SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **MA. RACHEL KIM L. AURE**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.59	
b. Students (50%)			
Total for Instruction	70%	4.59	3.21
2. Research	10%	4.75	0.48
3. Extension	10%	5.00	0.50
4. Administration	10%	5.00	0.50
5. Production			
TOTAL			4.69

EQUIVALENT NUMERICAL RATING: 4.69
Add. Additional Points, if any:
TOTAL NUMERICAL RATING: 4.69

ADJECTIVAL RATING: Outstanding

Prepared by: Reviewed by:

MA. RACHEL KIM L. AURE   **JOEL Q. MABALHIN**
Name of Faculty   Department Head

Recommending Approval:

BAYRON S. BARREDO
Dean

Approved:

BEATRIZ S. BELONIAS
VP for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MA. RACHEL KIM L. AURE, a faculty member of the _DEPARTMENT OF TEACHER EDUCATION_ commit to the deliver and agree to be rated on the **ACCOMPLISHMENT** of the following targets in accordance with the indicated measures for the period **JULY - DECEMBER, 2020.**

Approved:

MA. RACHEL KIM L. AURE
Associate
Professor/Director for
Instruction and
Evaluation
21-Jan-21

JOEL Q. MABALHIN

Department Head
Date: 21-Jan-21

BAYRON S. BARREDO

College Dean

Date: 21-Jan-21

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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		11.67	5	5	5	5.00	TW02 (lab), TW04 (lec), TW05 (lab), TW06 (lec) EDUC203-Educational Research (AM-14 students); (PM-14 students)
	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	1	10	5	5	4	4.67	
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	5	5	4	5	4.67	
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	1	1	4	5	5	4.67	EDUC 203 - Educational Research (Instructional Workbook)
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	1	5	5	4	4.67	EDUC 203 - Educational Research (Instructional Workbook)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	1	5	4	5	4.67	EDUC 203 - Educational Research (Instructional Workbook)
		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	1	1	5	5	4	4.67	EDUC 203 - Educational Research (Instructional Workbook)
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1	4	5	4	4.33	EDUC 203 - Educational Research (VSU E-learning Environment)
	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	1	1	4	5	4	4.33	EDUC 203 - Educational Research (VSU E-learning Environment)

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*		7.4	5	5	5	5.00	1st AY2020-2021 MATH133N - Research in Mathematics
	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	3	5	5	4	4.67	1st AY2020-2021 MATH133N - Research in Mathematics
	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	3	5	5	4	4	4.33	1st AY2020-2021 MATH133N - Research in Mathematics
	A12. Number of trainings attended related to instruction	Attend mandated trainings	3	5	5	4	5	4.67	Webinars
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	3	4	5	4	4.33	1st AY2020-2021 MATH133N - Research in Mathematics
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	3	5	5	4	4	4.33	1st AY2020-2021 MATH133N - Research in Mathematics
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
PI 8: Number of students advised: *	A16. Number of students advised:	*Acts as academic adviserto students*	30	120	5	5	5	5.00	1st - 3rd year BSED Mathematics students
	A17. Number of students advised on thesis/ field practice/special problem:								
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							

		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades		150	5	5	5	5.00	Graduate and BSED students
PI 9: Number of student organizations advised/ assisted *	*A19. Number of Student organizations advised*		*Advises student organizations recognized by USOO*	1	1	4	5	4	4.33	Mathematics Majors' Society
	A20. Number of Student organizations assisted on student related activities		*Assists student organizations in implementing student related activities*	1	1	4	4	5	4.33	Mathematics Majors' Society
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	1	2					1st AY2020-2021 MATH133N - Research in Mathematics; EDUC203-Educational Research
		On-line ready courseware	*Prepares Instructional module/laboratory guide/workbook or a combination thereof*	1	2	5	4	5	4.67	1st AY2020-2021 MATH133N - Research in Mathematics
		Supplemental learning resour	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	1	5	4	5	4	4.33	1st AY2020-2021 MATH133N - Research in Mathematics
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	5	4	4	5	4.33	1st AY2020-2021 MATH133N - Research in Mathematics
	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	2	5	5	5	5.00	1st AY2020-2021 MATH133N - Research in Mathematics

	PI	A (Activity)	Task	Q1	Q2	Q3	E1	E2	E3	Ave	Remarks
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1		2	4	4	4	4.00	1st AY2020-2021 MATH133N - Research in Mathematics
	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~~			1	5	5	5	5.00	Revised BSED Mathematics curriculum as suggested by CHED
		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	1		2	5	4	4	4.33	Instructional Materials
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								
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	1		2	5	4	4	4.33	(1) ECONOMICS OF HAPPINESS: THE CASE ON SOCIO-ECONOMIC FACTORS OF WELL-BEING AMONG EMPLOYEES OF VISAYAS STATE UNIVERSITY; (2) "Assessment of Pre-Service
	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								

		In refereed int'l journals		1	1	5	5	5	5.00	VALIDATION OF A CRITICAL THINKING TEST IN MATHEMATICS FOR SENIOR HIGH SCHOOL". Journal of Mathematics Education e-ISSN:2528-2026/p-ISSN:2528-2468
		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	2	5	5	5	5	5.00	(1) ADAPTING TO THE NEW NORMAL IN EDUCATION: A CURRICULUM MODIFICATION DESIGN USING BLENDED LEARNING MODEL; (2) An Exit Survey of Graduating Students' Feedback: Basis for College of Education Continual Improvement; (3) EVALUATION OF GRADUATES' AND EMPLOYERS' FEEDBACK: A CASE IN COLLEGE OF EDUCATION, VISAYAS STATE UNIVERSITY; (4) Trends Analysis of the College of Education Students' Licensure Examination
	PI 6. Additional outputs*	**A 32.** No. of research-related awards (research conducted by faculty or student w/ faculty)								

		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	1	1	5	4	5	4.67	K to 12 and Blended Learning: A Modification of ViSCA Foundation Elementary School Curriculum
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*					5	5	5	5.00	(1) Capacitating the Conduct of Graduate Seminar by Graduate Students November 4 and 6, 2020; (2) "WEBINAR ON TABLE OF SPECIFICATIONS (TOS) and TEST ITEM ANALYSIS" November 12, 2020;
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	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		100% compliant	5	5	5	5.00
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the		100% compliant	5	5	5	5.00
		On program accreditations							
		On institutional accreditations							
UMFO 6. General Admin. & Support Services (GASS)									
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		100% compliant	5	5	5	5.00
	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		100% compliant	5	5	5	5.00
		A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal		100% compliant	5	5	5	5.00
	Total Over-all Rating					171	168	166	168.33
	Average Rating					4.8	4.7	4.6	4.68
	Adjectival Rating								

Evaluated & Rated by:

Joel Q. Oni

JOEL Q. MABALHIN
Department Head

Date: _1/21/20 21_

Recommending Approval

BAYRON S. BARREDO
Dean, College of Education

Date: _1/21/2021_

Approved by:

BEATRIZ S. BELONIAS
Vice President for Instruction

Date: _____

comment & recommendation for
future development:
    Your superwoman nature give
your move products in the academe
keep it up.
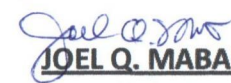
Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **MA. RACHEL KIM L. AURE**

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 graduate & undergraduate courses	18 FTE	1st week of January, 2020	Before the end semester	May, 2020	Very Impressive	Outstanding	10.07 FTE
2	Develop on-line courseware, supplemental learning resources & assessment tools	Develop 1 course ware, 1 supplemental learning & 1 assessment tool	May, 2020	Before end of the semester	June, 2020	Impressive	VS	Developed 2 course ware, 5 supplemental learning & 5 assessment tools
3	Develop virtual classroom	Develop 1 vrtual classroom	May, 2020	Before end of the semester	June, 2020	Impressive	VS	Developed 2 Virtual Classrooms
4	Conduct research	Conduct 1 research	1st week of January, 2020	Before the end of the semester	June, 2020	Impressive	VS	Conducted 2 Researches

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

** Outstanding, very satifactory, satisfatory, unsatisfactory

Prepared by:

JOEL Q. MABALHIN
Unit Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **MA. RACHEL KIM L. AURE**
Performance Rating: **4.64**

Aim: Increases involvement in research and extension activities
     Produces intructional materials on handled
     Present & Publish Research

Proposed Interventions to Improve Performance:

Date: December 2020   Target Date: January-June, 2021

First Step:
Attend Seminars, Trainings, and workshop
Develop at least one Instructional Materials
Write Research Proposals for Funding

Result:

Date: December 2020   Target Date: January - June, 2021

Next Step:
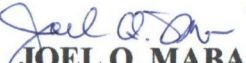Submit Research Proposals for Funding
Conduct Researh

Outcome: Approved Research Proposals

Final Step/Reccomendation:

Publish Research Output
Conducts Research Trainings

Prepared by:

JOEL Q. MABALHIN
Unit Head

Conforme:

MA. RACHEL KIM L. AURE
Name of Ratee Faculty/Staff