

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


Name of Faculty Member: **ROSARIO P. ABELA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (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:


ROSARIO P. ABELA
 Name of Faculty

Reviewed by:


JOEL Q. MABALHIN
 Department Head

Recommending Approval:


BAYRON S. BARREDO
 College Dean

Approved:


BEATRIZ S. BELONIAS
 f. VP for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

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

R. Abela
ROSARIO P. ABELA
 Associate Prof. 3
 Date: July 12, 2022

Approved:
Joel Q. Mabalhin
JOEL Q. MABALHIN
 Department Head
 Date: 07-13-2022

B. Barredo
BAYRON S. BARREDO
 College Dean
 Date: 7-19-22

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	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	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								
		<i>As GAC Chairman</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		<i>AS GAC Member</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	2	5	5	5	5.00	Daniel Catibo, Jasper Basalo
		A4. Number of students entertained for consultation purposes	<i>Entertains students seeking consultation with faculty</i>	2	2	5	5	4	4.67	Daniel Catibo, Jasper Basalo

	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	36	20.25	5	5	4	4.67	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	6	5	4	4	4.33	
		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	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	USO Faculty Onboarding, VSU Graduate School Onboarding for Faculty and Students, "I Can Do It: Research, Creativity, Building"
		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	
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic advisor to 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							
		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	10	119	5	5	4	4.67	
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO							
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1						
	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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2						

		<i>In refereed nat'l/regional journals</i>		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 fora/conferences								
		<i>In int'l fora/conferences</i>									
		<i>In nat'l/regional fora/conferences</i>									
	PI 5. Percent of research proposals approved *	A 31. Percentage 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	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 Education Teachers"	
	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	1	1	5	4	4	4.33		

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 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		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					
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							
	A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
Total Over-all Rating									
Average Rating								4.62	
Adjectival Rating								Outstanding	

Comments & Recommendation for Development Purpose:
Your dedication to your work is your great contribution to the department. Keep up the good work.

Evaluated & Rated by:

Joel Q. Mabalhin
JOEL Q. MABALHIN

Department Head

Date: 07-13-2022

Recommending Approval

Bayron S. Barredo
BAYRON S. BARREDO

CoEd

Date:

7-15-22

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS

Vice President for Instruction

Date:

7-28-22

PERFORMANCE MONITORING FORM

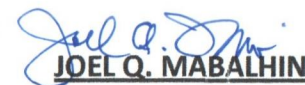
Name of Employee: ROSARIO P. ABELA

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, 2022	Before the end of semester	June, 2022	Very Impressive	Outstanding	20.25 FTE
2	Develop on-line courseware, supplemental learning resources & assessment tools	Develop 1 course ware, 1 supplemental learning & 1 assessment tool	1 st week of January	Before end of the semester	June, 2022	Impressive	Very Satisfactory	Developed 2 course ware, 20 supplemental learning & 20 assessment tools
3	Develop virtual classroom	Develop 1 virtual classroom	1 st week of January	Before end of the semester	June, 2022	Impressive	Very Satisfactory	Developed 2 Virtual Classrooms
4	Prepare research proposal	Prepare 1 research proposal	1st week of January, 2022	Before the end of the semester	June, 2022	Impressive	Very Satisfactory	On-going
5	Conduct Extension Activity	Conduct 1 Extension Activity	1 st week of January, 2022	Before end of the Semester	March 4 and April 1, 2022	Very Impressive	Outstanding	Conducted 1 Extension Activity

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

** Outstanding, very satisfactory, satisfactory, unsatisfactory

Prepared by:



JOEL Q. MABALHIN
Unit Head

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

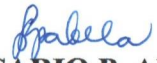
Final Step/Recommendation:

Conduct Research, Trainings and Extension Activities _____

Prepared by:


JOEL Q. MABALHIN
Unit Head

Conforme:


ROSARIO P. ABELA
Name of Ratee Faculty/Staff