SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **MA. RACHEL KIM L. AURE**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.78	
b. Students (50%)		4.60	
Total for Instruction	70%	4.69	3.28
2. Research	10%	4.92	0.49
3. Extension	10%	5.00	0.50
4. Administration	10%	4.96	0.50
5. Production			
TOTAL			4.77

EQUIVALENT NUMERICAL RATING:	4.77
Add. Additional Points, if any:	
TOTAL NUMERICAL RATING:	4.77

ADJECTIVAL RATING:	Outstanding

Prepared by:

MA. RACHEL KIM L. AURE
Name of Faculty

Reviewed by:

JOEL Q. MABALHIN
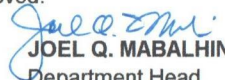Department Head

Recommending Approval:

BAYRON S. BARREDO
Dean

Approved:

BEATRIZ S. BELONIAS
VP for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MA. RACHEL KIM L. AURE**, a faculty member of the **DEPARTMENT OF TEACHER EDUCATION** commit to the deliver and agree to be rated on the **ACCOMPLISHMENT** of the following targets in accordance with the indicated measures for the period **JANUARY to JUNE, 2021.**

Approved:

MA. RACHEL KIM L. AURE
Associate Professor/Director for Instruction and Evaluation
Date: June 15, 2021

JOEL Q. MABALHIN
Department Head
Date: 07-15-2021

BAYRON S. BARREDO
College Dean
Date: 7-15-2021

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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		6.5	5	5	5	5.00	2nd Semester AY 2020-2021 EDUC 203 -Educational Research
	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	1	5	5	5	4	4.67	
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	5	5	4	5	4.67	
	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	1	1	4	5	5	4.67	EDUC 203 - Educational Research (Instructional Workbook)
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	1	5	5	4	4.67	EDUC 203 - Educational Research (Instructional Workbook)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	1	5	4	5	4.67	EDUC 203 - Educational Research (Instructional Workbook)
		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	1	1	5	5	4	4.67	EDUC 203 - Educational Research (Instructional Workbook)
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1	4	5	4	4.33	EDUC 203 - Educational Research (VSU E-learning Environment)
	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	1	1	4	5	4	4.33	EDUC 203 - Educational Research (VSU E-learning Environment)
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		4.65	5	5	5	5.00	2nd AY2020-2021 MATH127 - Principles and Strategies in Teaching Mathematics
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	3	5	5	4	4.67	2nd AY2020-2021 MATH127 - Principles and Strategies in Teaching Mathematics
		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	3	5	5	4	4	4.33	2nd AY2020-2021 MATH127 - Principles and Strategies in Teaching Mathematics

			Activity	Description							Details
			A12. Number of trainings attended related to instruction	Attend mandated trainings	1	5	5	4	5	4.67	1.) 12th ICEME Conference last May 26-28, 2021 2.) Turnitin Feedback Studio Instructors Workflow Training 3.) SCTS 11 VSUEE Virtual Classroom last April 23, 2021. 4.) 2nd AUAP Zoom Forum: Best Practice, Experiences and Challenges During Pandemic, June 30, 2021 5.) Training course "How to set up online learning in your university" June 1-24, 2021. 6.) Attend Virtual Conference on TIEC-CHED Flexible Learning Foundation
			A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	3	4	5	4	4.33	2nd AY2020-2021 MATH127 - Principles and Strategies in Teaching Mathematics
			A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	3	5	5	4	4	4.33	2nd AY2020-2021 MATH127 - Principles and Strategies in Teaching Mathematics
			A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	PI 8: Number of students advised: *	A16. Number of students advised:	*Acts as academic adviserto students*	30	287	5	5	5	5.00	1st - 3rd year BSED Mathematics students	
			A17. Number of students advised on thesis/ field practice/special problem:								

		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		A18. *Number of students entertained for consultation purposes*	Entertains students consulting on subject taught, thesis and grades		150	5	5	5	5.00	Graduate and BSED students
	PI 9: Number of student organizations advised/ assisted *	**A19**. *Number of Student organizations advised*	Advises student organizations recognized by USOO	1	1	4	5	4	4.33	Mathematics Majors' Society
		A20. *Number of Student organizations assisted on student related activities*	Assists student organizations in implementing student related activities	1	1	4	4	5	4.33	Mathematics Majors' Society
	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	1	2					2nd AY2020-2021 MATH127 - Principles and Strategies in Teaching Mathematics
		On-line ready courseware	*Prepares Instructional module/laboratory guide/workbook or a combination thereof*	1	2	5	4	5	4.67	2nd AY2020-2021 MATH127 - Principles and Strategies in Teaching Mathematics
		Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	1	5	4	5	4	4.33	2nd AY2020-2021 MATH127 - Principles and Strategies in Teaching Mathematics
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	5	4	4	5	4.33	2nd AY2020-2021 MATH127 - Principles and Strategies in Teaching Mathematics
		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	1	2	5	5	5	5.00	2nd AY2020-2021 MATH127 - Principles and Strategies in Teaching Mathematics

		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	2	4	4	4	4.00	2nd AY2020-2021 MATH127 - Principles and Strategies in Teaching Mathematics
	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		1	5	5	5	5.00	Revised BSED Mathematics curriculum as suggested by CHED
			Act as AACCUP Internal Audit for the Graduate Program (Master in Education) of the Dept. of Teacher Education (April 5-9, 2021).		1	5	5	5	5.00	AACCUP Internal Audit for the Graduate Program (Master in Education) of the Dept. of Teacher Education (April 5-9, 2021).
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	2	5	4	4	4.33	Instructional Materials
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries							

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	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	3	5	5	5	5.00	(1) ECONOMICS OF HAPPINESS: THE CASE ON SOCIO-ECONOMIC FACTORS OF WELL-BEING AMONG EMPLOYEES OF VISAYAS STATE UNIVERSITY; (2) "Assessment of Pre-Service Teachers' Critical Thinking Skills in Visayas State University" (3) "GRADUATES' EMPLOYABILITY AND EMPLOYERS' FEEDBACK IN VISAYAS STATE UNIVERSITY
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		In refereed int'l journals		1	1	5	5	5	5.00	VALIDATION OF A CRITICAL THINKING TEST IN MATHEMATICS FOR SENIOR HIGH SCHOOL". Journal of Mathematics Education e-ISSN:2528-2026/p-ISSN:2528-2468
		In refereed nat'l/regional journals								
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences							
		In int'l fora/conferences								
		In nat'l/regional fora/conferences								

		Prepares research proposals, submits and follows up its approval for immediate implementation	2	5	5	5	5	5.00	(1) ADAPTING TO THE NEW NORMAL IN EDUCATION: A CURRICULUM MODIFICATION DESIGN USING BLENDED LEARNING MODEL; (2) An Exit Survey of Graduating Students' Feedback: Basis for College of Education Continual Improvement; (3) EVALUATION OF GRADUATES' AND EMPLOYERS' FEEDBACK: A CASE IN COLLEGE OF EDUCATION, VISAYAS STATE UNIVERSITY; (4) Trends Analysis of the College of Education Students' Licensure Examination Performance in Visayas State University; (5) Teaching strategies in higher education on student's academic achievement: a case of visayas state university (6) "GRADUATES' EMPLOYABILITY AND EMPLOYERS' FEEDBACK IN VISAYAS STATE UNIVERSITY
	PI 5. Percent of research proposals approved *	**A 31.** Percentage of of research proposals prepared, submitted and approved								
	PI 6. Additional outputs*									
		A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								

		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts 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	1	1	5	4	5	4.67	K to 12 and Blended Learning: A Modification of ViSCA Foundation Elementary School Curriculum

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							

PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries								
Research Mentoring	Research Mentor									
Peer reviewers/Panelists	Peer reviewers/Panelists									
Resource Persons	Resource Persons			3	5	5	5	5.00	(1) Conduct Echo-Webinar on the TIEC-CHED Flexible Learning Foundation Virtual Conference (March 15-16, 2021) (2) Resource Person of the Webinar-workshop on Identifying Supporting Documents for the Level II Accreditation of VSU Programs (June 9—10, 2021) (3) Resource Person of the Mandatory Orientation and Re-Orientation of Academic Advisers, Department Enrolment Focal Persons and College Hotline Agents	
Convenor/Organizer	Convenor/Organizer									
Consultancy	Consultant									

		Evaluator	Evaluator							
		PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation						
		PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *							
			A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal						
MFO 3.	Faculty Evaluation Services									
		PI 1 Percentage in spearheading in the developing of TPES Eval. System, monitor and conduct of the evaluation.	Director, Instruction and Evaluation Clerk Incharge of the TPES Evaluation System	Spearheading in the developing of TPES Eval. System, Monitor and conduct of the evaluation.	50%	63.96%	5	5	4	4.67	TPES On-line evalution System using the VSU Cumulus Platform.
		PI 2. Percentage in spearheading in the planning of instructional material development and coordination the publication of the same.	Director, Instruction & Evaluation Head, Instructional Materials Management	Spearheading in the planning of instructional material development and coordination the publication of the same	50%	200%	5	5	4	4.67	All VSU undergraduate and graduate programs of main campus and component colleges

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PI 3. Percentage of syllabi, TOS and VSUEE monitored.	Director, Instruction & Evaluation Head, Instructional Materials Management VSUEE Technical Staff	Monitoring of OBE Syllabi, TOS and VSUEE.	50%	200%	5	5	4	4.67	All VSU undergraduate and graduate programs of main campus and component colleges
PI 4:Number of seminars/trainings/workshops coordinated for entire university	Director, Instruction & Evaluation Head, Instructional Materials Management	Initiate and coordinate different seminars/ trainings/ workshops for the entire university.	2	6	5	5	5	5.00	1. Echo-Webinar on the TIEC-CHED Flexible Learning Foundation Virtual Conference (March 15-16, 2021) 2. Webinar on Navigating Digital Shift: Instructional Materials to Support the University's Flexible Learning (March 17-18, 2021) 3. VSU E-Learning Environment Training-Workshop for Newly- Hired Instructors (March 29-30, 2021). 4. Webinar on VSUEE last April 6, 2021. 5. Brief Turnitin Kick-Off Administrator's Training with Dr. Edgardo Tulin (VSU President), Dr. Beatriz Belonias (VP for Academic Affairs) and Chancellors of the different VSU components colleges, and Ms. Niña Victorio-Buenabajo - Professional and Education Services Consultant of Turnitin Philippine last May 3, 2021.

PI 5. Number of course syllabi and instructional materials reviewed and appproved.			200	520	5	5	5	5.00	All VSU undergraduate and graduate programs of main campus and component colleges
PI 6: Number of TOS monitored, reviewed and approved..	Director, Instruction & Evaluation Head, Instructional Materials Management VSUEE Technical Staff	Montored, reviewed and approved TOS	200	600	5	5	5	5.00	All subjects of the different undergrad and graduate programs.
PI 7: Number of Virtual Classroom Evaluation reviewed and approved	Director, Instruction & Evaluation Head, Instructional Materials Management VSUEE Technical Staff	Revieiwed and Approved Virtual Classroom Evaluation.	200	639	5	5	5	5.00	All VSU undergraduate and graduate programs of main campus and component colleges
PI 8: Number of Virtual Classroom Monitoring reviewed and approved	Director, Instruction & Evaluation Head, Instructional Materials Management VSUEE Technical Staff	Revieiwed and Approved Virtual Classroom Monitoring	100	457	5	5	5	5.00	All VSU undergraduate and graduate programs of main campus and component colleges
PI 9: Number of VSU faculty and students coordinated through VSUEE account.	Director, Instruction & Evaluation Head, Instructional Materials Management VSUEE Technical Staff	Coordinates with the faculty and students through VSUEE account.	200	600	5	5	5	5.00	All VSU undergraduate and graduate programs of main campus and component colleges
UMFO 5. SUPPORT TO OPERATIONS									
OVPI MFO 4. Program and Institutional Accreditation Services								

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 theQMS 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		100% compliant	5	5	5	5.00	
	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	5	5	5	5.00	
	On program accreditations								
	On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)									
PI 1: Submission of Office PPMP for the following year within deadline as prescribed by BAC.			1	100% compliant	5	5	5	5.00	
PI 2: . Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		100% compliant	5	5	5	5.00	
PI 3: Number of planning sessions, tracking and monitoring of targets, meeting, etc. cnducted to ensure attainment of department targets			4	6	5	5	5	5.00	
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal		100% compliant	5	5	5	5.00	-Shows dynamism in work & very dependable. - Be more pleasant in resolving concerns/problems.
Total Over-all Rating					226	224	219	223.00	
Average Rating					4.81	4.77	4.66	4.74	
Adjectival Rating							Outstanding		

Evaluated & Rated by:

JOEL Q. MABALHIN
Department Head
Date: 07-15-2021

Recommending Approval

BAYRON S. BARREDO
Dean, College of Education
Date: 07 - 15 - 21

Approved by:

BEATRIZ S. BELONIAS
Vice President for Instruction
Date: 7/22/21

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **MA. RACHEL KIM L. AURE**

Task no.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output	Over-all Assessment of Output**	Remarks/ Recommendation
1	Teach graduate & undergraduate courses	18 FTE	1st week of January, 2021	Before the end semester	June, 2021	Very Impressive	Outstanding	11.15 FTE
2	Develop on-line courseware, supplemental learning resources & assessment tools	Develop 1 course ware, 1 supplemental learning & 1 assessment tool	1st week of January, 2021	Before end of the semester	June, 2021	Impressive	VS	Developed 3 course ware, 6 supplemental learning & 6 assessment tools
3	Develop virtual classroom	Develop 1 virtual classroom	1st week of January 2020	Before end of the semester	June, 2021	Impressive	VS	Developed 3 Virtual Classrooms
4	Conduct research	Conduct 1 research	1st week of January, 2020	Before the end of the semester	June, 2021	Impressive	VS	Conducted 3 Researches
5	Conduct Extension Activity	Conduct 1 Extension Activity	1st week of January, 2021	Before end of the Semester	March, 2021	Very Impressive	Outstanding	Conducted 3 Extension Activity
6	Initiate seminars/training workshops	Initiate 1 seminar/training workshop	1st week of January, 2021	Before the end of the semester	June, 2021	Very Impressive	Outstanding	Initiated 4 different seminar/training workshops

*Either very impressive, impressive, needs improvement, poor, very poor,

** Outstanding, very satisfactory, satisfactory, unsatisfactory

Prepared by:

JOEL Q. MABALHIN
Unit Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **MA. RACHEL KIM L. AURE**
Performance Rating: **4.74**

Aim: Increases involvement in research and extension activities
     Produces instructional materials on handled
     Present & Publish Research

Proposed Interventions to Improve Performance:

Date: June, 2021   Target Date: July-December, 2021

First Step:
Attend Seminars, Trainings, and workshop
Develop at least one Instructional Materials
Write Research Proposals for Funding

Result:

Date: June, 2021   Target Date: July-December, 2021

Next Step:
Submit Research Proposals for Funding
Conduct Researh

Outcome: Approved Research Proposals

Final Step/Recommendation:

Publish Research Output

Conducts Research Trainings

Prepared by:

JOEL Q. MABALHIN
Unit Head

Conforme:

MA. RACHEL KIM L. AURE
Name of Ratee Faculty/Staff