the new normal due to covid 19		Designs administration/managemen t related activities and other outputs to implement new normal	**1**		5	5	5	5.00	
Total Over-all Rating						140	138	140	139.34	
Average Rating									4.976	
Adjectival Rating							OUTSTANDING			

* The rest of the targets are already accomplished on January - June, 2021 rating period

Keep up the excellent work

Evaluated & Rated by:

ELVIRA L. OCLARIT
Department Head
Date:

Recommending Approval

VICTOR B. ASIO
Dean, CAFS
Date:

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date:

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: <u>Elvira L. Oclarit</u>
Performance Rating: <u>Outstanding</u>

Aim: _____

Proposed Interventions to Improve Performance:

Date: _____   Target Date:_____

First Step: _____
_____
_____

Result: _____
_____
_____

Date: _____   Target Date: _____

Next Step: _____
_____
_____

Outcome: _____.

Final Step/Recommendation:

_____

Prepared by:

VICTOR B. ASIO
Unit Head

Conforme:

ELVIRA L. OCLARIT
Name of Ratee Faculty/Staff