

# Individual Performance Commitment and Review (IPCR)

I, DANICA P. GODINEZ, INSTRUCTOR I of COLLEGE OF AGRICULTURE, FORESTRY AND ENVIRONMENTAL SCIENCES, WPU ABORLAN, PALAWAN, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY to DECEMBER, 2023.

**DANICA P. GODINEZ**  
Signature of Faculty

1/12/2024  
Date

APPROVED BY:

Dean

2/14/24  
Date

| MFO  | Success Indicators   | Actual Accomplishments/<br>Expenses |        | RATING |    |    |        | Remarks           |
|--|--|-------------------------------------|--------|--------|----|----|--------|-------------------|
|  | (Targets + Measures)   |                                     |        | Q      | E  | T  | A      |                   |
| CF - INSTRUCTION   |  |                                     |        |        |    |    |        |                   |
| Classroom Instruction  | Conducted 500 student-contact hour(s) of classes                           | 528                                 | 3.00   |        | 3  | 3  | 3.0000 | Annex A-1/A-2     |
|  | Conducted classes effectively (student evaluation)                         | 100.00                              | 100.00 | 4      |    | 4  | 4.0000 | Annex A-3/A-4     |
|  | Conducted classes effectively (supervisor evaluation)                      | 4.50                                | 4.50   | 5      |    | 5  | 5.0000 | Annex A-3/A-5     |
|  | Utilized prepared/updated instructional materials in classes               | 3                                   | 5.00   |        | 3  | 5  | 4.0000 | Annex A-6         |
| Quasi-Teaching and Other<br>Instruction-Related<br>Activities            | Performed 0 workload unit(s) of Quasi-teaching activities                  | NA                                  |        |        | NA |    | NA     | Annex B-1         |
|  | Performed activities in pursuit of accreditation initiative of the College | 4.60                                | 4.20   | 5      |    | 4  | 4.5000 | Annex B-2         |
|  | Participated in other activities leading to improvement of instruction     | 4.60                                | 4.60   | 5      |    | 5  | 5.0000 | Annex B-3         |
| SO I - RESEARCH AND DEVELOPMENT  |  |                                     |        |        |    |    |        |                   |
| Research Activities  | Conducted 1 on-going research study(ies)                                   | 0                                   |        | 1      | 1  |    | 1.0000 | Annex C-1         |
|  | Completed 1 research study(ies)  | 0                                   |        | 1      | 1  | 1  | 1.0000 | Annex C-2/C-3     |
|  | Presented 1 research output(s) in research fora                            | 0                                   |        | 1      | 1  |    | 1.0000 | Annex C-4         |
|  | Published 1 research output(s) in scientific journals                      | 0                                   |        | 1      | 1  | 1  | 1.0000 | Annex C-5         |
| SO II - EXTENSION  |  |                                     |        |        |    |    |        |                   |
| Extension Activities   | Participated in extension activities with 10. workload unit(s)             | 0                                   |        | 1      | 1  |    | 1.0000 | Annex D-1/D-2/D-3 |
|  | Provided technical assistance to 2 client(s)                               | 0                                   |        | 1      | 1  | 1  | 1.0000 | Annex D-4/D-5     |
| SO III - ADMINISTRATIVE  |  |                                     |        |        |    |    |        |                   |
| Performed functions<br>associated with the<br>administrative designation | Performed administrative function #1 (specify function + target)           | NA                                  |        | NA     | NA | NA | NA     | Annex E-1/E-2     |
|  | Performed administrative function #2 (specify function + target)           | NA                                  |        | NA     | NA | NA | NA     | Annex E-1/E-2     |
|  | Performed administrative function #3 (specify function + target)           | NA                                  |        | NA     | NA | NA | NA     | Annex E-1/E-2     |
|  | Performed administrative function #4 (specify function + target)           | NA                                  |        | NA     | NA | NA | NA     | Annex E-1/E-2     |
|  | Performed administrative function #5 (specify function + target)           | NA                                  |        | NA     | NA | NA | NA     | Annex E-1/E-2     |
|  | Performed administrative function #6 (specify function + target)           | NA                                  |        | NA     | NA | NA | NA     | Annex E-1/E-2     |
|  | Performed administrative function #7 (specify function + target)           | NA                                  |        | NA     | NA | NA | NA     | Annex E-1/E-2     |



| MFO                      | Success Indicators   | Actual Accomplishments/<br>Expenses | RATING |    |    |        | Remarks       |
|--------------------------|--|-------------------------------------|--------|----|----|--------|---------------|
|                          | (Targets + Measures)   |                                     | Q      | E  | T  | A      |               |
| SF I - SUPPORT FUNCTION  |  |                                     |        |    |    |        |               |
| Institutional Commitment | Attended 4 weighted training hours of trainings, seminars, etc.                          | 25                                  |        | 5  |    | 5.0000 | Annex F-1     |
|                          | Participated in 1 University/ College activities   | 7                                   | 4      | 5  |    | 4.5000 | Annex F-2/F-3 |
|                          | Attended 4 meetings (Council meeting, faculty/staff meeting, special/ committee meeting) | 7                                   |        | 5  |    | 5.0000 | Annex F-4     |
|                          | Submitted 4 requirements/documents to respective offices                                 | 5                                   |        | 4  | 5  | 4.5000 | Annex F-5     |
|                          | Liquidated 100% of cash advances within prescribed period                                | NA                                  |        | NA | NA | NA     | Annex F-6     |
|                          |  |                                     |        |    |    |        |               |

### Summary of Ratings

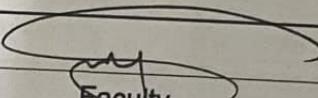
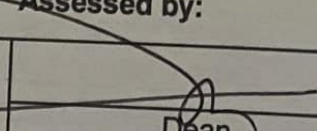
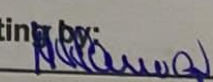
| Category  | Average | %          | Rating                   |
|---|---------|------------|--------------------------|
| Core Function - Instruction                             | 4.0469  | 80         | 3.2375                   |
| Classroom Instruction                                   | 4.0000  | (75)       |                          |
| Quasi-Teaching and Other Instruction-Related Activities | 4.7500  | (5)        |                          |
| Strategic Objectives                                    | 1.0000  | 10         | 0.1000                   |
| Research Activities                                     | 1.0000  | (5)        |                          |
| Extension Activities                                    | 1.0000  | (5)        |                          |
| Administrative Functions                                | NA      | ()         |                          |
| Support Function - Provide Support Function             | 4.7500  | 10         | 0.4750                   |
| <b>Average Rating</b>                                   |         | <b>100</b> | <b>3.8125</b>            |
| <b>Final Average Rating</b>                             |         |            | <b>3.8125</b>            |
| <b>Adjectival Rating</b>                                |         |            | <b>Very Satisfactory</b> |

Rater's Comments and Recommendations for Development Purposes or Rewards/Promotion:

Discussed with:

Assessed by:

Final Rating by:

|  |                   |  |                 |   |                   |
|--|-------------------|--|-----------------|---|-------------------|
| <br>Faculty | Date<br>1/12/2024 | <br>Dean | Date<br>2/14/24 | <br>RIA S. SARIEGO, PhD<br>VP for Academic Affairs | Date<br>2-17-2024 |
|  |                   |  |                 |   |                   |