SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **GERALD M. RIVERA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction		4.31 2.100	s.
a. Head/Dean (50%)		4.62x50%=~~2.31~~	
b. Students (50%)		5.00x50% = 2.50	
Total for Instruction	90%	~~4.32~~ 4.400 s	~~4.32~~ 4.19 s
2. Research			
a. Client/Dir. for Research (50%)	0		0
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension	0		0
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			0
4. Administration	10%	5	0.5
5. Production	0		0
TOTAL	100		~~4.82~~ 4.49 s

EQUIVALENT NUMERICAL RATING:
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: ~~4.82~~ 4.49 s.

ADJECTIVAL RATING: Outstanding

Prepared by: Reviewed by:

GERALD M. RIVERA   **ROSARIO P. ABELA**
Name of Faculty   Department Head

Recommending Approval:

BAYRON S. BARREDO
Dean/Director

Approved:

ROTACIO S. GRAVOSO
Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **GERALD M. RIVERA**, a faculty member of the **VSU INTEGRATED HIGH SCHOOL** commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period **January to June 2024.**

GERALD M. RIVERA
Asst Professor
Date: July 26, 2024

Recommending Approval

ROSARIO P. ABELA
Department Head
Date: 8.27.24

Approved

BAYRON S. BARREDO
Dean
Date: 8-28-24

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Eficiency	Timeliness	Average	
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							
	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							
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							

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							
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
	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							
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
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							
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	21	22.21	5	5	5	5.00	Practical Research (STEM-A, STEM-B, HUMSS) PRACTICUM IN ANSCI (ANSCI 195), INQUIRY, IMERSSION, AND INVESTIGATION (STEM-A, STEM-B, HUMSS), ANSCI-22, and ANSCI-133

		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	10	5	5	5	5.00	Practical Research (STEM-A, STEM-B, HUMSS) PRACTICUM IN ANSCI (ANSCI 195), INQUIRY, IMERSSION, AND INVESTIGATION (STEM-A, STEM-B, HUMSS), ANSCI-22, and ANSCI-133
		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							
		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	2	5	5	5	4.67	Practical Research (STEM-A, STEM-B, HUMSS) PRACTICUM IN ANSCI (ANSCI 195), INQUIRY, IMERSSION, AND INVESTIGATION (STEM-A
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	10	5	5	5	5.00	Practical Research (STEM-A, STEM-B, HUMSS) PRACTICUM IN ANSCI 22
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	30	45	5	5	5	5.00	Practical Research (STEM-A, STEM-B, HUMSS) PRACTICUM IN ANSCI 22
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	77	5	5	5	5.00	Practical Research (STEM-A, STEM-B, HUMSS) PRACTICUM IN ANSCI 22
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students		3	123	5	5	5	5.00	
		A17. Number of students advised on thesis/ field practice/special problem:		3	64	5	5	5	5.00	Grade 12 STEM-A, Grade 12 STEM-B, ANSCI-195B, ANSCI-22, ANSCI-133
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	0						
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	123	5	5	5	5.00	Grade 12 STEM-A, Grade 12 STEM-B, ANSCI-195B, ANSCI-22, ANSCI-133

PI 9: Number of student organizations advised/ assisted *	**_A19_**_. Number of Student organizations advised_	Advises student organizations recognized by USOO	1	4	4	5	5	4.67	Grade 12 STEM-A, Grade 12 STEM-B, STUDENT LINC, TVL
	_A20__. Number of Student organizations assisted on student related activities_	_Assists student organizations in implementing student related activities_	1	11	5	5	5	5.00	English Month Culmi, SBO Valentines Day Celeb, 2nd Quarter Honors Program and PArents-Teachers consultation, Nat'l Arts Month, VSU Centennial Anniversary, 3rd Quarter Honors Programme and Parents-Teachers consultation, 4th Quarter Honors Programme, Promotional Exercises, Graduation Exercises
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							
	On-line ready courseware	_Prepares Instructional module/laboratory guide/workbook or a combination thereof_							
	Supplemental learning resources	_Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught_	5	25	5	5	5	5.00	Grade 12 STEM-A, Grade 12 STEM-B, STUDENT LINC, TVL
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	25	5	5	5	5.00	Grade 12 STEM-A, Grade 12 STEM-B, STUDENT LINC, TVL
	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	II						
	A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	5	5	4	5	4.67	Grade 12 STEM-A, Grade 12 STEM-B, ANSCI-195B, ANSCI-22, ANSCI-133
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							
		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							
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	0						
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year	0						
	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	0						
		In refereed int'l journals								
		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								
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							

	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or									
		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								
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*									
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								
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							
	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							
	On program accreditations								
	On institutional accreditations								

UMFO 6. General Admin. & Support Services

PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	2	25	5	5	5	5.00	Disaster Management
PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice	0						
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	0						
Total Over-all Rating								74.00	

Average Rating (Total Over-all		18.5	
Additional Points:			
Approved Additional points			
Final Rating		~~4.62~~ 4.35	
Adjectival Rating		Outstanding	

Comments & Recommendations for Development Purposes:

He is dependable and works with less supervision.

Evaluated & Rated by: *Abela*
ROSARIO P. ABELA
GERALD M. RIVERA
Department Head
Date:

Recommending Approval
BAYRON S. BARREDO
Dean, College of Education
Date: 8-18-24

Approved by:
ROTACIO S. GRAVOSO
Vice President for Academic Affairs
Date: 9/16/24

VISAYAS STATE UNIVERSITY

INSTRUCTION AND EVALUATION OFFICE

TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATINGS

1ST Semester AY 2023 - 2024

Name of Faculty : RIVERA, GERALD M.
Department: VSU -Integrated High School
College: TEACHER EDUCATION

Course No. & Descriptive Title		Lec./ Lab.	RATING		% Evaluation Rating
			Numerical	Adjectival	
PR II	Practical Research II	Lec	5.00	Outstanding	100.0 %
PR II	Practical Research II	Lec	5.00	Outstanding	100.0 %
PR II	Practical Research II	Lec	5.00	Outstanding	100.0 %
Average Rating			**5.00**	**Outstanding**	**100.00 %**

Source: Results of Teaching Performance Evaluation by Students filed at ODIE
Legend:
1.00 – 1.49 Poor (P)
1.50 – 2.49 Fair (F)
2.50 – 3.49 Satisfactory(S)
3.50 – 4.49 Very Satisfactory(VS)
4.50 – 5.00 Outstanding(O)

Prepared by:

VANESSA W. NAZAL
TPES In-Charge
Date: May 09, 2024

Attested by:

MA. RACHEL KIM L. AURE
Director, Instruction and Evaluation
Date: May 09, 2024

Received by:

GERALD M. RIVERA
Name and Signature of Faculty
Date:

Distribution of copies: IEO, College, Department, Faculty (all in original signature)

INSTRUCTION AND EVALUATION
3/F Administration Building, Visayas State University
Baybay City, Leyte
Email: odie@vsu.edu.ph
Website: www.vsu.edu.ph
Phone: +63 53 565 0600 Local 1104

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FM-ODI-04
V02 12-08-2023
No.1st23-24sIHS-14

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: <u>VSU INTEGRATED HIGH SCHOOL</u>

Head of Office: <u>DR. ROSARIO P. ABELA</u>

Number of Personnel: 17

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Review and Finalization of the IHS Individual Targets (January – December 2024) and Accomplishments (January – June 2024)		Faculty Meeting January 8, 2024 Consolidation of IPCR Accomplishments May 14, 2023			Each faculty finalize their IPCR Targets (January – December 2024) and Accomplishments (January – June 2024)
Coaching Review the need support to facilitate the attainment of the IHS Targets		Faculty Meeting February 26, 2024 March 17, 2024 Consolidation of IPCR Accomplishments August 2, 2024			Submitted list if support needed to attain targets.

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

Conducted by:

ROSARIO P. ABELA
Department Head

Noted by:

BAYRON S. BARREDO
Dean, College of Education

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Gerald M. Rivera
Performance Rating: Outstanding

Aim: To finish the pursued Ph.D degree.

Proposed Interventions to Improve Performance:

Date: February 2024   Target Date: December 2024

First Step:
     Granted a minimum teaching load in, to give time to work on his dissertation.

Result:
     The faculty reinstated and carried responsibilities as an instructor and other tasks assigned to him.

Date: July 2024   Target Date: December 2024

Next Step:
     To pass and defend the dissertation proposal and final paper.

Outcome: 1. Carried out responsibilities as an Assistant Professor and be able to work his dissertation.

Final Step/Recommendation:
     1. Manage your time well to accommodate all the responsibilities.
     2. Finish your Ph.D. degree on as soon as possible.
     3.Be involved in doing research and extension projects.

Prepared by:

ROSARIO P. ABELA
Unit Head

Conforme:

GERALD M. RIVERA
Name of Ratee Faculty/Staff