

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MARY CRIS F. PLEÑOS
Position/Designation: Instructor I, NARC

Program Involvement	Percentage Weight of	Numerical Rating (Rating x%)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction	25%		
a. Head/Dean (50%)		4.90	0.612
b. Students (50%)		4.00	0.500
TOTAL for Instruction			1.112
2. Research	40%	5.00	2.000
3. Extension	30%	4.93	1.479
4. Others	5%	4.93	0.247
TOTAL	100%		4.838

EQUIVALENT NUMERICAL RATING:

4.838

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.838

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

MARY CRIS F. PLEÑOS

Name of Staff

Reviewed by:

ROMEL B. ARMECIN

Director, NARC

Recommending Approved:

ROMEL B. ARMECIN

Director, NARC

Approved:

MARIA JULIET C. CENIZA

Vice-President for Research, Extension and Innovation

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MARY CRIS F. PLEÑOS**, Instructor I of the National Abaca Research Center-Visayas State University commit to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July 2022 to December 2022**.

MARY CRIS F. PLEÑOS

Ratee

Date: _____

Approved: **ROMEL B. ARMECIN**

Head of Unit

Date: _____

MARIA JULIET C. CENIZA

Vice President for RE & I

Date: _____

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO1: Advanced and Higher Education Services		Instruction: At least 25% of the total tasks							
PI1: Full-Time Equivalent (FTE)	Number of course/subjects/sections handled per semester	- Teaches course/subject/section per semester	2 FTE per semester	13.10	5	5	5	5	
	Number of hours spent to student consultation	Entertains student consultation	8 hrs/wk consultation	8 hrs/wk consultation	4.5	5	5	4.8	
PI 2: Number of instructional materials developed	Number of online ready materials	Creates instructional materials for a flexible learning system	1	1	5	4.5	5	4.8	
	Supplemental learning resources	Prepares powerpoint presentations for the different courses taught	8	8	5	5	5	5	
	Assessment Tools	Prepares exams, quizzes and problem sets	10	10	5	5	5	5	
	Number of virtual classrom created and operational	Creates virtual classroom using Google Classroom	3	3	5	4.5	5	4.8	
MFO2: Research Services		Research: At least 40% of the total tasks							

	Number of research proposal submitted for funding	- Develops research proposal for funding output to scientific for a/conferences	2 Research proposal per year	2	✓	✓	✓	✓	
	Number of scientific paper for publication	Prepares and submit research paper in a refereed international/national journal	1	5	✓	✓	✓	✓	
	Number of scientific papers presented in regional/national/international conferences	Presents scientific papers in regional/national/international conferences	1	2	✓	✓	✓	✓	
MFO3: Extension Services			Extension: At least 30% of the total tasks						
PI1: Number of Trainings conducted	Number of person-days trained	- Trains x person for y days	5	5	✓	✓	4.5	4.5	
	Number of trainings facilitated	Facilitates the conduct of trainings	3	3	✓	✓	✓	✓	
	Number of extension programs/projects conducted/implemented	- Conducts/implements extension projects/components	1	1	✓	✓	✓	✓	
Others: At least 5% of the total tasks	Number of field visits conducted	Conducts field visits	2	2	✓	4.5	✓	4.5	
	Number of meetings organized/attended	Organizes/attends meetings	2	2	✓	✓	✓	✓	
	Number of workshops conducted	Conducts workshops	1	1	✓	✓	✓	✓	
Total Over-all Rating								4.91	
	Ave. Rating (Total Over-all rating divided by Additional Points:			-	Comments & Recommendations for Development Purposes: Needs to attend trainings related to socio-economics				
	Punctuality	-							
	Approved Additional points (with copy of approval)	-							
	FINAL RATING			4.91					
	ADJECTIVAL RATING			OUTSTANDING					

Evaluated and Rated by:

ROMEL B. ARMECIN
Director

Date: _____

Recommending Approval:

ROSA OPHELIA D. VELARDE

Director for Research

Date: 2/2/22

Approved by:

MARIA JULIET C. CENIZA

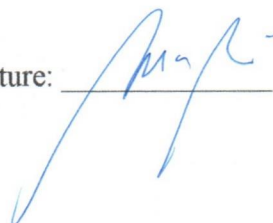
Vice President for RE & I

Date: _____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **MARY CRIS F. PLEÑOS**
Performance Rating: **OUTSTANDING**

Signature: _____



Aim:

**To effectively perform expected functions
Efficient and effective implementation of academic programs in affiliated
colleges/departments.**

Proposed Interventions to Improve Performance:

Date: July 1, 2022 Target Date: Dec. 31, 2022

First Step:

1. **To develop and submit proposals to funding agencies.**
2. **Implement abaca researches.**
3. **Perform instruction-related functions like teaching and as adviser to undergraduate and graduate students.**

Result:

1. **Outstanding research outputs.**
2. **Submitted grades of students on time.**

Date: January 1, 2023 Target Date: June. 30, 2023

Next Step:

1. **To develop and submit proposals to funding agencies.**
2. **Implement abaca researches.**
3. **Perform instruction-related functions like teaching and as adviser to undergraduate and graduate students.**

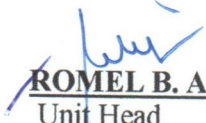
Outcome:

1. **Outstanding research outputs/promising technologies/relevant information generated.**
2. **Advisees graduated on time.**

Final Step/Recommendation:

- Needs to attend training related to socio-economics.

Prepared by:


ROMEL B. ARMECIN
Unit Head