

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

Name of Faculty Member:

JOVIE MARIEL L. DEGORIO

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	3.58	1.79
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
Total for Instruction		100%	4.29	4.29
2.	Administration and Support Services			
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.29

EQUIVALENT NUMERICAL RATING:

4.29

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

4.29

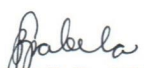
ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

Reviewed by:


  
**JOVIE MARIEL L. DEGORIO**  
 Name of Faculty

  
**ROSARIO P. ABELA**  
 Department Head

Recommending Approval:

  
**ALELI A. VILLOCINO**  
 Dean/Director

Approved:

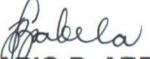
  
**BEATRIZ S. BELONIAS**  
 Vice President

Visayas State University  
College of Education  
**VISAYAS STATE UNIVERSITY INTEGRATED HIGH SCHOOL**

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **JOVIE MARIEL L. DEGORGIO**, of VSUIHS, commits to deliver and agree to be rated on the attainment of the following <sup>accomplishments</sup> in accordance with the indicated measures for the period January, 2019 to June, 2019.

  
**JOVIE MARIEL L. DEGORGIO**  
Instructor

  
**ROSARIO P. ABELA**  
Principal, VSUIHS

MFO No.	MFO Descriptor	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
MFO 1	Advanced Education Services 20%									
	1. Graduate Degree Program Management Services									
	0 = 3 1 = 4.8 ≥2 = 5.0	PI 1: Number of graduate degree specializations offered and monitored		NA	NA					
	1.5 - 2.0 = 4.8 > 2 = 5.0	PI 2: Total FTE monitored		NA	NA					
	0-25% = 3.0 26 - 90% = 4.5 >90% = 5.0	PI 3: Percentage of students who graduated within the prescribed period		NA	NA					
	2. Graduate Student Management Services									
	0-25%= 3.0 26-50% = 4.5 >50% = 5.0	PI 1: Percentage of graduate students awarded with honors/distinction		NA	NA					
	0-25%= 3.0 26-50% = 4.5 >50% = 5.0	PI 2: Percentage of graduate students advised who rated the adviser/GAC member at least very satisfactory		NA	NA					
		PI 3: Percentage of graduate school faculty engaged in research work applied in any of the ff:	VSUIHS Faculty	NA	NA					



	0-25% = 3.0 26-50% = 4.5 = 5.0	>50%	a. Pursuing advanced research degree program	VSUIHS Faculty	NA	NA					
			b. Actively pursuing in the last three years (investigative research, basic and applied scientific research, policy research, social science research)	VSUIHS Faculty	NA	NA					
			c. Producing technologies for commercialization or livelihood improvement	VSUIHS Faculty	NA	NA					
			d. Whose research work resulted in an extension program	VSUIHS Faculty	NA	NA					
MFO 2	Higher Education Services										
	1. Curriculum Program Management Services										
	<15 = 4.0 15 - 17.99 = 4.5 18 & above = 5.0	PI 1: Total FTE monitored (Higher Ed and Basic Ed)	VSUIHS Faculty	48	48.65	5	5	5	5		
	0= 3% 1-25%= 4 26-100% = 5.0	PI 2: Percentage of undergraduate curricular program compliant to CMO, approved and offered		NA	NA						
	below nat'l = 4.0 above nat'l up to 75% = 4.5 76 - 100% = 5.0	PI 3: Average percentage passing in licensure exam		NA	NA						
		PI 4: Percentage of first time licensure exam takers who passed the licensure exam		NA	NA						
	0 graduate = 3.0 100% or more = 5.0	PI 5: Number of graduates who graduated within prescribed period		NA	NA						
	No increase = 4 1 - 10% = 4.5 > 10% = 5.0	PI 6: Percentage increase in the number of undergraduate students who graduated within prescribed period		NA	NA						
		PI 7: Percentage of graduates (two years prior) who are employed and/or pursuing graduate studies		NA	NA						
	0 linkage - 3.0 1 - 2 linkage = 4.5 >2 = 5.0	PI 8: Number of academe/industry linkages established		NA	NA						

100% = 5.0	PI 9: Number of thesis/special problem students:	VSUIHS Faculty	NA	NA					
	a. Thesis outline/manuscript/Case Studies/Special Problems/OJ™ Narrative Reports/Engineering Projects/Portfolios advised	VSUIHS Faculty	2	8	5	5	5	5	7 Work Immersion Portfolio, 1 Research
	b. Thesis outline/manuscript/Case Studies/Special Problems/OJ™ Narrative Reports/Engineering Projects/Portfolios approved	VSUIHS Faculty	NA	NA					
0 organization = 3.0 1 organization = 4.0 2 or more = 5.0	PI 10: Number of student organizations advised/ assisted	VSUIHS Faculty	2	2	5	5	5	5	Math & Science Club, Uranus Adviser
0 IEC = 3.0 1 IEC = 4.0 2 or more = 5.0	PI 11: Number of instructional materials developed/revised	VSUIHS Faculty	3	6	5	5	5	5	
	a. OBE-compliant syllabi	VSUIHS Faculty	1	2					Science IVA (Physics), Math III (Trigo)
	b. Teaching guides/Student guides/Laboratory Manuals	VSUIHS Faculty	1	2					Science IVA (Physics), Math III (Trigo)
	c. Complete sets of teacher-developed audio visual materials (powerpoints, videos, computer games, etc)	VSUIHS Faculty	1	2					Science IVA (Physics), Math III (Trigo)
	d. On-line interactive learning resources per subject	VSUIHS Faculty	0	1					Phet Simulation
	PI 12: Number of instruction-related awards	VSUIHS Faculty	0	2	5	5	5	5	coach, Science quiz ; research evaluator
<b>MFO 3 Research Services</b>									
0 output = 3.0	PI 1. Number of published papers in peer-reviewed journals	VSUIHS Faculty	0	0	3	3	3	3	
	<i>In refereed int'l journals</i>								
	<i>In refereed nat'l journals</i>								
	<i>In institutional journals</i>								
	PI 2. Number of patents/Utility Models/copyrights filed and registered	VSUIHS Faculty	0	0	3	3	3	3	



<b>1 - 2 output = 4.0</b> <b>3 - 5 output = 4.5</b> <b>&gt; 5 output = 5.0</b>	<b>PI 3. Number of research papers (oral presentation, posters, keynote speaker, plenary speaker) presented in regional/national/ int'l scientific/professional fora and conferences</b>	VSUIHS Faculty	0	0	3	3	3	3	
	<i>In int'l fora/conferences</i>								
	<i>In nat'l fora/conferences</i>								
	<i>In reg'l fora/conferences</i>								
	<i>In institutional fora/conferences</i>								
<b>0 prop/proj = 3.0</b> <b>1 - 2 prop/proj = 4.5</b> <b>3 or more prop/proj = 5.0</b>	<b>PI 4. Number of research studies conducted</b>	VSUIHS Faculty	0	0	3	3	3	3	
	<b>PI 5. Number of research proposals submitted</b>	VSUIHS Faculty	0	0	3	3	3	3	
	<b>PI 6. Number of research proposals approved</b>	Research Committee	NA	NA	NA	NA	NA	NA	
<b>None = 3.0</b> <b>100K - 1M = 4.0</b> <b>1.1M - 5M = 4.5</b> <b>&gt;5M = 5.0</b>	<b>PI 7. Amount of research money generated from external funding (Thousand PHP)</b>	VSUIHS Faculty	None	NA	NA	NA	NA	NA	
<b>None = 3.0</b> <b>50K = 4.5</b> <b>&gt;50K = 5.0</b>	<b>PI 8. Amount of research money generated from institutional funding (Thousand PHP)</b>	VSUIHS Faculty	None	NA	NA	NA	NA	NA	
	<b>PI 9. Number of research outputs in the last three years utilized by the industry or other beneficiaries</b>	VSUIHS Faculty	0	0	3	3	3	3	
	<b>PI 10. Number of research projects/studies completed within the year</b>	VSUIHS Faculty	0	0	3	3	3	3	
	<b>PI 11. Number of research-related awards (research conducted by faculty or student w/ faculty)</b>	VSUIHS Faculty	0	0	3	3	3	3	
<b>MFO 4 Extension Services</b>									
<b>0 pds = 3.0</b> <b>100 - 500 pds = 4.5</b> <b>&gt;500 pds = 5.0</b>	<b>PI 1. Number of trainees weighted by the length of training</b>	VSUIHS Faculty	0	0	3	3	3	3	

0 training = 3.0 1 training = 4.0 2 or more = 5.0	PI 2: Number of trainings conducted	VSUIHS Faculty	0	0	3	3	3	3	
0 IEC = 3.0 1 IEC = 4.0 2 or more = 5.0	PI 3: Number of IEC materials/techno-guides developed/used	VSUIHS Faculty	0	0	3	3	3	3	
0 group/ind = 3.0 1 grp/ind = 4.0 > 2 or more = 5.0	PI 4: Number of beneficiaries served	VSUIHS Faculty	0	0	3	3	3	3	
	Groups								
	Individuals								
0 services = 3.0 1 - 10 services = 4.0 10 - 20 services = 4.5 >20 services = 5.0	PI 5: Number of technical/expert services provided/rendered	VSUIHS Faculty	1	2	4	4	4	4	
	Research Mentoring		1	1					SHS
	Peer reviewers/Panelists		0						
	Resource Persons		0						
	Conver or/Organizer		0						
	Consultancy		0						
	Evaluator		0	1					SHS
0 proposal = 3.0 1 - 2 proposals = 4.5 3 or more prop = 5.0	PI 6: Number of extension projects conducted	VSUIHS Faculty	0	0	3	3	3	3	
	PI 7: Number of extension proposals submitted	VSUIHS Faculty	0	0	3	3	3	3	
	PI 8: Number of extension proposals approved	VSUIHS Faculty	0	0	3	3	3	3	
None = 3.0 100K - 1M = 4.0 1.1M - 5M = 4.5 >5M = 5.0	PI 9: Amount of extension money generated from external funding (Thousand PHP)	VSUIHS Faculty	0	0	3	3	3	3	
None = 3.0 50K = 4.5 >50K = 5.0	PI 10: Amount of extension money generated from institutional funding (Thousand PHP)	VSUIHS Faculty	0	0	3	3	3	3	
0 awards = 3.0 1 award = 4.5	PI 11 Percentage of beneficiaries who rated the training course and advisory services as satisfactory or higher in terms of quality and relevance	VSUIHS Faculty	0	0	3	3	3	3	




	2 or more = 5.0	PI 12: No. of extension-related awards (extrn. conducted by faculty or student & faculty)	VSUIHS Faculty	0	0	3	3	3	3	
MFO 5	Support to Operations (STO)									
	1. Faculty Development Services									
	0 faculty = 4 1 - 2 faculty = 4.5 >3 faculty = 5.0	PI 1: Number of faculty pursuing advanced degree programs	OVPI, ODAHRD, SFAC, Department							
	2. Faculty Recruitment/Hiring Services									
	0 faculty = 4 1 - 2 faculty = 4.5 >3 faculty = 5.0	PI 2: Number of faculty recruited/hired aligned with university RSP policy and competency-based HRM	VSULHS Personnel committee & APB							

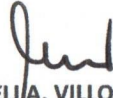
	3. Faculty Evaluation Services									
	0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	PI 3: Number of seminars/trainings/conventions/workshops organized/coordinated for the entire university	OVPRE							
	0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	PI 4: Number of seminars/trainings/conventions/workshops organized/coordinated outside the university	OVPRE							
	90 - 100% = 5.0 60 - 89% = 4.5 <60% = 4.0	PI 5: Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated	OVPI, Department, admin staff							
	0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	PI 6: Number of college/department-level seminars/trainings/workshops/reviews conducted/ attended/ facilitated	OVPRE							

<b>4. Program and Institutional Accreditation Services</b>										
	100% programs = 5.0 <100% programs = 4.5	<b>PI 1:</b> Number of degree programs which passed accreditation/evaluation at least Level 1		NA						
	100% compliant = 5.0 <100% compliant = 4.5	<b>PI 2:</b> Degree program compliant with CHED requirements		NA						
<b>MFO 6</b>	<b>General Admin. &amp; Support Services (GASS)</b>									
	0 complaint = 5.0 1 or more = 4.5	<b>PI 1.</b> Zero complaint from clients (complaints dropped in suggestion boxes, complaints on change of grades and other complaints)	OVPI, College, Department, Units		0					
		<b>PI 2.</b> Number of complaints addressed within the prescribed time	OVPI, College, Department, Units		0					
		<b>PI 3:</b> Additional Outputs								
	No initiative = 3.0 1 initiative = 4.5 2 or more initiatives = 5.0	Best practices/new initiatives/innovations	OVPI, College, Department, Units		0					
		Values Restoration Program								
<b>Total Over-all Rating</b>				<b>86.00</b>						
<b>Average Rating (Total Over-all rating)</b>				<b>3.58</b>						
<b>Additional Points:</b>										
Punctuality										
Approved Additional points (with copy of approval)										
<b>FINAL RATING</b>										
<b>ADJECTIVAL RATING</b>				<b>Satisfactory</b>						
Comments & Recommendations for Development Purpose: She is on time in reporting to work. Teaches the students with enthusiasm. She is very efficient and dependable.										


Evaluated & Received by:

  
**SHALOM GRACE C. SUGANO**  
Department Head  
Date:

Recommending Approval:

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

Approved by:

  
**BEATRIZ S. BELONIAS**  
Vice Pres. for Instruction  
Date:

Legend:

Q<sup>1</sup> - Quality  
E<sup>2</sup> - Efficiency

Rating Scale:

4.6 - 5.0 Outstanding  
3.8 - 4.5 Very Satisfactory



## PERFORMANCE MONITORING FORM

Name of Employee: JOVIE MARIEL L. DEGORIO

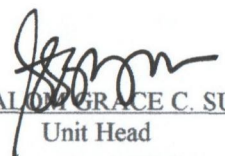
Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-all Assessment of Output**	Remarks/ Recommendation
1	Teach Science IVA (Physics) to Grade 10 students	Deliver quality learning on basic concepts in Physics to students in the secondary level	Jan. 2019	June 2019	June 2019	Very impressive	Outstanding	
2	Teach Math III (Plane Trigonometry) to Grade 9 students	Deliver quality learning on basic concepts in Physics to students in the secondary level	Jan. 2019	June 2019	June 2019	Very impressive	Outstanding	
3	Revise course outline in Science IVA, Math III	Couse outline contains updated topics	Jan. 2019	June 2019	June 2019	Very impressive	Outstanding	
4	Revise course syllabus in Science IVA, Math III	OBE syllabus that addresses the needs of learners	Jan. 2019	June 2019	June 2019	Very impressive	Outstanding	
5	Revise laboratory manual for Science IVA (Physics)	Use updated laboratory experiments	Jan. 2019	June 2019	June 2019	Very impressive	Outstanding	
6	Develop teaching aid/handouts/ppt in Science IVA and Math III	Develop comprehensive teaching aid suitable for junior high school students	Jan. 2019 to June 2019			Very Impressive	Outstanding	
7	Submit reports and other requirements	Sign CSR, submit grade sheets	Jan. 2019 to June 2019			Very Impressive	Outstanding	
8	Assist in school-related activities	Assist in checking attendance/monitoring of students in activities like Conference with Parents, SBO Fund Raising Activity, JS Prom, Entrance examination and Promotional and Honors programme	Jan. 2019 to June 2019			Very Impressive	Outstanding	
9	Supervise the Math and Science Club	Supervise and Organize the activities conducted by Math and Science Club	Jan. 2019 to June 2019			Very Impressive	Outstanding	

10	Attend seminars/conferences/trainings conducted by DepEd	Attend as coach/chaperone/adviser in DepEd conducted activities like EVRAA, attend training for science and Math teachers in Baquio	Jan. 2019 to June 2019	Very Impressive	Outstanding	
11	Supervise BSEd student teachers and field study students	Mentor, supervise and evaluate the student teachers/field study students in handling and managing the class	Jan. 2019 to March 2019	Very impressive	Outstanding	

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

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

Prepared by:

  
SHALYN GRACE C. SUGANO  
Unit Head



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ms. Jovie Mariel L. Degorio

Performance Rating: Very Satisfactory

Aim: To change the employment status of the faculty from substitute to a regular faculty.

Proposed Interventions to Improve Performance:

Date: January 2019

Target Date: February 2019 – May 2020

First Step:

Complete a relevant Master's Degree.

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Result:

The faculty will be recommended from a substitute to a regular faculty.

Date: May 2020

Target Date: August 2020

Next Step:

Prepare an obedized syllabus.

Outcome: Carry out responsibilities as an instructor.

Final Step/Recommendation:

Attend seminars and trainings related to the field.

Prepared by:

  
SHALOM GRACE C. SUGANO, Ph.D.

Unit Head

Conforme:

  
JOVIE MARIEL L. DEGORIO

Name of Ratee Faculty/Staff