## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MYRNA M. AVILA
Performance Rating: SATISFACTORY

Aim: Publish one article in a refereed journal

Proposed Interventions to Improve Performance:

Date: July 1, 2017 Target Date: August 15, 2017

First Step:

Prepare outline for article.

Result:

First draft of article submitted.

Date: September 1, 2017 Target Date: December 31, 2917

Next Step:

Write article and submit to ATR or other appropriate journal for publication.

Outcome: Article written.

Final Step/Recommendation:

Submit article to ATR for publication by 1st quarter 2018.

Prepared by:

MARIA AURORA T.W. TABADA

Unit Head

## SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTION

Name of Faculty Member: DR. MYRNA M. AVILA

Program Involvement -1	Percentage Weight of Involvement -2	Numerical Ratin	Equivalent Numerical Rating (2x3)	
1. Instruction				
a. Head/Dean (50%)		4.33	2.2	
b. Students (50%)		4.50	2.3	
TOTAL for Instruction	25%	8.83	4.4	1.10
2. Research	15%	1.83	1.33	0.1995
3. Extension	50%		3.92	1.96
1/44				
4. Administration	10%		4.33	0.433
TOTAL	100%	15.16	14.0	3.70

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3.7

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

3.7

ADJECTIVAL RATING:

**SATISFACTORY** 

Prepared by:

Reviewed by:

MILIZIAN INI MAIRM

ANTIN VOICOICH 1'AA' IV

Name of Faculty

Department Head

Approved:

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## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MYRNA M. AVILA of the Institute for Strategic Research and Development Studies commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July - December 2017.

MYRNA M. AVILA

Ratee

Approved:

MARIA AURORA TW. TABADA

Head of Unit

MFOs/PAPs	Success Indicators	Target	% Accom-		Q1	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	Remarks
Higher & Advanced Education Services	-q	8	209.38	16.75	5.00	5.00	5.00	5.00	1 Socio 11 section & 1 Senior High class
	Number of instructional materials developed/revised in Socio 11	1	300.00	3	4.00	4.00	4.00	4.00	Revised within the past 6 months Titles 1) Economic System & Social Behavior Political Institutions: Governance & Corruption, Citizen's Participation & Vigilance 3) Socioology of Risk 4) Globalization
	Number of instructional materials developed/revised in Practical Research	2	500.00	10	4.00	4.00	4.00	4.00	5 Power Point Presentations with 5 correponding so Handouts: Chapter 1: Review on Basisc Concepts in Social Research Chapter 2: Data Collection in Qualitative Research Chapter 3: Sampling in Qualitative Research Chapter Data Analysis, Interpretation of Data Chapter 5; Presentation and Dissemination of Qualitative Research Findings

	No. of set of handouts prepared in Practical Research 1 (SH)	1	500.00	5	4.0	0 4.0	0 4.00	0 4.00	1) Basic Concepts in Social Research 2) Data Collection Sampling in Qualitative Reseach Data Analysis & Interpretation of Data Presentation and Dissemination of Qualitative Research Findings
	No. of set of handouts prepared in UCSP 112- for Grade 12 SHS	1	400.00	4	4.00	4.00	4.00	4.00	Handout Title: 1) Lesson 5: Social Structure, Formal Organiza Bureaucracy 2) Lesson 6: Social Institutions: Family & Kinsh Education; Economy; Religion; Politics; Religior Health in Society 3) Lesson 7: Social Stratification
Average	No. of student consultations made	15	606.67	91	5.00	5.00	5.00	5.00	Consultation made by students regarding their individual term paper/research paper in Socio : Practical Research 1 (Grade 11-SHS)
Research Services				No. 1, 25 to 144 to 15 t	4.33	4.33	4.33	4.33	
of vices	No. of research projects implemented and completed on time	1	0.00	0	0.00	0.00	0.00	0.00	
Average	No. of articles submitted & approved for publication	1	200.00	2	3.00	4.00	4.00	3.67	Titles: 2 articles in two different book public 1) VOICES: Witnessing Communities in Actio the Eyes of a Process Documentor APN PublicationISRDS Post-Haiyan Training Initiatives to Rehabilitate Livelihood Systems Affected Communities
					1.50	-			
xtension Services	Number of extension projects implemented	1		1	1.50	2.00	2.00	1.83	
	and completed on time		100.00	'	3.00	4.00	4.00	3.67	Title: Harnessing and Strengthening of LGUs and Society Organizations for Livelihood and Food Se

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	Number of extension reports submitted		7		-		and the second second second second		
	Number of extension reports submitted on time	2	100.00	2	4.00	3.00	4.00	3.67	Quarterly reports Titles: 1) Third Quarter Report: Harnessing & Strengtheneing of LGUs and Civil Society Orgn's fo Livelihood & Food Security 2) Fourth Quarter Report: Harnessing & Strengtheneing of LGUs & Civil Society Orgn's for Livelihood & Food Security 3) Annual Report
	Number of beneficiaries served (LGU/NGA/CSO/PO/SUC)	50	262.00	131	4.00	5.00	4.00	4.33	Attendees of the following fora:  1. Conference on Academic-LGU-Industry Partnerships  2. Forum on Inclusive Local Development
	No. of trainings/conferences/seminar- workshops coordinated	1	200.00	2	4.00	4.00	4.00		Conference on Academic-LGU-Industry Partnerships     Forum on Inclusive Local Development
verage			1		3.75	4.00	4.00	3.92	
dministrative rvices	No. of times served as OIC Director of ISRDS	3	433.33	13	5.00	5.00	5.00	5.00	
	No. of committee meetings attended	1	300.00	3	4.00	4.00	4.00	4.00	Committee Meetings: 1) APN Editorial Board (2 meetings), 2) ISRDS Building Upkeep & Maintenance (1 meeting)
2500	No. of times served as APB representative in screening new recruits as VSU faculty	1	300.00	3	4.00	4.00	4.00	4.00	(2) Department of Development Communication (DDC) and (1) Department of Behavioral Sciences (DLABS)
verage					4.33	4.33	4.33	4.33	
tal Over-all		MONTH MINISTER TO THE STATE OF			13.92	14.67	14.67	14.42	
erage Over-all ling					3.48	3.67	3.67	3.60	
Unetival Rating			THE RESERVE THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED I		1				

ved by:	Calibrated by:	Recommending Approval:	Approved by:
more	REMBERTO A. PATINDOL	BEATRIZ S. BELØNIAS	Morul EDGARDO E. TULIN
帰の	Chairman, PMT	VP for Instruction	President
	Date:	Date:	Date: