# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ROSARIO P. ABELA

	Program Involvement	Percentage	Numerical	Equivalent
	(1)	Weight of	Rating	Numerical
		Involvement	(Rating x%)	Rating
		(2)	(3)	(2x3)
1.	Instruction			
	a. Head/Dean (50%)		4.63	(2.32)
	b. Students (50%)		4.60	(2.30)
	Total for Instruction	90%	4.62	4.16
2.	Research			
3.	Extension	10%	4.33	0.43
4.	Administration			
5.	Production			
	TOTAL			4.59

**EQUIVALENT NUMERICAL RATING:** 

4.59

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

4.59

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

Name of Faculty

JOEL Q. MABALHIN Department Head

Recommending Approval:

BAYRON S. BARREDO

College Dean

Approved:

BEATRIZ S. BELONIAS

VP for Academic Affairs

"Exhibit B"

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ROSARIO P. ABELA, a faculty member of the <u>DEPARTMENT OF TEACHER EDUCATION</u> commit to deliver and agree to be rated on the attainment of the following targets and accomplishments in accordance with the indicated measures fc easures for the period January to June 2022

ROSARIO P. ABELA

Associate Prof. 3 Date: July 12, 2022 Approved:

JOEL Q. MABALHIN

Department Head
Date: 07-13-207

**BAYRON S. BARREDO** 

College Dean

Date: 7-17・27

							R	ating		
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 N	MFO 2. Graduate Student Ma	anagement Services								
	PI 4: Total FTE coordinated, implemented & monitored*	IAI ACIDAL FACILITYS FIF	Handles subjects/courses assigned	6						
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	3	4	5	5	5	5.00	
		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	2	5	5	5		Daniel Catibo, Jasper Basalo
		tenienamen iorconsullation - t	Entertains students seeking consultation with faculty	2	2	5	5	4		Daniel Catibo, Jasper Basalo

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	PI 9: Number of instructional	A5 . Number of on-line ready	Converts the existing							
	materials developed *	coursewares developed and submitted for review	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							
	<u>Pl 10</u> . 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 SER	RVICES								
OVPI U	IMFO 3. Higher Education M	anagement Services								
	PI 5: Total FTE, coordinated, implemented and monitored *	A9 ACTUAL FACILITY'S FIF	Handles and teaches courses assigned	36	20.25	5	5	4	4.67	
		submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	6	5	4	4	4.33	
		grade submitted within prescribed	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1	10	5	4	4	4.33	

		A12 . Number of trainings attended related to instruction	Attend mandated trainings	2	4	5	5	5	5.00	VSU Graduate Scho Onboarding for Facu Students, "I Can Do
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	10	5	5	4	4.67	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	20	550	5	4	4	4.33	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	30	5	4	4	4.33	
	18: Number of students dvised: *	A16. Number of students advised:	Acts as academic adviserto students	10	35	5	5	5	5.00	
		A17 . Number of students advised on thesis/ field practice/special problem:			16					
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
			Advises and corrects research outline and thesis/SP manuscript							
		entertained for consultation	Entertains students consulting on subject taught, thesis and grades	10	119	5	5	4	4.67	
or	19: Number of student rganizations advised/ ssisted *	A19 . Number of Student	Advises student organizations recognized by USOO							
		LOTGIANIZATIONS ASSISTED ON STUDENT	Assists student organizations in implementing student	1						
in	<u>l 10:</u> Number of structional materials eveloped *	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	2						

\*)

Supplemental learning resources provide clips, creating viscolities, grading and control of the										
Assessment tools such as long exam, quizes, etc.  A 23: Number of co-line ocurse ware duty reviewed by TRP & edited by MMDC editor  A 24: Number of virtual classroom created and operational  A 25: Number of Additional outputs accomplished:  Program accreditation/evaluation  Program accreditation/evaluation  Agency/firm/industry linkages  A 26: Other outputs implementing he new normal due to covid 19  A 26: Other outputs implementing he new normal due to covid 19  A 27: Number of research outputs in outputs or you by other beneficiaries **  P12: Number of research outputs implementing he last three (3) years utilized by the industry or by other beneficiaries **  A 28: Number of research outputs implementing he last three (3) years utilized by the industry or by other beneficiaries **  A 28: Number of research outputs implementing he last three (3) years utilized by the industry or by other beneficiaries **  A 28: Number of research outputs implementing he last three (3) years utilized by the industry or by other beneficiaries **  A 28: Number of research outputs implementing he last three (3) years utilized by the industry or by other beneficiaries **  A 29: Percentage of research outputs completed within the year **  P12: Number of research outputs implementation by industry or by other beneficiaries **  A 29: Percentage of research outputs industry or other beneficiaries **  A 29: Percentage of research outputs bublished in internationally-referred or CHED recognized journal within the year **  P13: Percentage of research outputs bublished in internationally-referred or CHED recognized journal within the year **  A 29: Percentage of research outputs bublished in internationally-referred or CHED recognized journal within the year **  A 29: Percentage of research outputs bublished in internationally referred or Other percentage of research outputs and outputs and submits for outputs and submits		Supplemental learning resources	presentation, video clips, movie clips, reading assignments depending on course taught	20	30	4	5	5	4.67	
ware reviewed by TRP & edited by MMDC editor editing by MMDC editor editor editing by MMDC editor editing by MMDC editor editing by MMDC editor editing by MMDC editor		Assessment tools	such as long exam, quizzes,	20	25	5	4	4	4.33	
PIL1. Additional outputs  A 25. Number of Additional outputs accomplished:  Program accreditation/evaluation  Program accreditation/evaluation  Agency/firm/industry linkages  Agency/firm/industry linkages  Agency/firm/industry linkages  A 26. Other outputs implementing the new normal due to covid 19  The program experiental tearning the new normal due to covid 19  The program experiental tearning the new normal due to covid 19  The program experiental tearning the new normal due to covid 19  The program experiental tearning the new normal due to covid 19  The program experiental tearning the new normal due to covid 19  The program experiental tearning the new normal due to covid 19  The program experiental tearning the new normal due to covid 19  The program experiental tearning the new normal due to covid 19  The program profile and other outputs implementing the new normal due to covid 19  The program profile and other materials required during program profile and other materials required during program profile and other materials required during program profile and other materials required studies and other outputs on the potential tearning the new normal due to covid 19  The program experiental tearning the new normal due to covid 19  The program profile and other materials required studies and other outputs to accept the program profile and other materials out of the program profile and other materials out of the program profile and other materials out of the program profile and other materials and or program profile and other materials and o		ware reviewed by TRP & edited by	duly reviewed by TRP for							
accomplished:  Program accreditation/evaluation  Program accreditation/evaluation  Agency/firm/Industry linkages  Designs experiental learning activities and other wallustor or succept Of a trudents from value of a coept Of a trudents from value of a coept		created and operational	using either Moddle or Google Classroom	2	4	4	4	4	4.00	
Program accreditation/evaluation Program accreditation/evaluation  Agency/firm/Industry linkages Agency/firm/Industry linkages Agency/firm/Industry linkages  Agency/firm/Industry linkage	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
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UMFO 3 . RESEARCH SERVICES  P11. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *  P12. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *  P13. Percentage of research outputs outputs completed within the year *  P13. Percentage of research outputs outputs placed or CHED recognized journal within the completed in internationally-referred or CHED recognized journal within the completed in the materials out of research outputs and submits for outputs and submits f		Agency/firm/Industry linkages	maintains linkages with firms willing	1	1	5	5	5	5.00	
PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *  PI 2. Number of research outputs completed within the year *  PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the completed within the published in internationally-refered or CHED recognized journal within the completed within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in internationally-refered or CHED recognized journal within the published in international publ			activities and other outputs to							
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within the year (2%) * year publication	outputs published in internationally-referred or CHED recognized journal	published in internationally-refereed or	materials out of research	1						
In refereed infl journals		In refereed int'l journals								

4%

		<del></del>	Y				T			T
		In refereed nat'l/regional journals		1						
	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 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							
		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							
UMFC	4. EXTENSION SERVICE	S								
	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	probable partners for extension activities and maintains this active partnership	1	1	5	4	4	4.33	DepEd, Div. of Leyte
	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		17	5	5	4	4.67	"I Can Do It: Research Capability Building for Basic
	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	1	1	5	4	4	4.33	

41

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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		100%	5	5	5	5.00	
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								
	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	1						
	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							

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ERATIONS									
Institutional Accreditation Services	S						<b> </b>		
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 institutional accreditations									
Support Services									
			Zero % complaint		Comm	ents 8	k Reco	mmendation	for
introduced resulting to best practice impreplicated/benchmarked by other fund		itiates/introduces aprovements in performfing nctions resulting to best ractice				eatin -	Purpose: tin to your work is your than to the department.		
the new normal due to covid 19	administration/management related activities and other				lug	il. A	ke gr	The work.	
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							4.62		
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Number of /new initiatives introduced resulting to best practice improvements in performfing functions resulting to best practice  Designs administration/management related activities and other outputs to implement new	Institutional Accreditation Services  A 44 Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*  A 45 Compliance to all requirements or processes of the university are complied with in the performance of his/her functions as faculty member  Prepares required documents and complies all requirements as prescribed in the accreditation tools  On program accreditations  On institutional accreditations  Is Support Services  A 46 Customerly friendly frontline services  A 47. 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Evaluated & Rated by:

JOEL Q. MABALHIN

Department Head Date: 07-13-2022 Recommending Approval

Date:

Approved by:

## PERFORMANCE MONITORING FORM

Name of Employee: ROSARIO P. ABELA

Task	Task Description	Expected Output	Date	Expected	Actual Date	Quality of	Over-all	Remarks/
no.			Assigned	Date to	Accomplished	Output	Assessment	Recommendation
				Accomplish			of Output**	
1	Teach graduate &	18 FTE	1st week of	Before the	June, 2022	Very	Outstanding	20.25 FTE
	undergraduate		January,	end of		Impressive		
	courses		2022	semester				
2	Develop on-line	Develop 1 course	1 <sup>ST</sup> week of	Before end of	June, 2022	Impressive	Very	Developed 2 course
	courseware,	ware, 1	January	the semester			Satisfactory	ware, 20 supplemental
	supplemental	supplemental						learning & 20
	learning resources &	learning & 1						assessment tools
	assessment tools	assessment tool						
3	Develop virtual	Develop 1 virtual	1st week of	Before end of	June, 2022	Impressive	Very	Developed 2 Virtual
	classroom	classroom	January	the semester			Satisfactory	Classrooms
4	Prepare research	Prepare 1 research	1st week of	Before the	June, 2022	Impressive	Very	On-going
	proposal	proposal	January,	end of the			Satisfactory	
			2022	semester				
5	Conduct Extension	Conduct 1	1st week of	Before end of	March 4 and	Very	Outstanding	Conducted 1 Extension
	Activity	Extension Activity	January,	the Semester	April 1, 2022	Impressive		Activity
			2022					

<sup>\*</sup>Either very impressive, impressive, needs improvement, poor, very poor,

Prepared by:

**Unit Head** 

<sup>\*\*</sup> Outstanding, very satisfactory, satisfactory, unsatisfactory

#### Exhibit L

#### EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ROSARIO P. ABELA Performance Rating: 4.62 Aim: Increases involvement in research and extension activities Produces instructional materials on handled Present & Publish Research Proposed Interventions to Improve Performance: Date: June, 2022 Target Date: July-December, 2022 First Step: Attend Seminars, Trainings, and workshops Develop at least one Instructional Material Write Research Proposals for Funding Result: Date: June, 2022 Target Date: July-December, 2022 Next Step: Conduct In-service Trainings Submit Instructional Materials fo ISBN or copyright Approved Proposals for Funding

Outcome: Published Books/ instructional materials and Research
Final Step/Recommendation:
Conduct Research, Trainings and Extension Activities

Prepared by:

JOEL O. MABALHIN
Unit Head

Conforme:

ROSARIO P. ABELA

Name of Ratee Faculty/Staff