

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: FLORENCIO JOHN S. SALADAGA

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	0.50	4.55	4.55
	b. Student (50%) from Teaching Performance Eval'n. By	0.50	0.00	0.00
Total for Instruction		100%	4.55	4.55
2.	Administration and Support Services	0%	0.00	0.00
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.55

EQUIVALENT NUMERICAL RATING:

4.55

Add: Additional Points, if any:

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TOTAL NUMERICAL RATING:

4.55

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

Reviewed by:


FLORENCIO JOHN S. SALADAGA

Name of Faculty


SHALOM GRACE C. SUGANO


Department Head

Recommending Approval:


BAYRON S. BARREDO

Dean/Director

Approved:


BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, FLORENCIO JOHN S. SALADAGA, a faculty member of the VSU INTEGRATED HIGH SCHOOL commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY-DECEMBER 2020.



FLORENCIO JOHN S. SALADAGA

Instructor

Date: December 12, 2020

Approved:



SHALOM GRACE C. SUGANO

Department Head

Date: 1/26/2021



BAYRON S. BARREDO

College Dean

Date: 1/26/2021

MFO No.	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	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	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 Moddle 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							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	18	44.15	5	5	5	5.00	Agriculture 08-Atis; Agriculture 08 Chico; Agriculture 10-Uranus; Agriculture 10-Neptune; Agriculture 10- Saturn; Grade 11; TVL-CAP Grade 11 and 12 Crop Production. TVL CAP 12 Research and III

	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	0	3	3	3	3.00	Agriculture 08-Atis; Agriculture 08 Chico; Agriculture 10-Uranus; Agriculture 10-Neptune; Agriculture 10- Saturn; Grade 11; TVL-CAP Grade 11 and 12 Crop Production. TVL CAP 12 Research and III
	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							
	A12. Number of trainings attended related to instruction	Attend mandated trainings	1	3	5	5	5	5.00	Google Classroom Online Training; Enhancing Resilience in the Workplace; Understanding Flexible Learning"
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	2	5	5	5	5.00	Agriculture 08-Atis; Agriculture 08 Chico; Agriculture 10-Uranus; Agriculture 10-Neptune; Agriculture 10- Saturn; Grade 11; TVL-CAP Grade 11 and 12 Crop Production.
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	2	5	5	5	5.00	Agriculture 08-Atis; Agriculture 08 Chico; Agriculture 10-Uranus; Agriculture 10-Neptune;
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	1	1	4	4	4	4.00	griculture 08-Atis; Agriculture 08 Chico; Agriculture 10-Uranus; Agriculture 10-Neptune;
	PI 8: Number of students advised: *	A16. Number of students advised: Acts as academic adviser to students	30	235	5	4	4	4.33	Grade 11- TVL CAP Coordinatr; Grade 12 - TVL CAP Coordinator
		A17. Number of students advised on thesis/ field practice/special problem:							
		As SRC Chairman							
		As SRC Member							
		A18. Number of students entertained for consultation purposes	30	235	5	5	5	5.00	Grade 11- TVL CAP Coordinatr; Grade 12 - TVL CAP Coordinator

	PI 9: Number of student organizations advised/ assisted *	A19: Number of Student organizations advised	Assists student organizations recognized by USOO	1	2	4	4	4	4.00	
		A20: Number of Student organizations assisted on student related activities	Assists student organizations in implementing student	1	3	5	5	5	5.00	FFP of VSUIHS)
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	4	4	4	4.00	Agriculture 08; Agriculture 10; Grade 11 TVL Crop Production, Grade 12 Crop Production
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	2	5	4	4	4.33	Agriculture 08; Agriculture 10; Grade 11 TVL Crop Production, Grade 12 Crop Production, Grade 12 Research and III
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	2	5	5	5	5.00	Agriculture 08; Agriculture 10; Grade 11 TVL Crop Production, Grade 12 Crop Production, Grade 12
		A 23 : 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 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	8	5	5	5	5.00	Agriculture 08; Agriculture 10; Grade 11 TVL Crop Production, Grade 12 Crop Production, Grade 12 Research and III
	PI 11. Additional outputs	A 25. 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							

[illegible]

		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	s as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper							
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership							
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects							
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services							

OVPI MFO 4. Program and Institutional Accreditation Service									
PI 8. 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*	A 44. 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					
	A 45. 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								
UMFO 6. General Admin. & Support Services									
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint					
PI 3: Additional Outputs	A 47. 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							
	A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							Comments & Recommendation for Development Purpose: <i>builds effective working/professional relationships with co-workers. Help the faculty within your section identify and achieve what they are capable of.</i>
Total Over-all Rating								63.66	
Average Rating								4.55	
Adjectival Rating								Very Satisfactory	

Evaluated & Rated by:

SHALOM GRACE C. SUGANO

Department Head

Date: *1/26/2021*

Recommending Approval

BAYRON S. BARREDO

Dean, College of Education

Date:

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date: *1/27/21*

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Florencio John Saladaga

Performance Rating: Very Satisfactory

Aim: To improve teaching, effectiveness and enhance students learning.

Proposed Interventions to Improve Performance:

Date: August 2020

Target Date: December 2020

First Step:

1. Revise and develop OBEdized syllabus and learning materials.
2. To produce at least one (1) evaluated learning guide to be used for distance learning.

Result:

1. Developed OBEdized syllabus and learning materials utilized in the new normal.

Date: December 2020

Target Date: April 2021 to August 2023

Next Step:

1. To take and pass the Licensure Examination for Teachers (LET).
2. Attend relevant seminars and trainings for professional development.

Outcome: Achieved goals and objectives in instruction.

Have already enrolled units in Education.

Final Step/Recommendation:

1. Continue to carry out responsibilities as an instructor and a section head.
2. Be involved in doing research and extension projects.

Prepared by:


SHALOM GRACE C. SUGANO, Ph.D.

Unit Head

Conforme:


FLORENCIO JOHN SALADAGA, MS.

Name of Ratee Faculty/Staff