

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

JOY A. BELLEN, a faculty member of the DEPARTMENT OF TEACHER EDUCATION commit to the deliver and agree to be rated on the  
 inment of the following targets in accordance with the indicated measures for the period January - December 2021.

  
**JOY A. BELLEN**  
 Assistant Professor  
 Date:

Approved:   
**JOEL Q. MABALHIN**  
 Department Head  
 Date:

  
**BAYRON S. BARREDO**  
 College Dean  
 Date:

| ID                                             | 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 |                                                                                                             |  |
| FO 1. ADVANCED EDUCATION SERVICES              |                                                       |                                                                        |                                                                             |        |                       |         |            |            |         |                                                                                                             |  |
| PI MFO 2. Graduate Student Management Services |                                                       |                                                                        |                                                                             |        |                       |         |            |            |         |                                                                                                             |  |
|                                                | PI 4: Total FTE coordinated, implemented & monitored* | A1. Actual Faculty's FTE                                               | Teach graduate courses                                                      | 3      | 7.25                  | 5       | 4          | 5          | 4.67    | Educ 201                                                                                                    |  |
|                                                | 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 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 Moodle 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                                       |    |       |   |   |   |      |      |                                        |
| <b>CO 2. HIGHER EDUCATION SERVICES</b>                    |                                                                             |                                                                                                                          |    |       |   |   |   |      |      |                                        |
| <b>UMFO 3. Higher Education Management Services</b>       |                                                                             |                                                                                                                          |    |       |   |   |   |      |      |                                        |
| PI 5: Total FTE; coordinated, implemented and monitored * | A9. Actual Faculty's FTE                                                    | Handles and teaches courses assigned                                                                                     | 18 | 27.15 | 5 | 5 | 5 | 5    | 5.00 | Pred 199, ScEd 117, ScEd 121, NSTP 12c |
|                                                           | A10. Number of grade sheets submitted within prescribed period              | Prepares gradesheet and submits on or before deadline                                                                    | 4  | 6     | 5 | 5 | 4 | 4.67 |      | Pred 199, ScEd 117, ScEd 121, NSTP 12c |
|                                                           | 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 |    | 1     | 5 | 5 | 5 | 5.00 |      | Pred 199 (Mr. Bastasa)                 |

|  |                                                                       |                                                                                     |    |    |   |   |   |      |  |                      |
|--|-----------------------------------------------------------------------|-------------------------------------------------------------------------------------|----|----|---|---|---|------|--|----------------------|
|  | <b>A12 . Number of trainings attended related to instruction</b>      | Attend mandated trainings                                                           |    |    |   |   |   |      |  |                      |
|  | <b>A13 . Number of long examinations administered and checked</b>     | Administers and checks long examination for subjects taught                         |    |    |   |   |   |      |  |                      |
|  | <b>A14 . Number of quizzes administered and checked</b>               | Prepares and checks quizzes for lec and lab                                         | 5  | 10 | 4 | 5 | 4 | 4.33 |  |                      |
|  | <b>A15 . Number of lab reports and term papers checked and graded</b> | Checks lab reports and term papers submitted as required                            | 5  | 20 | 4 | 5 | 5 | 4.67 |  |                      |
|  | <b>PI 8: Number of students advised: *</b>                            | <b>A16.</b> Number of students advised:                                             |    |    |   |   |   |      |  |                      |
|  |                                                                       | <b>A17 . Number of students advised on thesis/ field practice/special problem:</b>  |    |    |   |   |   |      |  |                      |
|  |                                                                       | As SRC Chairman                                                                     |    |    |   |   |   |      |  |                      |
|  |                                                                       | As SRC Member                                                                       |    |    |   |   |   |      |  |                      |
|  |                                                                       | <b>A18 . Number of students entertained for consultation purposes</b>               | 20 | 20 | 5 | 5 | 5 | 5.00 |  | Action research plan |
|  | <b>PI 9: Number of student organizations advised/ assisted *</b>      | <b>A19 . Number of Student organizations advised</b>                                |    |    |   |   |   |      |  |                      |
|  |                                                                       | <b>A20 . Number of Student organizations assisted on student related activities</b> |    |    |   |   |   |      |  |                      |
|  | <b>PI 10: Number of instructional materials developed *</b>           | <b>A 21 : Number of on-line course ware developed and submitted :</b>               | 1  | 1  | 4 | 5 | 5 | 4.67 |  |                      |
|  |                                                                       | On-line ready courseware                                                            | 1  | 1  | 4 | 5 | 5 | 4.67 |  |                      |

|                                |                                                                                                                                      |                                                                                                                                      |   |   |   |   |   |      |                                                                                                                                                      |
|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|---|---|---|---|---|------|------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                | Supplemental learning resources                                                                                                      | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught                          | 2 | 8 | 4 | 5 | 5 | 4.67 | Can be accessed here:<br><a href="https://www.youtube.com/channel/UCrrJRstDXtNDu85WwvNYA">https://www.youtube.com/channel/UCrrJRstDXtNDu85WwvNYA</a> |
|                                | Assessment tools                                                                                                                     | Prepares assessment tools such as long exam, quizzes, problems sets, etc.                                                            |   |   |   |   |   |      |                                                                                                                                                      |
|                                | <u>A 23</u> : Number of on-line course were reviewed by TRP & edited by MMDC editor                                                  | Submits the course ware duly reviewed by TRP for editing by MMDC editor                                                              |   |   |   |   |   |      |                                                                                                                                                      |
|                                | <u>A 24</u> : Number of virtual classroom created and operational                                                                    | Creates virtual classroom using either Moodle or Google Classroom                                                                    | 1 | 3 | 4 | 5 | 4 | 4.33 | ScEd 117, ScEd 121, NSTP 12c                                                                                                                         |
|                                | <u>PI 11</u> . Additional outputs                                                                                                    |                                                                                                                                      |   |   |   |   |   |      |                                                                                                                                                      |
|                                | <u>A 25</u> . 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                           |   |   |   |   |   |      |                                                                                                                                                      |
|                                | <u>A 26</u> . Other outputs implementing the new normal due to covid 19                                                              | Designs experiential learning activities and other outputs to implement new normal                                                   |   |   |   |   |   |      |                                                                                                                                                      |
| <b>O 3 . RESEARCH SERVICES</b> |                                                                                                                                      |                                                                                                                                      |   |   |   |   |   |      |                                                                                                                                                      |
|                                | <u>PI 1</u> . 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                                                        |   |   |   |   |   |      |                                                                                                                                                      |
|                                | <u>PI 2</u> . Number of research outputs completed within the year *                                                                 | Conducts and completes research project within the year                                                                              |   |   |   |   |   |      |                                                                                                                                                      |
|                                | <u>PI 3</u> . Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) * | Writes publishable materials out of research outputs and submits for publication                                                     |   |   |   |   |   |      |                                                                                                                                                      |
|                                |                                                                                                                                      | In refereed int'l journals                                                                                                           |   |   |   |   |   |      |                                                                                                                                                      |





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|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|---------------------|---|---|---|------|--|--------------------------------|
| <b>PI 8.</b> 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* | <b>A 44.</b> 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 |   |   |   |      |  |                                |
|                                                                                                                                                                                                       | <b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:                                   | Prepares required documents and complies all requirements as prescribed in the accreditation tools                                    | 100% compliant      |   |   |   |      |  |                                |
|                                                                                                                                                                                                       | On program accreditations                                                                                                      |                                                                                                                                       |                     |   |   |   |      |  |                                |
|                                                                                                                                                                                                       | On institutional accreditations                                                                                                |                                                                                                                                       |                     |   |   |   |      |  |                                |
| <b>MFO 6. General Admin. &amp; Support Services</b>                                                                                                                                                   |                                                                                                                                |                                                                                                                                       |                     |   |   |   |      |  |                                |
| <b>PI 2.</b> Zero percent complaint from clients served                                                                                                                                               | <b>A 46.</b> Customer friendly frontline services                                                                              | Provides customer friendly frontline services to clients                                                                              | Zero % complaint    | 5 | 5 | 5 | 5.00 |  | Office of Coordinator for CWTS |
| <b>PI 3:</b> Additional Outputs                                                                                                                                                                       | <b>A 47.</b> 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                                                  |                     |   |   |   |      |  |                                |
|                                                                                                                                                                                                       | <b>A 48.</b> Other outputs implementing the new normal due to covid 19                                                         | Designs administration/management related activities and other outputs to implement new normal                                        |                     |   |   |   |      |  |                                |
| <b>Total Over-all Rating</b>                                                                                                                                                                          |                                                                                                                                |                                                                                                                                       |                     |   |   |   |      |  |                                |
| <b>Average Rating</b>                                                                                                                                                                                 |                                                                                                                                |                                                                                                                                       |                     |   |   |   |      |  |                                |
| <b>Adjectival Rating</b>                                                                                                                                                                              |                                                                                                                                |                                                                                                                                       |                     |   |   |   |      |  |                                |

Initiated & Rated by:

*Joel Q. Mabalhin*  
JOEL Q. MABALHIN

Department Head

Date:

Recommending Approval

*Bayron S. Barredo*  
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Dean, CoEd

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