

Annex P


COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: GORRE, ELVIRA B.

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.4	70%	3.1
2. Supervisor/Head's assessment of his contribution towards the attainment of office accomplishments	4.9	30%	1.5
TOTAL NUMERICAL RATING			4.6

TOTAL NUMERICAL RATING : 4.6
 Add: Additional Approved Points, if any: _____
 TOTAL NUMERICAL RATING : _____
 FINAL NUMERICAL RATING : 4.6
 ADJECTIVAL RATING : Outstanding

Prepared by:


ELVIRA B. GORRE
 Administrative Assistant

Reviewed by:


TEOFANES A. PATINDOL
 Director

Recommending Approval:


ARTURO E. PASA
 Dean, CFES

Approved:


ROTACIO S. GRAVOSO 10-4-24
 Vice-President for Academic Affairs

Jan-June 2024




"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ELVIRA B. GORRE, *Administrative Assistant II* of the INSTITUTE OF TROPICAL ECOLOGY & ENVIRONMENTAL MANAGEMENT (ITEEM), COLLEGE OF FORESTRY AND ENVIRONMENTAL SCIENCE (CFES) commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY to JUNE, 2024.


ELVIRA B. GORRE
 RATEE
 DATE 7/16/24


TEOFANES A. PATINDOL
 DIRECTOR, ITEEM
 DATE 7/16/24


ARTURO E. PASA
 DEAN, CFES
 DATE 7/18/24

MFO & PAPs	Description of MFO's/PAPs	Success/Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
UMFO 5: SUPPORT TO OPERATION SERVICES										
OVPI MFO 2. Faculty Recruitment/Hiring Services										
	PI 2. Recruitment/hiring of faculty based on needed competencies and aligned with ISO standards*	Number of faculty recruited/hired based on needed competencies and aligned with ISO standards	Prepares all the required documents (from letter request - up to the recommendation to hire)	2	5	5	5	5	5	5 Part-time Instructors for the 2 nd Sem. of SY2023-2024 (JG Asombrado, MPW Bajan, EMG Nuñez, MJB Raymundo, BFO Sanaco)
OVPI MFO 4. Program and Institutional Accreditation Services										
	Compliance with all requirements through the established/adequate implementation, maintenance, and improvement of the QMS of the core processes of the College/department under ISO 9001:2015	PI 1: Percent 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 her functions as support staff	0% non-conformity	0% non-conformity	4	4	4	4	
		On program and institutional accreditations	Assists in the preparation of documents in compliance with all the requirements as prescribed in the accreditation tools	100% compliant	100% compliant	4	4	4	4	

MFO & PAPs	Description of MFO's/PAPs	Success/Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
UMFO 6: GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS)										
	Attendance at monthly/special faculty and staff meetings	PI 2: Number of monthly/special faculty and staff meetings attended	Attends actively to meetings by ITEEM and CFES	1	1	4	4	4	4	1. CFES Faculty & Staff meeting, Mar 27, Google Meet
		Number of various virtual and other face-to-face meetings attended	Attends various virtual and face-to-face meetings/seminars/webinars	1	6	5	5	5	5	1. Procurement planning, Jan 9, Google Meet; 2. Procurement planning, Jan 31, Google Meet; 3. Professorial Lecture Series: Root plasticity in a changing climate, Feb 7, Zoom; 4. Professorial Lecture Series with Dr. Marife D. Corre, Mar 6, Zoom; 5. BAC meeting, Mar 26, Google Meet; 6. RTSPC-Eastern Visayas 2024, Apr 3, FB Live
Preparation of documents for processing	PI 4: Number of routinary documents prepared/reviewed and acted	Reviews/checks documents for the Institute Director's action	50	200+	5	5	5	5		
		Reviews, registers and assigned control numbers ISO-aligned outgoing documents	-	66	5	5	5	5	In assistance to the dDRC and AdDRC	
		Barcodes documents for tracking	-	84	5	5	5	5		
Preparation of memoranda, notices and other communications	PI 6: Number of memoranda, notices, and other communications prepared	Drafts official communications, memoranda, and notices	1	11	5	5	5	5		
Submission of faculty workloads	PI 7: Percentage of Individual Faculty Workloads (IFWs) submitted to OVPAA	Prepares IFWs of ITEEM faculty	80%	100%	4	4	4	4	IFWs of 5 part-time, 2 regular and 1 temporary faculty, and 1 GTA for the 2 nd Sem of AY 2023-2024	

MFO & PAPs	Description of MFO's/PAPs	Success/Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
		Percentage of Projected, and Actual Faculty Workloads submitted	Prepares Projected, and Actual Faculty Workloads of ITEEM faculty	80%	100%	4	4	4	4	For the 2 nd Sem/AY 2023-2024
	Submission of Report of Actual teaching loads	PI 8: Percentage of Report of Actual Teaching loads submitted to OVPAA 30 days after the start of classes	Reviews Report of Actual Teaching loads of ITEEM faculty	80%	100%	4	4	4	4	For the 2 nd Sem/AY 2023-2024
	Submission of DTR every month	PI 9: Percentage of faculty and staff submitted a DTR every month	Generates and prints DTRs: Activities include syncing, filing of leave applications, and log appeals	80%	97%	4	4	4	4	(EB Gorre's & AS Bastasa's)
	Customer-friendly frontline services	PI 10: Zero percent complaints from clients served	Provides customer-friendly frontline services to clients	Zero % complaint	Zero % complaint	4	4	4	4	
	ADDITIONAL OUTPUTS:	PI 17: Additional Outputs								
	Preparation of other documents	Number of OPCR and IPCR (targets and accomplishments) and exhibit attachments prepared	Prepares IPCR and OPCR targets and accomplishments, including all exhibit attachments of IPCR accomplishments	20	61	5	5	5	5	1 – OPCR Accompl (Jul-Dec 2023) 8 – IPCR Accompl (Jul-Dec 2023) + 43 exhibits 1 – OPCR Targets (Jan-Dec 2024) 7 – IPCR Targets (Jan-Dec 2024)
		Number of project/research and affiliate faculty appointments prepared	Prepares appointments for project/study leaders and affiliate faculty	20	71	5	5	5	5	21 – Affiliates 2 – dDRC & AdDRC 48 – Res/Ext
		Number of reports reviewed, finalized, consolidated, and laid out/designed	Reviews, consolidates, lays out, and finalizes report	1	1	4	4	4	4	2023 ITEEM Annual Report
		Percentage of ISO-aligned forms reformatted with the unit's details	Assigns ITEEM identification details on the revised specific ISO-aligned forms	-	100%	4	4	4	4	Forms for common use, with 2024 revisions

MFO & PAPs	Description of MFO's/PAPs	Success/Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
	Submission of the Institute's PPMP for the following year within the deadline as prescribed by BAC	On-time submission of PPMP	Reviews/corrects entries in the PPMP and determines prioritization of schedules of acquisitions	On-time submission	On-time submission	4	4	4	4	
	IMs, IEC materials, markers, posters, signages, etc., effectively designed and laid out for the general functions of the Institute in support to the attainment of the University's mission	Number of IMs, IEC materials, markers, posters, signages, etc., effectively designed/produced	Effectively conceptualizes/designs/lays-out posters, markers, signages, citizens charter, organizational structures, and other IECs for the general functions of the Institute	1	33	5	5	5	5	3 – vsu anniv posters 1 – no fishing signage 2 – ITEEM room label 4 – theses marker 1 – biodiv center logo 1 – welcome poster (Nagoya Univ Prof) 2 – welcome posters for RF training 1 – backdrop 1 – training shirt 6 – certificate designs 1 – ITEEM Org. Structure (editing)
		Number of copies printed	Desktop prints/reprints copies of IEC materials	-	40	5	5	5	5	Hoya and Medinilla brochures (BiodivCenter); Guide to Reforestation.. PPM
	Maintaining the functionality of office and lab equipment assigned	Percentage of the functionality of office/lab equipment monitored and maintained	Monitors and assures the functionality of the assigned desktop and laptop computers, printers/ scanners, and its peripherals, and the assigned airconditioning unit	80%	100%	4	4	4	4	

MFO & PAPs	Description of MFO's/PAPs	Success/Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
	Performs other assigned tasks in support to the general functions of the Institute	Percentage of other assigned tasks performed in support to the general functions of the Institute	Manages the Institute's main archive (updating of catalogues, inventory of materials, overseeing users)	90%	100%	4	4	4	4	
	Conducting daily safety and cautious inspection of the office before closing	Zero reports and/or claims on the negligence of office's safety	Also takes responsibility for the safety of the office	No reports/claims of negligence received	No reports/claims of negligence received	4	4	4	4	
TOTAL OVERALL RATING									4.4	

Average Rating (Total Over-all rating divided by 4)		4.4
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.4
ADJECTIVAL RATING		Very Satisfactory

Comments & Recommendations for Development Purpose:

Keep up the good work!

Evaluated & rated by:

TEOFANES A. PATINDOL

DIRECTOR, ITEEM

7/16/24

DATE

Recommending Approval:

ARTURO E. PASA

DEAN, CFES

7/18/24

DATE

Approved:

ROTACIO S. GRAVOSO

VICE-PRESIDENT FOR ACADEMIC AFFAIRS

10-4-24

DATE

1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average

"EXHIBIT G"

Performance Monitoring and Coaching Journal

✓	1 st	Q U A R T E R
✓	2 nd	
	3 rd	
	4 th	

NAME OF OFFICE	INSTITUTE OF TROPICAL ECOLOGY & ENVIRONMENTAL MANAGEMENT (ITEEM)
HEAD OF OFFICE	DR. TEOFANES A. PATINDOL
NAME OF STAFF	ELVIRA B. GORRE

ACTIVITY	MECHANISM				REMARKS
	MEETING		MEMO	OTHERS (Please specify)	
	ONE-ON-ONE	GROUP			
MONITORING					
Office Attendance				HRIS-DTR; Logbook	January to June
Attendance to university activities/programs/seminars/ workshops			Memoranda, and invitations	Attendance, certificates	As needed
Leaves (SL, VL, CDO, etc)				Application for Leave forms, and HRIS	January to June
Travels		Updates during meetings		Travel Orders, Pass slips	As needed
Attendance in Meetings			Notice of Meetings	Minutes of Meetings	As needed
COACHING					
Consolidation of reports and other documents; designing/lay-outing of learning guides, reports, IECs/IMs, training materials, books, etc.; administrative assistant functions	Staff Consultation				As needed

NOTE: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


TEOFANES A. PATINDOL

Immediate Supervisor
Director, ITEEM

Noted by:


ARTURO E. PASA

Next Higher Supervisor
Dean, CFES

"EXHIBIT I"

Performance Monitoring Form

NAME OF EMPLOYEE: ELVIRA B. GORRE

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Overall assessment of output**	Remarks/ Recommendation
1.	Provides customer-friendly services and assistance	Satisfied clients	Jan 1, 2024	June 30, 2024	June 30, 2024	very impressive	outstanding	
2.	Performs as the Institute's administrative assistant: <ul style="list-style-type: none"> Monitors/co-supervises admin staff, SAs; Coaches' young/newly hired co-staff, when necessary; Reviews/checks entries of documents for processing; Reviews and countersigns documents for the Director's signature; Prepares appointments for project/study/component leaders and affiliate faculty; Prepares Faculty Workloads: Projected, Actual and Individual; Prepares/consolidates OPCR and IPCR targets and accomplishments, and their attachments; Consolidates annual report of the Institute; Prepares all the documents required for hiring of academic or administrative personnel (from letter request until the recommendation to hire); Bar codes outgoing documents for processing (incl. photo-scanning and HRIS registration for tracking); Reviews/assigns control number and registers outgoing ISO-aligned documents; Prepares letters/notices/memoranda, overtime requests for staff; overtime reports; Monitors & acts official e-mails, IP, and other messages on other platforms; Checks document file folders; 	Exceptionally supported and sustained administrative, instruction, and research & extension project-based activities	Jan 1, 2024	June 30, 2024	June 30, 2024	very impressive	outstanding	
3.	As the Institute's desktop publisher and training facilitator: <ul style="list-style-type: none"> Designs/conceptualizes/lays-out for tarpaulin printing: <ul style="list-style-type: none"> Billboards, streamers, banners, backdrops, signages, markers, posters, citizen's charters, organizational 	Effectively designed Information, Education, and Communication (IEC) materials and/or	Jan 1, 2024	June 30, 2024	June 30, 2024	very impressive	outstanding	

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Overall assessment of output**	Remarks/ Recommendation
	structures/personnel directory, room/building labels, and the like; • Designs/conceptualizes/lays-out and/or prints, for desktop and other types of paper printing: <ul style="list-style-type: none"> ○ Invitation programs/cards, flyers, brochures, nametags, certificates; ○ Reports, manuals, learning guides, coffee table books/books, booklets, pamphlets, and other IECs and IMs; • Designs/conceptualizes/lays-out plaques of recognitions, mugs, bags, and activity t-shirts; • Designs/conceptualizes/lays-out PowerPoint presentations; • Designs/conceptualizes/lays-out e-banners/covers for the virtual classes, and e-posters of activity announcements for online postings; • Assists in the facilitation of trainings/workshops conducted by the institute/college/university;	Instructional Materials (IMs) in all formats, for the general function of the Institute, the College, and the University, in general.						
4.	• Performs responsibilities as a member of the other different committees of the Institute/College/University	Tasks to other committee membership responsibly performed	Jan 1, 2024	June 30, 2024	June 30, 2024	very impressive	outstanding	
5.	• Oversees management of the Institute's main library/archive	Organized library/archive	Jan 1, 2024	June 30, 2024	June 30, 2024	very impressive	outstanding	
6.	• Attends meetings by ITEEM and CFES	Active participation, updated on the institute's activities, directed on the tasks	Jan 1, 2024	June 30, 2024	June 30, 2024	very impressive	outstanding	

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

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

Prepared by:


TEOFANES A. PATINDOL

Immediate Supervisor

Employee Development Plan

NAME OF EMPLOYEE	ELVIRA B. GORRE
PERFORMANCE RATING	
AIM	To be updated in the new techniques and software on desktop publishing, graphics, and web page designing.

Proposed interventions to improve performance and/or competence and qualification to assume higher responsibilities:

Date: Feb 2024 Target Date: Feb 2024

First Step: One-on-one discussion on upgrading her capabilities in desktop publishing and web page designing.

Result: The agreement was to recommend Ms. Gorre for a training on new techniques on layout and web design with the corresponding procurement of updated software and equipment for the job. This time, a face-to-face attendance to training is considered.

Date: August 2024 Target Date: October 2024

Next Step: Request to send Ms. Gorre to a training on new techniques on layout and web design, and procure updated software and equipment for desktop publishing job.


Outcome: Web designing and new desktop publishing techniques acquired/enhanced.

Final Step/
Recommendation: Scholarship grant and approval from the scholarship committee to attend face-to-face training on new techniques on layout and web design.

Prepared by:


TEOFANES A. PATINDOL
Unit Head

Conformé:


ELVIRA B. GORRE
Ratee



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JAN – JUNE 2024

Name of Staff: ELVIRA B. GORRE

Position: ADMINISTRATIVE ASSISTANT

Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements.
1	Poor	The staff fails to meet job requirements

A. Commitment (both for subordinates and supervisors)		Scale				
1.	Demonstrates sensitivity to client's needs and makes the latter's experience in transacting business with the office fulfilling and rewarding.	5	4	3	2	1
2.	Makes self-available to clients even beyond official time	5	4	3	2	1
3.	Submits urgent non-routine reports required by higher offices/agencies such as CHED, DBM, CSC, DOST, NEDA, PASUC and similar regulatory agencies within specified time by rendering overtime work even without overtime pay	5	4	3	2	1
4.	Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time.	5	4	3	2	1
5.	Commits himself/herself to help attain the targets of his/her office by assisting co- employees who fail to perform all assigned tasks	5	4	3	2	1
6.	Regularly reports to work on time, logs in upon arrival, secures pass slip when going out on personal matters and logs out upon departure from work.	5	4	3	2	1
7.	Keeps accurate records of her work which is easily retrievable when needed.	5	4	3	2	1
8.	Suggests new ways to further improve her work and the services of the office to its clients	5	4	3	2	1



9	Accepts additional tasks assigned by the head or by higher offices even if the assignment is not related to his position but critical towards the attainment of the functions of the university	5	4	3	2	1
10.	Maximizes office hours during lean periods by performing non-routine functions the outputs of which results as a best practice that further increase effectiveness of the office or satisfaction of clientele	5	4	3	2	1
11.	Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment	5	4	3	2	1
12.	Willing to be trained and developed	5	4	3	2	1
Total Score		59				
B. Leadership & Management (For supervisors only to be rated by higher supervisor)		Scale				
1.	Demonstrates mastery and expertise in all areas of work to gain trust, respect and confidence from subordinates and that of higher superiors	5	4	3	2	1
2.	Visionary and creative to draw strategic and specific plans and targets of the office/department aligned to that of the overall plans of the university.	5	4	3	2	1
3.	Innovates for the purpose of improving efficiency and effectiveness of the operational processes and functions of the department/office for further satisfaction of clients.	5	4	3	2	1
4.	Accepts accountability for the overall performance and in delivering the output required of his/her unit.	5	4	3	2	1
5.	Demonstrates, teaches, monitors, coaches and motivates subordinates for their improved efficiency and effectiveness in accomplishing their assigned tasks needed for the attainment of the calibrated targets of the unit	5	4	3	2	1
Total Score						
Average Score		4.9				
Overall recommendation:						


TEOFANES A. PATINDOL
 Director

TRACKING TOOL FOR MONITORING TARGETS

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
				JAN	FEB	MAR	APR	MAY	JUNE	
MFO 1. ADVANCED EDUCATION SERVICES (20%)										
PI 1. Total FTE monitored	Handles and teaches courses assigned.	Director, Faculty & Staff	Jan-June 2024	Prepared and revised lecture guides	Conducted laboratory classes	Conducted laboratory classes	Followed-up students re: lab output preparation	Followed-up students re: lab output finalization	Followed up students re: lab output finalization	MMB-2.67: [TREC 208 (8)] KJGL- 2.56: [TREC 205 (3), BIOL 205(7), TREC 299 (3)] HVO- 2.56: [TREC 205 (3), BIOL 205(7)] SAC-2.56: [TREC 205 (3), BIOL 205(7)]
PI 2. Number of graduate degree programs/ specializations offered and monitored	Offers and monitors degree programs	Director, Faculty & Staff	Jan-June							MS Tropical Ecology
PI 3. Percentage increase in graduate students enrolled	Further the promotion of the program	Director, Faculty & Staff	Jan-June							(11/8)Sebidos Al Helal Siddique
PI 5. Number of graduate students awarded with scholarship/assistantship	Advised student's thesis	Director, Faculty & Staff	Jan-June							P. Maguchu-GTA Nierves-DOST Florentino-Gerry Roxas Foundation
PI 7: Number of graduate student supported by CFES research projects	Advised student's thesis funded by ITEEM/ Biodiversity Center projects.	Director, Faculty & Staff	Jan-June							ECoSAP- Pelino, Gundemaro
PI 8: Number of new international students enrolled	Assess international students' applications for admission	Director, Faculty & Staff	Jan-June							Abu Sayed Helal, Abu Bakkar Siddique

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
				JAN	FEB	MAR	APR	MAY	JUNE	
MFO 2. HIGHER EDUCATION SERVICES (50%)										
PI 1: Total FTE monitored	Handles and teaches courses assigned.	Director, Faculty & Staff	Jan-June	Prepared lecture materials and laboratory guides	Reviewed lecture materials and laboratory guides.	Conducted regular classes	Conducted regular classes	Conducted regular classes Follow-up students in their lacking requirements of their INCs	Conducted regular classes. Prepare and administer midterm exams	MMB- 5.7 ABO- 14.55 KJGL-11.1
PI 5: Number of programs with COPC		Director, Faculty & Staff	Jan-June							BSES
PI 9. Percentage of faculty rated at least VS in the Teaching performance evaluation by students	Reminds and follow up students in the teaching performance evaluation by students	Director, Faculty & Staff	Jan-June	Performed tasks with utmost accuracy and efficiency.						Mean – 4.47% VS
PI 10. Percentage of faculty rated at least VS by supervisor	Performs tasks assigned by the supervisor	Director, Faculty & Staff	Jan-June							Mean – 4.6% O
PI 11. Percentage of courses offered with approved course syllabi	Prepares, updates and reviews course syllabus	Director, Faculty & Staff	Jan-June							100% with approved course syllabi
PI 12. Percentage of courses with approved IMs	Prepares, updates and reviews instructional materials (Learning Module)	Director, Faculty & Staff	Jan-June							100% with approved IMs
PI 13: Percentage of courses offered with final grades submitted within the allowable period	Prepares grade sheet and submits on or before the deadline.	Director, Faculty & Staff	Jan-June							
PI 14: Percentage of undergraduate students who	Assists students in graduating within	Director, Faculty & Staff	Jan-June							22/22

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
				JAN	FEB	MAR	APR	MAY	JUNE	
graduated within the prescribed period	the prescribed period.									
PI 15: Number of undergraduate thesis students supported by CFES research project	Advised student's thesis funded by ITEEM	Director, Faculty & Staff	Jan-June							ECo-SAP (6): Compendio, Daguplo, Pino, Ladica, Canciller, Abrillo Biliran Project (1): Belas
PI 16: Percentage of undergraduate students enrolled on schedule	Assists students enrolling	Director, Faculty & Staff								
PI 17: Percentage of graduate students employed (2 years prior)	Conducts graduate tracer	Director, Faculty & Staff	Jan-June	Constant tracing of BSEM and BSES graduates, maintained.						14/14 are employed
MFO 3. RESEARCH SERVICES (10%)										
PI 1: Percent of research proposals submitted	Prepares research proposals, submits and follows up its approval for immediate implementation	Director, Faculty & Staff	Jan-June							Ecological Assessment and Conservation of <i>Aquilaria</i> through Sustainable Agarwood Production (ECo-SAP)
PI 2: Percent of research proposals approved	Facilitate the implementation of the project	Director, Faculty & Staff	Jan-June							
PI 3: Number of approved research projects/studies implemented	Conducts research for possible utilization by industry or other beneficiaries.	Director, Faculty & Staff	Jan-June							
PI 5: Amount of research money obtained from internal sources	Helps generate research money from internal sources	Director, Faculty & Staff	Jan-June							VSU Internationalization Program ECo-SAP VSU-IP-2021-9 - January to June- P845,910.00 2 SRA@22,000 3 SRAide@14,720.00 4 Laborers @9000 CA-100,950.00

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
				JAN	FEB	MAR	APR	MAY	JUNE	
PI 6. Number of research outputs presented in:		Director, Faculty & Staff	Jan-June							
<i>a. International Conferences</i>										
<i>b. National Conferences</i>										
<i>c. Regional or Institutional Conferences</i>										Ecological Assessment and Conservation of <i>Aquilaria</i> through Sustainable Agarwood Production (ECo-SAP)
PI 10. Number of research articles derived from approved research in the university, submitted	Conceptualizes and submits article..	Director, Faculty & Staff	Jan-June							MMB- The Role of Women in Conceptualizing, Promoting, and Implementing Reforestation Native Tree Forest Restoration. 2024
PI 11: Number of research articles derived from approved research in the university, published	Submits article for publication	Director, Faculty & Staff	Jan-June							
PI 12. Number of research outputs utilized by the industry or by other beneficiaries	Conducts constant monitoring activities and continued technical support	Director, Faculty & Staff	Jan-June							Reforestation Technology
MFO 4. EXTENSION SERVICES (10%)										
PI 1: Number of extension proposals submitted	Submits extension proposal for possible utilization by industry or other beneficiaries.	Faculty & Staff	Jan-June							(3) ¹

¹-*Aquilaria* Learning Site (ALS-Silago): Its Role in the Conservation of the Philippine *Aquilaria* Threatened Species and Development of Sustainable Agarwood Production as a Biodiversity-Friendly Enterprise for Forest Dependent Communities
- Natural Resource Management-Based Extension Program (VSU Nature Park), Phase III: Development of VSU Nature Park as a Learning Site on Sustainable Agriculture and Natural Resource Management and Empowerment of Local Stakeholders through Capacity Building and Biodiversity Conservation
- Development of a Provincewide Learning Site on Sustainable Agriculture and Natural Resource Management and Assessment of Community People's Perception Towards the Reforestation KALAH-I-CIDSS Program in Cabucgayan, Biliran

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
				JAN	FEB	MAR	APR	MAY	JUNE	
PI 2: Number of extension proposal approved	Facilitate the implementation of the project	Director, Faculty & Staff	Jan-June							NRM,Biliran, ALS Silago
PI 3: Number of approved extension projects implemented	Implements duly approved extension projects.	Director, Faculty & Staff	Jan-June							NRM,Biliran, ALS Silago
PI 4: Number of extension outputs presented in:		Director, Faculty & Staff	Jan-June							
a. International Conferences										
b. National Conferences										
c. Regional or Institutional Conferences										Annual In house Review, NRM, Biliran, ALS Silago
PI 6: Number of trainings, seminars and fora conducted	Conducts training among beneficiaries of technologies for transfer.	Director, Faculty & Staff	Jan-June							Trainers Training on Rainforestation-Aquilaria Farming to Support Sustainable Agarwood Production as Biodiversity-Friendly Enterprise in Region VIII (June 17-22, 2024); 47 participants; 97.45% Training evaluation
PI 7: Number of expert services rendered:										
a. peer reviewer of journal/book										
b. reviewer of research and extension proposals										
c. resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, organizer, facilitator)	Acts as a Resource Person and provides the technical and expert services requested by beneficiaries.	Director, Faculty & Staff	Jan-June							ABO, KJGL, MMB
d. accreditor										

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
				JAN	FEB	MAR	APR	MAY	JUNE	
<i>e. consultancy</i>										
PI 13: Amount of extension money obtained from internal sources	Generates extension money from internal sources	Director, Faculty & Staff	Jan-June							NRM-150K BILIRAN-120K ALS-SILAGO-150K
PI 14: No. of MOA/MOU as active partnerships with LGUs, Industries, NGOs, NGAs, SMEs and other stakeholders as a result of extension activities	Identifies and links with probable partners for extension activities and maintains this active partnership.	Director, Faculty & Staff	Jan-June							LGU Barili and LGU Quinapondan
PI 15: Number of trainees weighted by the length of training	Conducts training among beneficiaries of technologies for transfer	Director, Faculty & Staff	Jan-June							Trainers Training on Rainforestation-Aquilaria Farming to Support Sustainable Agarwood Production as Biodiversity-Friendly Enterprise in Region VIII (June 17-22, 2024); 47 participants
PI 16: No. of extension programs and projects consistent with VSUs mandated and priority programs	Implements duly approved extension projects	Director, Faculty & Staff	Jan-June							NRM, Biliran, ALS Silago,
PI 17: Percentage of beneficiaries who rated the training course as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	Director, Faculty & Staff	Jan-June							Trainers Training on Rainforestation-Aquilaria Farming to Support Sustainable Agarwood Production as Biodiversity-Friendly Enterprise in Region VIII (June 17-22, 2024); 47 participants

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
				JAN	FEB	MAR	APR	MAY	JUNE	
MFO 5. SUPPORT TO OPERATIONS (10%)										
OVPA MFO 1. Faculty Development Services										
PI 1: Number of faculty pursuing advanced research degree		Director, Faculty & Staff	Jan-June							JOP- DOST, Nagoya University (beg. 2023)
PI 3: Number of faculty granted with external scholarship		Director, Faculty & Staff	Jan-June							JOP- DOST, Nagoya University (beg. 2023)
PI 5: Number of faculty granted with sabbatical leave		Director, Faculty & Staff	Jan-June							EDE
PI 7: Number of faculty sent to trainings, seminars and conferences	Actively participates/ attends trainings, seminars and conferences	Director, Faculty	Jan-June							Trainings, seminars and conferences attended/ participated ²
OVPA MFO 4. Program and Institutional Accreditation Services										
PI 1: 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	Comply all the requirements to maintain and improve the QMS of the core processes of the Institute under ISO 9001:2015	Director, Faculty & Staff	Jan-June	QMS core processes of the university are complied with in the daily performance.						Zero non-conformity
PI 2: Compliance with all requirements of the program	Comply with all requirements of the program and	Director, Faculty & Staff	Jan-June	Requirements of the program and institutional accreditations are complied with in the daily performance.						100% compliant

² • Faculty Onboarding 2nd Sem/2023-2024

- Workshop on Scientific Writing and Illustration Lay-outing for Publication on Feb 16-17
- Book Editing workshop on the "Arthropods in Leyte" April 26
- Book Editing workshop on the "Leyte Island's Native Orchids" April 26
- VSU CAT 2024 Proctors Training and Orientation
- Stakeholders Consultation Workshop for the Crafting of the Cave Management Plans of Cag-Maanghit and Higanes Caves at Brgy. San Isidro, Hilongos Leyte on May 23

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
				JAN	FEB	MAR	APR	MAY	JUNE	
and institutional accreditations	institutional accreditations									
OVPAA MFO 5. Registration Services										
PI 1: Percentage of students enrolled and validated within the registration period	Validate enrollees registrations on time	Director, Faculty & Staff	Jan-June	Enrollees are registered within the registration period						MMB-23 ABO- 57 KJGL-83
PI 2: Number of students advised during the registration period	Assist enrollees in their registration concerns	Director, Faculty & Staff	Jan-June							
MFO 6. GENERAL ADMIN. & SUPPORT SERVICES (GASS)										
PI 1: Number of departments/institutes/offices supervised	Manages/supervises other unit	Faculty	Jan-June	Designation is performed with utmost efficiency, at all time.						MMB, as Director of the Biodiversity Center
PI 2: Number of management meetings conducted	Actively participate in the institute's monthly and emergency meetings	Director, Faculty & Staff	Jan-June	Faculty regular monthly meeting	Faculty regular monthly meeting					
PI 3: Number of committee meetings conducted	Actively participate in committee meetings	Director, Faculty & Staff	Jan-June							
PI 4: Number of routinary documents acted	Prepares documents for processing, reviews, acts, assigns control numbers, barcodes for tracking, and follow up status	Director, Faculty & Staff	Jan-June	Prepares documents for processing, reviews, acts, assigns control numbers, barcodes for tracking, and follow up status.						
PI 5: Number of requests acted	Performs tasks requested.	Director, Faculty & Staff	Jan-June	<ul style="list-style-type: none"> • Visits to VSU Nature Park: • Field visit of Mindanao State University on March 2024; • Visit of Bethel April 2024 • International Coastal Clean-Up • Environmental Jamboree 						

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
				JAN	FEB	MAR	APR	MAY	JUNE	
PI 7: Percentage of IFWs submitted to OVPAA September 30	Submits Individual Faculty Workload on time	Director, Faculty & Staff	Jan-June		IFWs, submitted					
PI 8: Percentage of Report of Actual teaching loads submitted to OVPAA 30 days after the start of classes	Submits Report of Actual Teaching Loads on time	Director, Faculty & Staff	Jan-June		RATL, Submitted					
PI 10. Percentage of complaints, if any, addressed on time	Answers and responds to complaints, if any, addressed on time	Director, Faculty & Staff	Jan-June	No complaints received.						
PI 11. Percentage of action plans implemented and monitored as scheduled	Supervises the action plans that are implemented and monitored as scheduled	Director, Faculty & Staff	Jan-June	Action plans are implemented as scheduled.						
PI 12. Monthly accomplishment report submitted on time.	Prepares monthly accomplishment report submitted on time	Director, Faculty & Staff	Jan-June	Monthly reports are regularly submitted.						
PI 14: Percentage of budget utilization from GAA	Monitors budget utilization	Director, Faculty & Staff	Jan-June	PPMP for annual budget utilization, submitted	Prepared and submitted PRs; Requests for petty cash advances approved and utilized; Requests for acquisitions thru bidding are regularly followed-up					
PI 16. Responses to NCs and CARs issuances		Director, Faculty & Staff	Jan-June							
<i>Percentage of NCs received and acted</i>	Answers and responds to NCs, if any, addressed on time	Director, Faculty & Staff	Jan-June	Daily performance is to it that required QMS processes are complied with.						100% compliant
<i>Percentage of CARs received and acted</i>	Answers and responds to CARs, if any, addressed on time	Director, Faculty & Staff	Jan-June							100% compliant

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
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PI 10. Additional outputs										
Number of OPCR and IPCR (targets and accomplishments) and exhibit attachments prepared	Prepares IPCR and OPCR targets and accomplishments, including all exhibit attachments of IPCR accomplishments	Director, Faculty & Staff	Jan-June	Submitted IPCR accomplishments of July-Dec 2023; Submitted OPCR & IPCR targets, 2024 Targets are regularly monitored, and accomplished.						
Number of research/extension project and affiliate faculty appointments prepared	Prepares RDE appointment recommendations and requests for affiliates	Director, Faculty & Staff	Jan-June	Prepared RDE appointment recommendations for project/study/component leaders; Prepared requests for affiliations of faculty to handle subjects, or serve as thesis advisers of graduating BS or MS students of programs offered by the Institute						

Prepared by:



TEOFANES A. PATINDOL
Director, ITEEM