



Strategic Performance Management System (SPMS)
DIVISION PERFORMANCE COMMITMENT and REVIEW (DPCR)

I, MYRELLE R. ENRIQUEZ, of the NwSSU San Jorge 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 **JULY to DECEMBER, 2023**.

Equivalent Weight of Output			
Functions	Strategic Priorities	Core Functions	Support Function
Weight	30%	60%	10%
			Total
			100%

Myrelle R. Enriquez
MYRELLE R. ENRIQUEZ
Instructor I/Program Chair, BSA

Major Final Output (MFO)/ Program, Activity & Project (PAP) (a)	Success Indicators (Targets + Measures) (b)	Allotted Budget (in pesos) (c)	Office/Individual Accountable (d)	Performance Standards (e)	Actual Accomplishments (f)	Rating (g)				Remarks (h)
						Q ¹	E ²	T ³	A ⁴	
A. Strategic Priorities: (30%)										
1. QS STAR	100% submission of required documents for QS Star application in relation to academic affairs		CA, CD, Program Chairs, QA Coordinator, Faculty	ET	Facilitated tracing of employed graduates and having them fill ou the form in support for the QS STAR application		5	5	5.00	Fixed Target
2. ISO 9001:2015 Certification	100% compliancne with legal and statutory requirements for SOCOTEC Visit		CA, CD, Program Chairs, QA Coordinator, Faculty	ET	100% of the documnts needed for the SOCOTED visit was prepared		5	5	5.00	Fixed Target
3. Accreditation of Academic Programs	100% of needed documents are prepared on time for AACUP accreditation		CA, CD, Program Chairs	QE	N/A					Fixed Target
4. Percentage of graduates (2 years prior) that are employed	30% of its graduates (2 years prior or 2021) are employed		CA, CD, Program Chairs, Faculty, Students	QE	20 out 30 or 67% of the 2021 graduates are employed	5	5		5.00	Fixed Target
5. COPC	100% compliance with CHED- identified indicators for COPC		CA, CD, Program Chairs, Faculty	QE	80% compliance with CHED-identified indicators for COPC	3	3		3.00	Fixed Target
6. Percentage of first-time licensure examination takers that pass the licensure examination	50% of the first-time takers shall pass the licensure exam		CA, CD, Program Chairs, Faculty, Students	QE	16% or 5/31 first time takers passed the Licensure examination for Agriculturists dated November 20-22, 2023	1.22	1.22		1.22	Fixed Target
Sub-Total for 'A. Strategic Priorities: (30%)' :									3.84	
B. Core Functions:(60%)										
1. Designated (40%)										
1. Student involvement in inter-country mobility	1 student involved in intercountry mobility		CA, CD, Program Chairs, Faculty, Students	QE	No student was involved in intercountry mobility	1	1		1.00	Fixed Target
2. Instructional Materials Development	1 IMS submitted for approval/certification for use		CA, CD, Program Chairs, Faculty	QE	One (1) BSA faculty submitted IMS for approval/certification for use	5	5		5.00	
3. Linkages Partnership and Collaboration	Forging of one (1) MOA/MOU with industries/agencies		CA, CD, Program Chairs, Faculty, Students	QE	No MOA was forged with industries/agencies	1	1		1.00	Demand Driven
4. Submission of report	Monthly accomplishment report submitted on the 5th working day of the following month		CA, CD, Program Chairs	ET	Monthly accomplishment report submitted on the 3rd working day of the following month		5	5	5.00	Fixed Target
5. Submission of Laboratory Development Program	Submission of Laboratory Development Program within the semester of the school year		CA, CD, Program Chairs	QT	A list of laboratory tools and equipment was forwarded to be included in the development plan	5		5	5.00	Fixed Target
6. ISO Surveillance Visit	100% of the documents are gathered in the assigned area		CA, CD, Program chairs, QA coordinator, Faculty	ET	Gathered and prepared documents for the ISO visit		5	5	5.00	Fixed Target





7. Upgrading of Library Services	Submit at least 30% of titles for each major courses to be purchased in consonance with COPC and AACUP evaluation criteria	CA,CD, Program Chairs, Library Services	QET	Submitted 30% titles for each major courses to be purchased in consonance with COPC and AACUP evaluation criteria	5	5	5	5.00	Fixed Target
8. Supervision and coordination with all academic units	100% of class program and room utilization are available one week before the start of the classes	CA,CD, Program chairs, faculty	QT	6 out of 6 Class schedules and room assignment were plotted a month before the start of classes	5		5	5.00	Demand Driven
	Prepared one action plan for the program and made it available before the start of the First Semester	CA, CD, Program Chair, Faculty	T	Prepared one action plan for the program and made it available before the start of the First Semester			5	5.00	Demand driven
9. Monitoring and Coaching	Conduct monitoring and coaching to all faculty under supervision	CA, CD, Program Chairs, Faculty	QE	Monitored and coached all faculty under supervision	5	5		5.00	Demand Driven
	100% conduct of activities as scheduled in the school calendar & effective implementation of policies	CA, CD, Program Chairs, Faculty	QE	100% of the activities as scheduled in the school calendar were followed and implemented	5	5		5.00	Demand Driven
10. Procurement of Laboratory Equipment	10% of the Laboratory equipment for the program was procured	CA, CD, Program Chairs, Supply and Procurement	QE	0% of the laboratory equipment for the program was procured due to unavailability of funds.					Demand Driven
Sub-Total for '1. Designated (40%)':								4.27	4.27
2. As Faculty (20%)									
2.1. Delivery of Instruction	100% attendance and punctuality in classes, excluding official travels meetings and university activities	Faculty	E	386 hours or 100% attendance in classes, excluding official travel and university activities		5		5.00	Fixed Target
	Submit error free teaching load 5 working days after the official start of classes	Faculty	QET	Submitted error free teaching load on the day of the official start of classes	5	5	5	5.00	Demand Driven
	100% of the OBE syllabi on subjects taught were deliberated and approved by the areas	Faculty	QE	3 out of 3 (100%) of the OBE syllabi on subjects taught were deliberated and approved by the area chair	5	5		5.00	Demand Driven
	100% of course syllabus covered	Faculty	E	100% of the topics in the syllabus were covered		5		5.00	Fixed Target
	1 Instructional Material (IM) per subject taught is repared and utilized	Faculty	E	Prepared and utilized 3 IMS (3 IMS/3 subjects) x 100 = 100%		5		5.00	Demand Driven
	100% of examinations, quizzes and assignments are checked and returned	Faculty	QE	100% (8 out of 8 examinations) were checked and returned	5	5		5.00	Fixed Target
	100% error free gradesheets are submitted on the deadline	Faculty	QET	100% (5 out of 5) error free gradesheets were submitted on the deadline	5	5	4	4.67	Demand Driven
	85% of students rate the delivery of instruction as Very Satisfactory or higher	Faculty	QE	93.62% of the students rated the delivery of instruction as very satisfactory or higher	5	5		5.00	Demand Driven
2.2. Research, Innovation, and Creative Works	One (1) research proposal submitted of which the faculty concerned is the main proponent or member	Faculty	QE	Member of the research proposal titled "Evaluation of Antagonistic fungi as Biocontrol Agents Against Phytophthora palmivora Causing Seedling Dieback in Jackfruit (Artocarpus heterophyllus Lam)	5	5		5.00	Fixed Target
	Membership in one (1) on-going research project or one research project completed on schedule	Faculty	ET	Member of the ongoing research titled "Occurrence, distribution and management of major insect pest and diseases of banana in Samar"		5	5	5.00	Fixed Target
	One (1) participation in research capability buildings, trainings, and seminars	Faculty	QE	Participated online in Patent Drafting Writeshop dated October 20, 2023	5	5		5.00	Fixed Target
	One (1) participation in any of the following research activities, namely, meetings, monitoring and evaluation and establishing partnerships, etc.	Faculty	QE	Participated in the online meeting for Occurrence, distribution and management of major insect pest and diseases of banana in Samar	5	5		5.00	Fixed Target
	Participation in extension activities /trainings generating at least 75 participants	Faculty	E	Participated in outreach activity in Llanera, San Jorge		5		5.00	Fixed Target
	Generate at least one adapter of technology	Faculty	E	Did not generate any technology adapter		1		1.00	Fixed Target
	Genrate project that creates any of the following: return of investment/internal rate of return/technology/knowledge transfer or technology adaptation	Faculty	E	Did not generate any project that creates ROI, IRR, technology transfer or technology adaptation		1		1.00	Demand Driven
	Participate in any of the following extension activities, namely: capability building, benchmarking, meetings, monitoring and evaluation, establishing pattnerships, and development of IEC materials, charitable work or outreach activity	Faculty	QE	Participated in the outreach activity in Brgy. Llanera, San Jorge Samar	5	5		5.00	Fixed Target





2.3. Conduct of Extension Activity/Program	Facilitate the forging of linkages and partnerships with various stakeholders as evidence by the forging of at least one (1) Memorandum of Agreement	Faculty	E	Did not facilitate in the forging of linkages and partnerships with stakeholders		1		1.00	Fixed Target
	Participate in passing of at least one (1) resolution or ordinance or policy intervention as a result of extension project intervention in the community	Faculty	QE	Did not participate in the passing of resolution or ordinance as result of extension project	1	1		1.00	Fixed Target
	Submit one (1) extension proposal as member or main proponent	Faculty	QE	Submitted one (1) extension proposal titled "Backyard Bounty: Building sustainable communities through household involvement through barangay gardening"	5	5		5.00	Fixed Target
	Participate in at least one (1) outreach activity for the year	Faculty	QE	Participated in the outreach activity titled "Turning Passion into Mission" in Brgy. Erenas, San Jorge Samar	5	5		5.00	Fixed Target
	Membership to an extension organization/association	Faculty	Q	Not a member to an extension organization	1			1.00	Fixed Target
2.4. Professional Development	Attend to at least 1 training, seminar, workshop (local, national, international) in a year.	Faculty	E	Seminar-Workshop for the Certification of Organic Bio Control Agent (OBICA) Researchers at Cebu City		5		5.00	Fixed Target
2.5. Submission of required reports	OPCR/IPCR (commitment and review) submitted within the timelines	Faculty	T	IPCR/DPCR review and commitment submitted within the timelines			4	4.00	Fixed Target
	Documentation/terminal report of activities assigned are submitted within timelines	Faculty	ET	Terminal reports/documentation of BSA activities are submitted within the timelines		5	4	4.50	Demand Driven
	100% submitted the Test Question with TOS for all subject taught before the deadline	Faculty	QT	6 out of 6 or 100% (midterm and finals) submission of Test questions with TOS for subjects a day after the deadline	5		5	5.00	Fixed Target
	100% of error free DTR are submitted on the deadline	Faculty	QET	100% error free DTR are submitted before the deadline	5	5	5	5.00	Demand Driven
Sub-Total for '2. As Faculty (20%)' :								4.16	

C. Support Function:(10%)

1. Participate in policy formulation and decision making for the university concerning instructional programs, projects and activities	100% attendance in meeting with responsive participation and sound decision making	Faculty	QE	100% attendance in meetings called for by the school officials with responsive participation and sound decision making (to include committee meetings and council meetings)	5	5		5.00	Fixed Target
2. Attendance in University activities	100% attendance in school activities	Faculty	E	Attended 3 out of 3 (100%) major school activities (GAD culminating activity, recognition and graduation)		5		5.00	Fixed Target
3. Active chairmanship/membership in work committee/s assigned	100% active chairmanship/membership in work committee/s assigned	Faculty	QE	100% active membership in stage decoration committee (for graduation)	5	5		5.00	Demand Driven
4. Perform other tasks that may be assigned by the Supervisors	100% delivery of expected outputs and reports submitted in due time.	Faculty	ET	100% delivery of expected output and reports (as program chair and enrolling teacher) submitted in due time		5	5	5.00	Fixed Target
5. Liquidation of cash advances/prepayment within 1 month after the official travel	100% liquidation of cash advances/prepayment within 1 month after the official travel	Faculty	ET	N/A					Demand Driven

Sub-Total for 'C. Support Function:(10%)' :

5.00

GRAND TOTAL =

Legend: 1 - Quality; 2 - Efficiency; 3 - Timeliness; 4 - Average

Note: Shaded portion shall be accomplished at the end of the rating or evaluation period. However, an "x" mark may be written at the appropriate column to indicate where a particular success indicator shall be rated.

Comments and Recommendations for Development Purposes:

(to be accomplished by the immediate superior)

INDIVIDUAL PERFORMANCE RATING			
Category	Weight (%)	Rating	
		Average	Weighted
A. Strategic Priorities	30%	3.84	1.15
B. Core Functions	60%		

RATING SCALE:
5 - Outstanding
4 to 4.9 - Very Satisfactory
3 to 3.9 - Satisfactory
2 to 2.9 - Unsatisfactory
1 to 1.9 - Poor









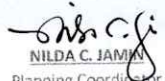
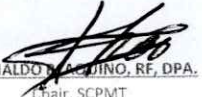
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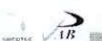
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- Improve those areas w/ low rating.

1. Designated (40%)	40%	4.27	1.71
2. As Faculty (20%)	20%	4.16	0.83
C. Support Function	10%	5.00	0.50
Total Overall Rating	100%		4.19
Final Weighted Rating		4.05	4.19
Adjectival Rating		Very Satisfactory	

<p>Submitted by:</p> <p>This is to certify the veracity of the information provided herein as the actual commitments and accomplishments of the office I represent.</p> <p> MYRLE R. ENRIQUEZ Instructor I / Pres. Chair, BSA</p> <p>Date</p>	<p>Assessed by:</p> <p>I certify that I have discussed my assessment of the performance of the office through its head and this is deemed as his/her personal performance.</p> <p> LAGRINO B. MANTE, Ph.D. Campus Dean</p> <p>1-24-24 Date</p> <p>Immediate Supervisor</p>	<p>Reviewed by:</p> <p> REYNALDO R. AQUINO, RE, DPA Campus Administrator</p> <p>1/29/24 Date</p>	
<p>PERFORMANCE MANAGEMENT TEAM VALIDATION</p>			<p>Final Rating:</p> <p>Numerical= 4.19 Adjectival= VS</p> <p> BENJAMIN L. PECAYO, Ed.D. University President</p> <p>Date</p>
<p>Validated by:</p> <p> NILDA C. JAMIN Planning Coordinator</p> <p>1-26-2024 Date</p>	<p>Attested by:</p> <p> REYNALDO R. AQUINO, RE, DPA Chair, SCPMT</p> <p>1/29/24 Date</p>		





Strategic Performance Management System (SPMS) DIVISION PERFORMANCE COMMITMENT and REVIEW (DPCR)

I, **MYRELLE R. ENRIQUEZ**, of the **NwSSU San Jorge 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 **JANUARY to JUNE, 2023**.

Equivalent Weight of Output				
Functions	Strategic Priorities	Core Functions	Support Function	Total
Weight	30%	60%	10%	100%

MYRELLE R. ENRIQUEZ
Instructor 1/Program Chair, BSA

Major Final Output (MFO)/ Program, Activity & Project (PAP) (a)	Success Indicators (Targets + Measures) (b)	Allotted Budget (in pesos) (c)	Office/Individual Accountable (d)	Performance Standards (e)	Actual Accomplishments (f)	Rating (g)				Remarks (h)
						Q ¹	E ²	T ³	A ⁴	
A. Strategic Priorities: (30%)										
1. QS STAR	100% submission of required documents for QS Star application in relation to academic affairs		CA, CD, Program Chairs, QA Coordinator, Faculty	ET	Facilitated tracing of employed graduates and having them fill ou the form in support for the QS STAR application		5	5	5.00	Fixed Target
2. ISO 9001:2015 Certification	100% compliannce with legal and statutory requirements for SOCOTEC Visit		CA, CD, Program Chairs, QA Coordinator, Faculty	ET	100% of the documnts needed for the SOCOTED visit was prepared		5	5	5.00	Fixed Target
3. Accreditation of Academic Programs	100% of needed documents are prepared on time for AACUP accreditation		CA, CD, Program Chairs	QE	N/A					Fixed Target
4. Percentage of graduates (2 years prior) that are employed	30% of its graduates (2 years prior or 2021) are employed		CA, CD, Program Chairs, Faculty, Students	QE	1 out 3 or 33.33% of the 2021 graduates are employed 33.33/100 = 33.33%	5	4.41		4.72-5.00	Fixed Target
5. COPC	100% compliance with CHED- identified indicators for COPC		CA, CD, Program Chairs, Faculty	QE	80% compliance with CHED-identified indicators for COPC	3	3		3.00	Fixed Target
6. Percentage of first-time licensure examination takers that pass the licensure examination	50% of the first-time takers shall pass the licensure exam		CA, CD, Program Chairs, Faculty, Students	QE	N/A					Fixed Target
Sub-Total for 'A. Strategic Priorities: (30%)' :									4.50	4.43
B. Core Functions:(60%)										
1. Designated (40%)										
1. Student involvement in inter-country mobility	1 student involved in intercountry mobility		CA, CD, Program Chairs, Faculty, Students	QE	No student was involved in intercountry mobility	1	1		1.00	Fixed Target
2. Instructional Materials Development	1 IMS submitted for approval/certification for use		CA, CD, Program Chairs, Faculty	QE	One (1) BSA faculty submitted IMS for approval/certification for use	5	5		5.00	
3. Linkages Partnership and Collaboration	Forging of one (1) MOA/MOU with industries/agencies		CA, CD, Program Chairs, Faculty, Students	QE	Forged one (1) MOA with Canaan Hill Farm	5	5		5.00	Demand Driven
4. Submission of report	Monthly accomplishment report submitted on the 5th working day of the following month		CA, CD, Program Chairs	ET	Monthly accomplishment report submitted on the 3rd working day of the following month		5	5	5.00	Fixed Target
5. Submission of Laboratory Development Program	Submission of Laboratory Development Program within the semester of the school year		CA, CD, Program Chairs	QT	A list of laboratory tools and equipment was forwarded to be included in the development plan	5		5	5.00	Fixed Target
6. ISO Surveillance Visit	100% of the documents are gathered in the assigned area		CA, CD, Program chairs, QA coordinator, Faculty	ET	Gathered and prepared documents for the ISO visit		5	5	5.00	Fixed Target
7. Upgrading of Library Services	Submit at least 30% of titles for each major courses to be purchased in consonance with COPC and AACUP evaluation criteria		CA,CD, Program Chairs, Library Services	QET	Submitted 50% of titles of each major course to be purchased in consonance with COPC and AACUP evaluation criteria	5	5	5	5.00	Fixed Target





8. Supervision and coordination with all academic units	100% of class program and room utilization are available one week before the start of the classes	CA, CD, Program chairs, faculty	QT	6 out of 6 Class schedules and room assignment were plotted a month before the start of classes	5		5	5.00	✓	Demand Driven
	Prepared one action plan for the program and made it available before the start of the First Semester	CA, CD, Program Chair, Faculty	T	No action plan submitted			1	1.00	✓	Demand driven
9. Monitoring and Coaching	Conduct monitoring and coaching to all faculty under supervision	CA, CD, Program Chairs, Faculty	QE	Monitored and coached all faculty under supervision	5	5		5.00	✓	Demand Driven
	100% conduct of activities as scheduled in the school calendar & effective implementation of policies	CA, CD, Program Chairs, Faculty	QE	100% of the activities as scheduled in the school calendar were followed and implemented	5	5		5.00	✓	Demand Driven
10. Procurement of Laboratory Equipment	10% of the Laboratory equipment for the program was procured	CA, CD, Program Chairs, Supply and Procurement	QE	0% of the laboratory equipment for the program was procured						Demand Driven
Sub-Total for '1. Designated (40%)' :								4.20	4.27	
2. As Faculty (20%)										
2.1. Delivery of Instruction	100% attendance and punctuality in classes, excluding official travels meetings and university activities	Faculty	E	365/386 hours or 94.56% attendance in classes, excluding official travel and university activities		4.5	4.9	4.5	4.90	Fixed Target
	Submit error free teaching load 5 working days after the official start of classes	Faculty	QET	Submitted error free teaching load on the day of the official start of classes	5	5	5	5.00	✓	Demand Driven
	100% of the OBE syllabi on subjects taught were deliberated and approved by the areas	Faculty	QE	4 out of 4 (100%) of the OBE syllabi on subjects taught were deliberated and approved by the area chair	5	5		5.00	✓	Demand Driven
	100% of course syllabus covered	Faculty	E	100% of the topics in the syllabus were covered		5		5.00	✓	Fixed Target
	1 Instructional Material (IM) per subject taught is repared and utilized	Faculty	E	Prepared and utilized 4 IMS (4 IMS/4 subjects) x 100 = 100%		5		5.00	✓	Demand Driven
	100% of examinations, quizzes and assignments are checked and returned	Faculty	QE	100% (8 out of 8 examinations) were checked and returned	5	5		5.00	✓	Fixed Target
	100% error free gradesheets are submitted on the deadline	Faculty	QET	100% (4 out of 4) error free gradesheets were submitted on the deadline	5	5	4.5	4.67	3.67	Demand Driven
	85% of students rate the delivery of instruction as Very Satisfactory or higher	Faculty	QE	94% of the students rated the delivery of instruction as very satisfactory or higher (84/85 x 100%)	5	4.5	4.5	4.50	5.00	Demand Driven
2.2. Research, Innovation, and Creative Works	One (1) research proposal submitted of which the faculty concerned is the main proponent or member	Faculty	QE	Member of the research proposal titled "Vermicompost Nutrient analysis and Biomass Production of African night crawler Feed with Chromolaena odorata Lantana camara, and Mikania cordata"	5	5		5.00	✓	Fixed Target
	Membership in one (1) on-going research project or one research project completed on schedule	Faculty	ET	Member of the ongoing research titled "Occurrence, distribution and management of major insect pest and diseases of banana in Samar"		5	5	5.00		To be signed during the end of Dec.
	One (1) participation in research capability buildings, trainings, and seminars	Faculty	QE	Participated online in crafting compelling proposals: A research proposal writshop conducted on march 20, 2023, at BDC building, NwSSU-Main Campus, Calbayog City, Samar	5	5		5.00	✓	Fixed Target
	One (1) participation in any of the following research activities, namely, meetings, monitoring and evaluation and establishing partnerships, etc.	Faculty	QE	Participated in the benchmarking activities for research in DA-Abuyog Station and NARC, VSU, Baybay	5	5		5.00	✓	Fixed Target
2.3. Conduct of Extension Activity/Program	Participation in extension activities /trainings generating at least 75 participants	Faculty	E	No participation in any extension activities		1		1.00	✓	Fixed Target
	Generate at least one adapter of technology	Faculty	E	Did not generate any technology adapter		1		1.00	✓	Fixed Target
	Genrate project that creates any of the following: return of investment/internal rate of return/technology/knowledge transfer or technology adaptation	Faculty	E	Did nnot generate any project that creates ROI, IRR, technology transfer or technology adaptation		1		1.00	✓	Demand Driven
	Participate in any of the following extension activities, namely: capability building, benchmarking, meetings, monitoring and evaluation, establishing partnerships, and development of IEC materials, charitable work or outreach activity	Faculty	QE	Participated in the outreach activity titled "Turning Passion into Mission" in Brgy. Erenas, San Jorge Samar	5	5		5.00	✓	Fixed Target
	Facilitate the forging of linkages and partnerships with various stakeholders as evidence by the forging of at least one (1) Memorandum of Agreement	Faculty	E	Did not facilitate in the forging of linkages and partnerships with stakeholders		1		1.00	✓	Fixed Target





	Participate in passing of at least one (1) resolution or ordinance or policy intervention as a result of extension project intervention in the community	Faculty	QE	Did not participate in the passing of resolution or ordinance as result of extension project	1	1		1.00	✓	Fixed Target
	Submit one (1) extension proposal as member or main proponent	Faculty	QE	Submitted one (1) extension proposal titled" Backyard Bounty: Building sustainable communities through household involvement through barangay gardening"	5	5		5.00	✓	Fixed Target
	Participate in at least one (1) outreach activity for the year	Faculty	QE	Participated in the outreach activity titled " Turning Passion into Mission" in Brgy. Erenas, San Jorge Samar	5	5		5.00	✓	Fixed Target
	Membership to an extension organization/association	Faculty	Q	Not a member to an extension organization	1			1.00	✓	Fixed Target
2.4. Professional Development	Attend to at least 1 training, semianr, workshop (local, national, international) in a year.	Faculty	E	Seminar-Workshop for the Certification of Organic Bio Control Agent (OBICA) Researchers at Cebu City		5		5.00	✓	Fixed Target
2.5. Submission of required reports	OPCR/IPCR (commitment and review) submitted within the timelines	Faculty	T	IPCR/DPCR review and commitment submitted within the timelines			4	4.00	✓	Fixed Target
	Documentation/terminal report of activities assigned are submitted within timelines	Faculty	ET	Terminal reports/documentation of BSA activities are submitted within the timelines		5	4	4.50	✓	Demand Driven
	100% submitted the Test Question with TOS for all subject taught before the deadline	Faculty	QT	8 out of 8 or 100% (midterm and finals) submission of Test questions with TOS for subjects a day after the deadline	5	3	3	3.00	✓	Fixed Target
	100% of error free DTR are submitted on the deadline	Faculty	QET	100% error free DTR are submitted before the deadline	5	5	5	5.00	✓	Demand Driven
Sub-Total for '2. As Faculty (20%)' :								3.89		

C. Support Function:(10%)

1. Participate in policy formulation and decision making for the university concerning instructional programs, projects and activities	100% attendance in meeting with responsive participation and sound decision making	Faculty	QE	7 out of 7 or 100% attendance in meetings called for by the school officials with responsive participation and sound decision making (to include committee meetings and council meetings	5	5		5.00	✓	Fixed Target
2. Attendance in University activities	100% attendance in school activities	Faculty	E	Attended 3 out of 3 (100%) major school activities (GAD culminating activity, recognition and graduation)		5		5.00	✓	Fixed Target
3. Active chairmanship/membership in work committee/s assigned	100% active chairmanship/membership in work committee/s assigned	Faculty	QE	100% active membership in stage decoration committee (for graduation)	5	5		5.00	✓	Demand Driven
4. Perform other tasks that may be assigned by the Supervisors	100% delivery of expected outputs and reports submitted in due time.	Faculty	ET	100% delivery of expected output and reports (as program chair and enrolling teacher) submitted in due time		5	5	5.00	✓	Fixed Target
5. Liquidation of cash advances/prepayment within 1 month after the official travel	100% liquidation of cash advances/prepayment within 1 month after the official travel	Faculty	ET	N/A						Demand Driven
Sub-Total for 'C. Support Function:(10%)' :								5.00		

GRAND TOTAL =

Legend: 1 - Quality; 2 - Efficiency; 3 - Timeliness; 4 - Average

Note: Shaded portion shall be accomplished at the end of the rating or evaluation period. However, an "x" mark may be written at the appropriate column to indicate where a particular success indicator shall be rated.

Comments and Recommendations for Development Purposes:


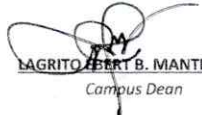
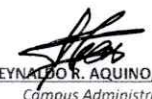


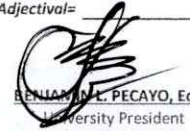
(to be accomplished by the immediate superior)

- Please submit action plan to address some concern in your program.
- Continue working for the core of BSA program.

INDIVIDUAL PERFORMANCE RATING			
Category	Weight (%)	Rating	
		Average	Weighted
A. Strategic Priorities	30%	4.50	1.35
B. Core Functions	60%		
1. Designated (40%)	40%	4.20	1.68
2. As Faculty (20%)	20%	3.89	0.78
C. Support Function	10%	5.00	0.50
Total Overall Rating	100%		4.32
Final Weighted Rating			4.32

RATING SCALE:
5 - Outstanding
4 to 4.9 - Very Satisfactory
3 to 3.9 - Satisfactory
2 to 2.9 - Unsatisfactory
1 to 1.9 - Poor



		Adjectival Rating	Very Satisfactory				
Submitted by: <i>This is to certify the veracity of the information provided herein as the actual commitments and accomplishments of the office I represent.</i>  MYRILLE B. ENRIQUEZ Instructor I, Prog. Chair, BSA Date _____				Assessed by: <i>I certify that I have discussed my assessment of the performance of the office through its head and this is deemed as his/her personal performance.</i>  LAGRITO B. MANTE, Ph.D. Campus Dean Date <u>8-28-23</u> Immediate Supervisor Date _____		Reviewed by:  REYNALDO R. AQUINO, RF, DPA Campus Administrator Date <u>8/31/23</u> Date _____	
PERFORMANCE MANAGEMENT TEAM VALIDATION							
Validated by:  NILDA C. JAMIN Planning Coordinator Date _____		Attested by:  REYNALDO R. AQUINO, RF, DPA. Chair, SCPMT Date <u>8/31/23</u> Date _____		Final Rating: Numerical= _____ Adjectival= _____  BENJAMIN L. PECAYO, Ed.D. University President Date _____			

