


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

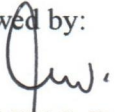
Name of Faculty Member: MA. RACHEL KIM L. AURE

| Program Involvement<br>(1) | Percentage<br>Weight of<br>Involvement<br>(2) | Numerical<br>Rating<br>(Rating x%)<br>(3) | Equivalent<br>Numerical<br>Rating<br>(2x3) |
|----------------------------|---|---|--|
| 1. Instruction             |   |   |  |
| a. Head/Dean (50%)         |   | 4.68x50%= 2.34                            |  |
| b. Students (50%)          |   | 5.0x50% = 2.50                            |  |
| Total for Instruction      | 70%   | 4.84                                      | 3.35                                       |
| 2. Research                | 20%.  | 4.45                                      | 0.85                                       |
| 3. Extension               |   |   |  |
| 4. Administration          | 10%   | 4.83                                      | 0.45                                       |
| 5. Production              |   |   |  |
| TOTAL                      |   |   | 4.65                                       |


EQUIVALENT NUMERICAL RATING: 4.65  
Add: Additional Points, if any:  
TOTAL NUMERICAL RATING: 4.65

ADJECTIVAL RATING: Outstanding

Prepared by:  
  
MA. RACHEL KIM L. AURE  
Name of Faculty

Reviewed by:  
  
BAYRON S. BARREDO  
Department Head

Recommending Approval:  
  
ALELI A. VILLOCINO  
Dean/Director

Approved:  
  
BEATRIZ S. BELONIAS  
Vice President

### Individual Performance Commitment and Review Form (IPCR)

I, **MA. RACHEL KIM L. AURE**, of the Department of Teacher Education commits to deliver and agree to be rated on the attainment of the following **accomplishment** for the period July to December, 2019.

  
**MA. RACHEL KIM L. AURE**  
*Ratee*

  
Approved: **BAYRON S. BARREDO**  
*Head of Unit*

| MFO & PAPS       | Success Indicators  | Tasks Assigned                               | Target | Actual Accomplishment | Rating         |                |                |                | Remarks   |
|------------------|---|--|--------|-----------------------|----------------|----------------|----------------|----------------|---|
|                  |   |  |        |                       | Q <sup>1</sup> | E <sup>2</sup> | T <sup>3</sup> | A <sup>4</sup> |   |
| Higher Education | FTE   | Taught undergraduate and graduate course     | 18.00  | 34.21                 | 5              | 5              | 5              | 5              | 1 <sup>st</sup> sem SY2019 - 2020<br><br>Graduate course - EDUC203<br><br>Undergraduate course –<br>PrEd146<br>PrEd152<br>PrEd200<br>Math111n<br>ENGL111n |
|                  | Number of IMs Developed/revised and utilized course outline revised | Revised course outline before classes start  | 1      | 4                     | 5              | 4              | 5              | 4.67           | EDUC203, PrEd146, PrEd152, Math111N   |
|                  |   | Revised course syllabus before classes start | 1      | 4                     | 5              | 4              | 4              | 4.33           | PrEd146, PrEd152, EDUC203, PrEd129  |

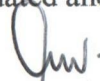
|                   |   |                               |   |   |             |            |             |             |  |
|-------------------|---|-------------------------------|---|---|-------------|------------|-------------|-------------|--|
|                   |   | Developed course syllabus     |   | 3 | 5           | 5          | 5           | 5           | Math111N, PrEd161, ENGL111n  |
|                   | <b>Total for Instruction</b>            |                               |   |   | <b>5</b>    | <b>4.5</b> | <b>4.75</b> | <b>4.75</b> |  |
| Research Services | Number of research                      | Approved                      | 1 | 2 | 5           | 4          | 5           | 4.67        | Assessment of Pre-service Teachers' Critical Thinking Skills in Visayas State University<br><br>Economics of Happiness: A Study on Determinants of Happiness among Employees of Visayas State University |
|                   | Number of research conducted            | On-going                      | 1 | 2 | 5           | 4          | 5           | 4.67        | Assessment of Pre-service Teachers' Critical Thinking Skills in Visayas State University<br><br>Economics of Happiness: A Study on Determinants of Happiness among Employees of Visayas State University |
|                   | Member of Research Revised and Endorsed | Revised and endorsed research | 1 | 2 | 4           | 4          | 4           | 4           | Assessment of Pre-service Teachers' Critical Thinking Skills in Visayas State University<br><br>Economics of Happiness: A Study on Determinants of Happiness among Employees of Visayas State University |
|                   | <b>Total for Research</b>               |                               |   |   | <b>4.67</b> | <b>4</b>   | <b>4.67</b> | <b>4.45</b> |  |

|  |           |                    |
|--|-----------|--------------------|
| Average Rating ( <i>Total Over-all rating divided by 4</i> )   |           | <b>4.68</b>        |
| Additional Points  | <b>xx</b> |                    |
| Approved Additional Points<br>( <i>With copy of approval</i> ) | <b>xx</b> |                    |
| FINAL RATING   |           | <b>4.68</b>        |
| ADJECTIVAL RATING  |           | <b>Outstanding</b> |

Comments and Recommendations for  
Development Purpose:

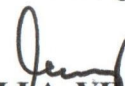
*Be more approachable :)*

Evaluated and Rated by:

  
**BAYRON S. BARREDO**  
*DTE Department Head*

Date: \_\_\_\_\_

Recommending Approval

  
**ALELI A. VILLOCINO**  
*Dean, College of Education*

Date: \_\_\_\_\_

Approved by:

  
**BEATRIZ S. BELONIAS**  
*VP for Instruction*

Date: \_\_\_\_\_

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average



Exhibit I

**PERFORMANCE MONITORING FORM**

Name of Employee: **MARIA 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 undergraduate courses                                   | 18 FTE                                       | 1 <sup>st</sup> week of August 2019       | Before the end of Semester             | December, 2019             | Very Impressive    | Outstanding                     | 22.05 FTE                                    |
| 2        | Revise course outline   | Revise 1 course outline                      | 1 <sup>st</sup> week of August 2019       | 2 <sup>nd</sup> week of September 2019 | August 11, 2019            | Impressive         | VS                              | Revised 3 Course Outlines                    |
| 3        | Revise course syllabus before start of classes                | Revise 1 course syllabus                     | 1 <sup>st</sup> week of August 2019       | 3 <sup>rd</sup> week of August 2019    | August 11, 2019            | Impressive         | VS                              | Revised & Developed 3 Course Syllabus        |
| 4        | Conduct research  | Conduct research 1                           | 1 <sup>st</sup> week of August 2019       | Before the end of Semester             | Ongoing                    | Impressive         | VS                              | 2 Ongoing Researches                         |
| 7        | Participate in school/board meetings and board member of VEFI | Participate 95% of all school/board meetings | Attended 95% of all school/board meetings | 1 <sup>st</sup> week of August 2019    | Before the End of Semester | Very Impressive    | Outstanding                     | 100% Attendance in all school/board meetings |

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

\*\* Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

**BAYRON S. BARREDO**

Unit Head

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: MA. RACHEL KIM L. AURE  
Performance Rating: 4.65

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

Proposed Interventions to Improve Performance:

Date: December 2019      Target Date: January-June, 2020

First Step:  
Attend Seminars, Trainings, and Workshops  
Develop at least one Instructional Material

Result:

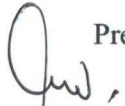
Date: December 2019      Target Date: January-June, 2020

Next Step:  
Submit Research Proposals for Funding  
Conducts Research


Outcome: Approved Research Proposals

Final Step/Recommendation:

|                             |
|-----------------------------|
| Publish Research Output     |
| Conducts Research Trainings |

  
Prepared by:  
**BAYRON S. BARREDO**  
Unit Head

Conforme:

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