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			
a. Head/Dean (50%)		4.68x50%= 2.34	
b. Students (50%)		5.00x50% = 2.50	
Total for Instruction	90%	4.84	4.36
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	0.5
5. Production	0		0
TOTAL	100		4.86

EQUIVALENT NUMERICAL RATING:
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.86

ADJECTIVAL RATING: Outstanding

Prepared by:

GERALD M. RIVERA
Name of Faculty

Reviewed by:

LEO A. MAMOLO
Department Head

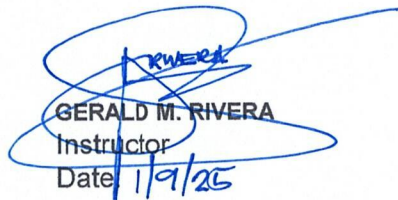Recommending Approval:

BAYRON S. BARREDO
Dean/Director

Approved:

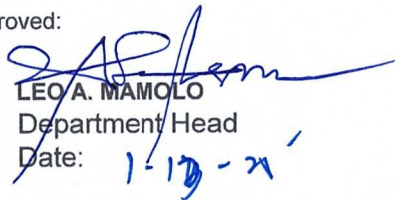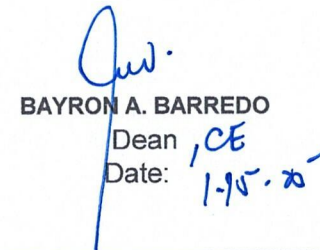**ROTACIO S. GRAVOSO**
Vice President

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 accomplishments in accordance with the indicated measures for the period JULY-DECEMBER 2024.

Approved:

GERALD M. RIVERA
Instructor
Date 1/9/25

LEO A. MAMOLO
Department Head
Date: 1-13-21

BAYRON A. BARREDO
Dean, CE
Date: 1-15-20

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	30	44.55	5	5	5	5.00		Practical Research 2, AnSc 195, AnSc 131
	A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	8	16	5	5	5	5.00		Practical Research 2 (4 sections x 2 from Midterm and Final), AnSc 195 (3 sections x 2 from Midterm and Final),

		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	1	4	5	5	5	5.00	National Seminar-Workshop on Implementation of MATATAG Curriculum using 21st Century Pedagogical Approaches with Teaching Demonstration Festival for All Learning Content Areas, Facilitating Teaching and Leaarning: Strategies for Interactive Classroom, Fire and Earthquake Drill, Incident Command
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	8	16	5	5	5	5.00	Practical Research 2, AnSc 195, AnSc 131
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	20	58	5	5	5	5.00	Learning Checks and Learning tasks for Practical Research 2, AnSc 195, AnSc 131
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	13	5	5	5	5.00	Practical Research 2, AnSc 195, AnSc 131
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	10	16	5	5	5	5.00	College and SHS TVL	
	A17. Number of students advised on thesis/ field practice/special problem:		3	96	5	5	5	5.00	College and SHS TVL	
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	3	4	5	5	4.67	College	
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	0	0				0.00		
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	60	265	5	5	5	5.00	Practical Research 2, AnSc 195, AnSc 131	
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USSO	1	2	5	5	5	5.00	Student Linc, SHS TVL	

		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	5	15	5	5	5	5.00	Student onboarding, Parents' orientation, Acquaintance Party,Buwan ng wika, Intramurals, Mathsci culmi, English Culmi, Socstud Culmi, Honors Program, Cluster Meet, City Meet, Division Science Math & Technology Fair, COCC Graduation, World Teachers Day, Christmas Party
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	110	5	5	5	5.00		
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	0	1	4	5	5	4.67	AnSc 131
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	35	5	5	5	5.00	Practical Research 2, AnSc 195, AnSc 131
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	71	5	5	5	5.00	Learning task and Learning check and Quarter/Midterm exams
		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	0						
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	3	5	5	5	5.00	Practical Research 2, AnSc 195, AnSc 131
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							
	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							
	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								
		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									
	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		zero non-conformity						

		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	100% compliant					
		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	Zero % complaint	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						
	A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal						Comments & Recommendation for Development Purpose:
Total Over-all Rating							89.33	- finish your phD on time.
Average Rating							4.70	
Adjectival Rating							Outstanding	

Evaluated & Rated by:

LEO A. MAMOLO
Department Head
Date: 1-13-21

Recommending Approval

BAYRON S. BARREDO
Dean, Faculty of Teacher Education
Date: 1-15-22

Approved by:

ROTACIO S. GRAVOSO
Vice President for Academic Affairs
Date: 1/20/26

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: VSU Integrated High School

Head of Office: Dr. Rosario P. Abela

Number of Personnel: 15
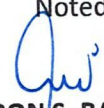
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Review and Finalization of HIS Individual Targets (January to December 2024) and Accomplishments (July-December 2024)		Faculty Meeting -August 02, 2024 -September 18, 2024) Consolidation of IPCR Accomplishments (January 9, 2025)			Each faculty finalize their IPCR Targets (January to-December 2024) and Accomplishments (July-December 2024)
Coaching Review the need support to facilitate the attainment of the IHS targets		Faculty Meeting -August 02, 2024 -September 18, 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: <u>Gerald M. Rivera</u>
Performance Rating: <u>Outstanding</u>

Aim: 1. <u>To finish the pursued Ph.D degree.</u>

Proposed Interventions to Improve Performance:

Date: <u>January 2025</u>   Target Date: <u>June 2025</u>

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

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

Date: <u>January 2025</u>   Target Date: <u>June 2025</u>
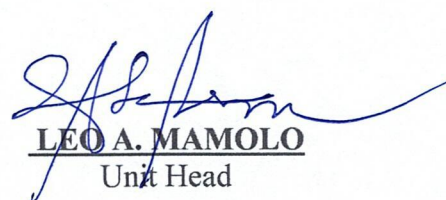
Next Step:
        <u>To pass and defend the dissertation proposal and final paper.</u>

Outcome: <u>Carried out responsibilities as an Assistant Professor and be able to work his dissertation.</u>

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

Prepared by:

LEO A. MAMOLO
Unit Head

Conforme:

GERALD M. RIVERA
Name of Ratee Faculty/Staff

TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATINGS

2nd Semester AY 2023 - 2024

Name of Faculty : GERALD M. RIVERA
Department: VSU Integrated High School
College: College of Education

Course No. & Descriptive Title		Lec./Lab.	RATING		% Evaluation Rating
			Numerical	Adjectival	
	Inquiry, Investigation & Immersion	Lec	5.00	O	100.00 %
	Disaster Readiness and Risk Reduction	Lec	5.00	O	100.00 %
AnSc 22	Introduction to Livestock and Poultry	Lec	5.00	O	100.00 %
AnSc 133	Dairy Production	Lec	5.00	O	100.00 %
	Average Rating		5.00	O	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: 10-30-2024

Attested by:

MA. RACHEL KIM L. AURE
Director, Instruction and Evaluation
Date: 10-31-2024

Received by:

GERALD M. RIVERA
Name and Signature of Faculty
Date: Nov. 29, 2024

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