



**EASTERN SAMAR
STATE UNIVERSITY**
Excellence · Accountability · Service

DEPARTMENT PERFORMANCE COMMITMENT AND REVIEW
(To be Prepared by Vice Presidents, Campus Administrators, Deans, Directors and Unit Heads)



I, ENRICO C. VIRREY, assigned at the, IPOU and CANS - SALCEDO CAMPUS commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period, Jul to Dec 2024.




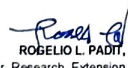
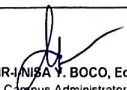
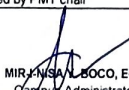


ENRICO C. VIRREY
Name and Signature of Ratee
Date

Major Final Output	Performance Indicator	Actual Accomplishment	Alloted Budget	Office/ Individual Accountable	Weight	Rating				Weighted	Remarks
						Q	E	T	A		
Core Functions					60%						
					20%						
Designated Function											
Accomplished 90% of the expected duties and responsibilities designated as Head of the Intellectual Property Office											
	1. At least 1 research outputs utilized by the industry or other beneficiaries	Research Capability of Elementary School Teachers in the Division of Eastern Samar: Inputs to Research Enhancement Program, Technological, Pedagogical, and Content Knowledge (TPACK) of Secondary Mathematics Teachers in Eastern Samar Division, Knowledge and Practice on Differentiated Instruction of Secondary Mathematics Teachers: A Gap Analysis, Reading Capacities, Interests, and Experiences of Junior High School Students: A Multicase Analysis		IPOU	20%		5		5.0	1.00	
	2. Conduct at least one (1) patent search	Composition of Organic Fertilizer fortified with Fermented Amino Acid, Composition of Organic Fertilizer fortified with Fermented plant juice, Composition of Organic Fertilizer fortified with Fermented fruit juice, Composition of Organic Fertilizer fortified with Indigenous microorganism			10%		5		5.0	0.50	
	3. Conduct at least one (1) patent draft	Composition and process of compost fertilizer			20%		5		5.0	1.00	
	4. File at least one (1) IP for registration	Mobile-based Course Handout in Object-Oriented Programming, MOBILE-BASED APPLICATION FOR LEAF DISEASE DETECTION IN ABACA (MUSA TEXTILIS)*			20%		5		5.0	1.00	
	5. Conduct at least one (1) IP training	IP: Patent search Writeshop			20%		3		3.0	0.60	
	6. Attendance to at least one (1) training and/or capability building workshop related to IP services	Webinar on Practical exercises in PATENTSCOPE			10%		3		3.0	0.30	

Instruction		40%										
Higher Education Services	To conduct all assigned classes. At least 80% average rating of the actual teaching performance	ACTUAL TEACHING PERFORMANCE	PERCENT RATING		CANS	40%	4			4	1.50	
Quality instruction and training in all curricular programs offered by the University		Students (50%)	4.4	2.2								
		Program Head (25%)	4.5	1.1								
		College Dean (25%)	4.5	1.1								
		TOTAL	4.5									
	Submitted syllabus/course guide in assigned courses for First Semester, SY 2024-2025											
	To submit updated syllabi in three (3) assigned classes following prescribed format on or before due date	COURSE	DUE DATE	DATE SUBMITTED	CANS	10%			5	5	0.50	
		AGRI 124	Aug 5, 2024	Aug 1, 2024								
		AGRI 222	Aug 5, 2025	Aug 1, 2024								
		AGRI 312	Aug 5, 2026	Aug 1, 2024								
		AGRI 423	Aug 5, 2027	Aug 1, 2024								
	To prepare at least three (3) IMs in assigned subjects	Prepared learning materials for subjects handled			CANS	10%		5		5	0.50	
		COURSE	TITLE OF MATERIAL	TYPE OF MATERIAL								
		AGRI 114	Principle of crop protection	Handouts								
		AGRI 314	Principles of plant disease management	Handouts								
		AGRI 315	Gen. Physiology and Toxicology	Handouts								
AGRI 412	Beneficial arthropods and microorganism	Handouts										
	To construct TOS-based test materials in three (3) assigned subjects and submit these on or before schedule for each of the two major exams	Submitted copy of midterm and final term test with TOS for courses handled			CANS	10%			5	5	0.50	
		COURSE	DUE DATE	DATE SUBMITTED								
		MID-AGRI 114	Oct 10, 2024	Oct 7, 2024								
		MID-AGRI 314	Oct 10, 2024	Oct 7, 2024								
		MID-AGRI 315	Oct 10, 2024	Oct 7, 2024								
		MID-AGRI 412	Oct 10, 2024	Oct 7, 2024								
		FINLS-AGRI 114	Dec 19, 2024	Dec 12, 2024								
		FINLS-AGRI 314	Dec 19, 2024	Dec 12, 2024								
		FINLS-AGRI 315	Dec 19, 2024	Dec 12, 2024								
		FINALS-AGRI 412	Dec 19, 2024	Dec 12, 2024								
	To submit report of grades in the three (3) subjects assigned on schedule	Submitted report of grades for courses handled			CANS	10%			5	5	0.50	
		COURSE	DUE DATE	DATE SUBMITTED								
		AGRI 124	Jan 10, 2025	Jan 9, 2025								
		AGRI 222	Jan 10, 2025	Jan 9, 2025								
		AGRI 312	Jan 10, 2025	Jan 9, 2025								
AGRI 423	Jan 10, 2025	Jan 9, 2025										
	To facilitate learning and achieve at least 80% passing rate among students	SUBJECTS HANDLED	PASSING PERCENTAGE		CANS	10%	5			5	0.50	
		AGRI 124	90%									
		AGRI 222	90%									
		AGRI 312	90%									
		AGRI 423	90%									

Quality instruction and training in all curricular programs offered by the University	To pursue graduate education	PROGRAM PURSUED	SCHOOL ATTENDED	DATE OF COMPLETION		CANS	10%		3		3	0.30	
		Master of Science	VSU	2016									
	To attend at least one (1) relevant training and seminars	TITLE OF TRAINING/SEMINAR ATTENDED	DATE AND VENUE			CANS	10%		5		5	0.50	
		Research cabability workshop	Sep 23-25, 2024/ Borongan										
		Webinar on Practical exercises in PATENTSCOPE	July 11, 2024/ Webinar										
Support Functions		20%											
Research Services	To conduct or participate in the completion of at least one (1) research program/ project/study within the performance period	RESEARCH TITLE	NATURE OF PARTICIPATION (Program/Project/Study Leader, Co-researcher)	STATUS OF IMPLEMENTATION (Ongoing or Completed)		CANS	20%		4		4.00	0.80	
Reinforced stature of the University as a research institution through improved productivity in research		Characterization and efficacy testing of compost formulated from chicken manure, coconut coir dust, and carbonized rice hull	Co- researcher	Ongoing									
	To present at least one (1) research output before the end of the performance evaluation period	RESEARCH TITLE	DATE AND VENUE			CANS	10%		5		5.00	0.50	
		Growth and Yield Performance of Pechay Applied with Chicken Manure, Compost and Inorganic Fertilizer Under Highly Weathered Soil Condition	Oct 8, 2024 Borongan										
		Growth and Yield Performance of Lettuce Applied with Chicken Manure, Compost and Inorganic Fertilizer Under Highly Weathered Soil Condition	Oct 8, 2024 Borongan										
	To publish at least one (1) research output within the performance period	RESEARCH TITLE	PUBLISHER			CANS	10%		1		1.00	0.10	

	To participate in at least one (1) research-related activity/ies within the performance period	ACTIVITY	DATE/ VENUE	NATURE OF PARTICIPATION (Those attending, TMR member, BPR evaluator)									
		Research proposal presentation TWG	Sep 26, 2024	participants		CANS	10%		5		5.00	0.50	
		Attended SAER conference	Jul 24-27, 2024	participants									
Extension Services	To participate in the conduct of at least one (1) training or other form of extension activity	ACTIVITY	DATE/ VENUE	NATURE OF INVOLVEMENT (Project/Activity Leader, Resource Person, Consultant, etc.)									
						TESO	20%		1		1.00	0.20	
Enhanced community engagement through training and advisory services in partnership and collaborations with public and private entities	To provide training or technical assistance/ advisory to at least 25 clients during the performance period	KIND OF EXTENSION SERVICE	No. PAJ. TRAINED OR GIVEN ASSISTANCE										
						TESO	10%		1		1.00	0.10	
	100% of clients served will rate the delivery of extension service as "satisfactory" or higher	KIND OF EXTENSION SERVICE	DATE/ VENUE	% CLIENTS WITH RATING OF SATISFACTORY OR HIGHER									
						TESO	10%	1			1.00	0.10	
	100% of clients given training or advisory services rate timeliness of service delivery as "satisfactory" or higher	KIND OF EXTENSION SERVICE	DATE/ VENUE	% CLIENTS WITH RATING OF SATISFACTORY OR HIGHER									
						TESO	10%	1			1.00	0.10	

Strategic Priorities													
Technology Advancement	Attendance to at least one (1) IT training per semester	TITLE OF TRAINING/SEMINAR ATTENDED	DATE AND VENUE			20%							
		Webinar on Practical exercises in PATENTSCOPE	July 11, 2024/ Webinar			25%	3		3.00	0.75			
Compliance to PRIME HRM requirements	Attendance to at least one (1) Learning and Development activity	L AND D PROGRAM ATTENDED	DATE AND VENUE			25%	3		3.00	0.75			
		Research cabability workshop	Sep 23-25, 2024/ Borongan										
Observance to CSC Regulations	Attendance to CSC required activities:	CSC REQUIRED ACTIVITIES ATTENDED											
	a. Tree Planting,	Tree planting				25%	4		4.00	1.00			
	b. Health and Wellness Program,												
	c. Flag Raising, Etc.	Flag Raising											
Compliance to ISO 9001:2015 requirements	Client satisfaction rating of College/Unit where assigned	PERIOD OF EVALUATION	CLIENT SATISFACTION RATING			25%	4		4.00	1.00			
		Jul to Dec	4.6										
We have discussed and agreed on the Performance Indicators													
 ENRICO C. VIRREY Ratee		 CLARITA E. MORBOS, PhD College Dean		Date: _____ Date: _____									
NOTE: The portion below is to be filled up during performance evaluation only.													
RATING COMPUTATION				Remarks and Recommendations:									
Category	Rating	Weight	Total (Rating x Weight)										
Core Function	4.73	60%	2.84										
Support Function	2.40	20%	0.48										
Strategic Priority	3.50	20%	0.7										
Total Overall Rating			10.63										
Final Average Rating			4.02										
Adjectival Rating			VERY SATISFACTORY										
Discussed with:	Assessed/Rated by		Approved:	Reviewed by PMT chair		Received:							
 ENRICO C. VIRREY Ratee	 ROGELIO L. PADIT, PhD Director, Research, Extension and Innovation		 MIR-JANIS A. BOCO, Ed.D Campus Administrator	 MIR-JANIS A. BOCO, Ed.D Campus Administrator		 MARINA S. MACASIL IPDO							
Date:	Date:		Date:	Date:		Date:							