



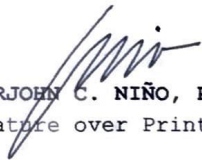
Republic of the Philippines
State Universities and Colleges
NORTHERN ILOILO STATE UNIVERSITY
BAROTAC VIEJO CAMPUS
Barotac Viejo, Iloilo



Reg. No.
97Q19783


INDIVIDUAL PERFORMANCE COMMITMENT and REVIEW (IPCR)
(For Instructors and Associate Professors)

I, MARJOHN C. NIÑO ASSOCIATE PROFESSOR V and Faculty of the College of Agriculture,
(Name of Faculty) Rank (Name of Department)
commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for
the period January to May 2023.


MARJOHN C. NIÑO, Ph. D.
(Signature over Printed Name)

Date: _____

RECOMMENDING APPROVAL:


MAY DINAH S. BRAÑA, Ph. D.
Chairperson, BSA Program

FURTHER RECOMMENDING APPROVAL:


MAÍTA A. GONZALES, Ph. D.
Dean, College of Agriculture

APPROVED:


RUBY S. YOTOKO, Ed. D.
Campus Administrator

SUCCESS INDICATORS (Targets + Measures)	Activities	Actual Accomplishments	RATING				REMARKS	
			Q	E	T	A		
A. STRATEGIC FUNCTIONS - MAJOR FINAL OUTPUT (MFO) 30%								
MFO 1 - Higher Education Services (20%)	Increase the total number of graduates in mandated and priority programs by at least 5%	Encourage students to enrol in the Program	Conducted individual campaigns to aspiring NISU freshmen students to take BSA Course Served as a member of the Interviewing committee and assists in the qualifying as basis for the enrolment	10	10	10	10.00	
		Conduct remedial classes/mentoring to slow learners	Provided supplementary lectures to improve the learning of concerned students	10	8	9	9.00	
	Increase the number of accredited programs by at least 2%; or	Prepare documents for accreditation	Served as member of the workforce committees for accreditation and facilitate in organizing meeting with the members for the assigned area	6	6	6	6.00	
	Upgrade the level of accreditation of at least 2% of the programs to the next level	Submit a list of supplies, equipment and facilities needed for accreditation for procurement Conduct self-survey visit of the programs submitted for accreditation	Requested supplies, equipment & facilities needed for accreditation through submission of research proposal Reviewed the status and identified the documents needed for the programs for accreditation	10	10	10	10.00	
				6	6	6	6.00	

Increase the number of graduates who finished their academic programs according to the prescribed time frame	Submit students' flow report at the beginning and end of every semester	Conducted Prepared and submitted course syllabus in every subject loads and distributed copies to every students Prepared and submitted copy of Instructional Portfolio	10	10	10	10.00	
Submit reports, grades and all other academic requirements on time	Conducted Submitted grades and copy of class record in every subject loads	10	10	10	10.00		
Increase in increment of PRC examination results over the national passing % by at least 5%	Conduct review classes	Conducted Served as one of the resource speakers in the review on Licensure Examination for Agriculturists with BS Agriculture graduating students	10	10	10	10.00	
Encourage graduates to enrol in review classes	Encouraged graduating students and graduates to attend review classes offered by the college	10	10	10	10.00		
Encourage students to take the On-The-Job Training and to conduct their thesis	Encouraged students to take their On-The-Job-Training and Encouraged graduating students to conduct thesis	10	10	10	10.00		
Submit grades, reports, etc on time	Submitted grades and copy of class record in every subject loads	10	10	10	10.00		

**MFO 2 -
Advanced
Education
Services (5%) ***

Increase the number of graduates in mandated and priority programs by at least 2%

MFO 3 - Research Services (5%)	Increase the number of graduates who engaged in employment or whose employment status improved within 1 year	Conduct tracer study of graduates	N/A						
	Encourage students to seek employment or to submit papers for possible promotion	N/A							
	Increase the number of students who rate timeliness of education delivery/supervision as good or better by at least 3%	Conduct classes effectively and efficiently	Checked the attendance of the students at the start of the class. Timely delivery of the topics/lectures indicated in the syllabus was strictly observed.	10	10	10	10.00		
	Number of research studies conducted and completed on time	Conduct at least one (1) research study	Finalized analysis of previously conducted research projects.	10	10	10	10.000		
	Number of research output presented in local, regional, national or international fora	Present at least one (1) research study in local, regional, national or international fora	Presented a research proposal during the WARAGWAGAN which is hosted by NISU.	10	10	10	10.000		
	Number of research output published in local, regional, national or international journal	Publish at least one (1) research study in local, regional, national or international journal	Drafted paper for publication in a refereed journal.	9	9	9	9.000		
	Number of research submitted for patent or patented	Submit at least one (1) research study for patent	N/A						
	Number of thesis advising	Advise at least one (1) thesis writer or one (1) research paper	Advised/Mentored one group of students conducting thesis.	10	10	10	10.000		

**MFO 4 -
Extension
Services (20%)**

Number of extension activities participated in	Participate in at least one (1) extension activity	Served as resource speaker of the Extension Programs (Project HEAL) of the campus and the Farmers' Field Day.	10	10	10	10.00	
Number of persons trained	Conduct training to at least 30 beneficiaries	Conducted training to more than 30 participants of the Project HEAL and Farmers' Field Day	10	10	10	10.00	
Number of active linkages or partnerships	Maintain at least one active linkage or partnership	Conducted consultation with Regional Crop Protection Center for possible collaboration for research projects of the college	10	10	10	10.00	

B. CORE FUNCTIONS 10%

Cover all the topics in the course syllabus by the end of the semester	Submit course syllabus/ syllabi at the start of the semester	Submitted course syllabus in every subject load right at the start of the semester	10	10	10	10.00	
	Submit report on the coverage of the topics on the course syllabus/syllabi	Submitted the instructional portfolio including the TOS, which reflects the topic covered throughout the semester.	10	10	10	10.00	
Number of formative tests in a semester	Conduct at least 10 formative tests in a semester	Conducted and accomplished for the second semester of AY 2022-2023.	10	10	10	10.00	
Number of major/ summative examinations conducted	Prepare a TOS for the summative exams and submit a copy to the Department/College not later than one (1) week after the scheduled dates of exams	Prepared and submitted a copy of 2 Major Exams along with the TOS to the College of Agriculture for the AY 2022-2023, 2nd semester.	10	10	10	10.00	
	Conduct at least two (2) summative examinations (Mid-term & Final Exam) in a semester	Conducted and administered 2 Summative exams for the second semester of AY. 2022-2023.	10	10	10	10.00	

Preparation and Submission of reports and other academic requirements	Prepare and submit grading sheets, reports, and other requirements on time and without error	Prepared and submitted Instructional Portfolio in every subject loads of the 2nd semester	10	10	8	9.33	
Development of instructional material	Develop and submit at least one approved instructional material	Utilized other sources of IM's and developed an IM for Approval	8	8	8	8.00	

C. SUPPORT FUNCTIONS 108

Implementation and management of the projects of the University	Involve in the implementation of the projects of the University	Served in the implementation of the extension projects of the campus such as Project HEAL, Farmers' Field Day, and Urban gardening	10	8	8	8.67	
Other work assignments	Work on the task/s assigned by the Official/s of the University	Served as Overall Coordinator of the AgriWeek event of the college of agriculture	10	10	10	10.00	
Participation in the activities of the University	Attend meetings called for by the superiors/ administrators/Deans/Vice Presidents/SUC President	Attended meetings called for by the Chairperson (monthly meeting) and Dean (Emergency meeting) of the College, by the Campus Administrator (Emergency and General Meetings), by the VP's and SUC President (Academic Council Meeting, Research meeting)	10	10	10	10.00	
	Participate in all the activities of the University including those of the community in which the College participates	Participated the activities of the College like Disaster Risk Reduction Management Training, Community Clean-up Drive, Women's Month Celebration, University Week, Agri-Week, and Civic Parade like Independence Day.	10	10	10	10.00	

Legend:

Q - Quantity

E - Efficiency

T - Timeliness

A - Average

STRATEGIC FUNCTIONS	8	RATING	
MFO 1	20(15)	81.00	16.208
MFO 2*	5		
MFO 3	5	39.00	3.908
MFO 4	5	30.00	5.008
CORE FUNCTIONS	60	67.33	57.718
SUPPORT FUNCTIONS	10	38.67	9.678
FINAL RATING			92.488
ADJECTIVE RATING	VERY SATISFACTORY		

* In case the faculty member has teaching loads in Advanced Education Services the points will be taken from MFO 1. Thus, MFO 1 will have 15% credit.

Comments and Recommendations for Development Purposes

Final Rating Computed by:

Date

Reviewed & Verified by:


Date

Conformed:

Date


MAY DINAH S. BRAÑA, Ph. D.
Chairperson, BSA Program


MAY DINAH S. BRAÑA, Ph. D.
Chairperson, BSA Program


MARJORAM C. NIÑO, Ph. D.
Faculty

Discussed with:

Date

Assessed by:

I certify that I discussed my
assessment of the performance
with the employee

Date


MARJORAM C. NIÑO, Ph. D.
Faculty


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Chairperson, BSA Program

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