

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **SHALOM GRACE C. SUGANO**

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	0.50	4.50	2.25
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	4.00	2.00
	Total for Instruction	60%	4.25	2.55
	Research Services	5%	5.00	0.25
2	Extension Services	10%	4.00	0.60
3	Administration and Support Services	25%	5.00	1.25
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.65

EQUIVALENT NUMERICAL RATING:

4.65

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

4.65

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

SHALOM GRACE C. SUGANO

Name of Faculty

BAYRON S. BARREDO

Dean, College of Education

Recommending Approval:

BAYRON S. BARREDO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

"Exhibit B"

I, SHALOM GRACE C. SUGANO, a faculty member of the VSU INTEGRATED HIGH SCHOOL commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January to June 2021.

SHALOM GRACE C. SUGANO

Instructor

Date: 07/24/2021

Approved:

BAYRON S. BARREDO

College Dean

Date: 07/24/2021

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
						Quality	Efficiency	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							

	A	B	C	E	F	G	H	I	J	K	L	M	N
30			<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty									
31		<u>PI 9</u> : Number of instructional materials developed *	<u>A5</u> . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems									
32			On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof									
33			Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught									
34			Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.									
35			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									
36			A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom									
37		<u>PI 10</u> . Additional outputs:	<u>A 8</u> . Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal									
38	UMFO 2. HIGHER EDUCATION SERVICES												
39	OVPI UMFO 3. Higher Education Management Services												
40		<u>PI 5</u> : Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	Handles and teaches courses assigned	18	46.2	5	5	5	5.00	Gen Chem I, Practical Research, Inquiry, Investigation and Immersion, General Chemistry II		

	A	B	C	E	F	G	H	I	J	K	L	M	N
41			A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	8	5	4	5	4.67	Gen Chem I, Practical Research, Inquiry, Investigation and Immersion, General Chemistry II		
42			A11 . 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	0	2	5	5	4	4.67	General Chemistry I, Practical Research		
43			A12 . Number of trainings attended related to instruction	Attend mandated trainings	0		5	4	5	4.67			
44			A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	7	5	5	5	5.00	Gen Chem I, Practical Research, Inquiry, Investigation and Immersion, General Chemistry II		
45			A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	5	4	5	4	4.33	Gen Chem I, General Chemistry II		
46			A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0								
47		PI 8 : Number of students advised: *	A16 . Number of students advised:	Acts as academic advisor to students	0								
48			A17 . Number of students advised on thesis/ field practice/special problem:		0								
49			As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0								
50			As SRC Member	Advises and corrects research outline and thesis/SP manuscript	0								
51			A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	2	10	5	5	5	5.00	Online Consultation and Home Visitation		




	A	B	C	E	F	G	H	I	J	K	L	M	N
52		PI 9: Number of student organizations advised/assisted *	A19 : Number of Student organizations advised	vises student organizations recognized by USOO	0								
53			A20 : Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0	5	5	5	5	5.00	VSUIHS Radio Program, Career Guidance Program, Pschosocial Support Services, Parents-Teachers' Consultation, Year End Parents - Teachers'		
54		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	3	4	5	5	5	5.00	Gen Chem I, Practical Research, Inquiry, Investigation and Immersion, General Chemistry II		
55			On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	4	5	5	5	5.00	Gen Chem I, Practical Research, Inquiry, Investigation and Immersion, General Chemistry II		
56			Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	12	5	4	5	4.67	Gen Chem I, Practical Research, Inquiry, Investigation and Immersion, General Chemistry II		
57			Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	20	5	5	5	5.00	Gen Chem I, Practical Research, Inquiry, Investigation and Immersion, General Chemistry II		
58			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	0	3	3	3	3.00			
59			A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	4	5	5	5	5.00	Gen Chem I (STEM A & B), Practical Research (STEM A & B)		

	A	B	C	E	F	G	H	I	J	K	L	M	N
60		PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:		0	0							
61			Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0	3	5	5	5	5.00	AACCUP Area V - PPP, Supporting Documents, Recommendations to Improve		
62			Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0	0							
63			A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0	0							
64	UMFO 3 . RESEARCH SERVICES												
65		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								
66		PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research or project within the year	0								
67		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	0							
68			<i>In refereed int'l journals</i>		0	0							
69			<i>In refereed nat'l/regional journals</i>		0	0							
70		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 scientific fora/conferences	0	0							
71			<i>In int'l fora/conferences</i>		0	0							

	A	B	C	E	F	G	H	I	J	K	L	M	N
72			In nat'l/regional fora/conferences		0	0							
73		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	0	1	5	5	5	5.00			
74		PI 6. Additional outputs*	A 32. NO. of research-related awards (research conducted by faculty or student w/ faculty)		0	0							
75			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	0	0							
76			A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0	0							
77			A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0	0							
78	UMFO 4. EXTENSION SERVICES												
79		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	2	2	4	4	4	4.00	Department of Education, PEAC		
80		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	100	0	3	3	3	3.00			
81		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	Implements duly approved extension projects	0	0	3	3	3	3.00			

*	A	B	C	E	F	G	H	I	J	K	L	M	N
82		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	1	0	3	3	3	3.00			
83		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	1	2	5	5	5	5.00	IJI, Cogent Education		
84		Research Mentoring	Research Mentor		1	5	5	5	5	5.00			
85		Peer reviewers/Panelists	Peer reviewers/Panelists		0								
86		Resource Persons	Resource Persons		0	1	5	5	5	5.00	National Science and Technology Academy Visayas Conference - Plenary Speaker		
87		Convenor/Organizer	Convenor/Organizer		0								
88		Consultancy	Consultant		0								
89		Evaluator	Evaluator		0								
90		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	0								
91		PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0								
92			A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0								

93	A	B	C	E	F	G	H	I	J	K	L	M	N
	UMFO 5. SUPPORT TO OPERATIONS												
94	OVPI MFO 4. Program and Institutional Accreditation Services												
95		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 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 his/her functions as faculty member	0	zero non-conformity							
96			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	75%	100% compliant							
97			On program accreditations										
98			On institutional accreditations										
99	UMFO 6. General Admin. & Support Services												
100		PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	0	Zero % complaint	5	5	5	5.00			
101		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 performing functions resulting to best practice	0	1	5	5	5	5.00	VSUIHS Psychosocial Support Service Program "Storya Ta, Dasig Lang"		

	A	B	C	E	F	G	H	I	J	K	L	M	N
102			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	2	5	5	5	5.00	VSUIHS Grading System in Light of the Basic Education Learning Continuity Plan SY. 2020-2021; Approved Guidelines and Policies for the VSUIHS Admission Screening and Evaluation for Grade 7 Students in the New Normal		
103						Average				5.00			
104		Total Over-all Rating								119.00			
105		Average Rating								4.58			
106		Adjectival Rating									VERY SATISFACTORY		
107													
108	Evaluated & Rated by:		Recommending Approval			Approved by:							
109													
110	<u>SHALOM GRACE C. SUGANO</u>		<u>BAYRON S. BARREDO</u>			<u>BEATRIZ S. BELONIAS</u>							
111	Department Head		Dean, College of Education			Vice President for Instruction <i>Academic Affairs</i>							
112	Date: <u>7/27/2021</u>		Date:			Date:							