

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Rating Period: JULY-DECEMBER 2024

Name of Faculty Member:

IANVIE NOREAN A. MIAGA

| Program Involvement (1) | Percentage Weight of Involvement | Numerical Rating (Rating x %) | Equivalent Numerical Rating (2x3) |
|----------------------------------|--|----------------------------------|--|
| (1) | (2) | (3) | (2x3) |
| 1. Instruction | | | |
| a. Head (50%) | | 4.43 x 50% = 2.215 | |
| b. Students (50%) | | 4.83 x 50% = 2.415 | |
| TOTAL for Instruction | 80% | 4.63 | 3.704 |
| 2. Research | 5.0% | | |
| a. Client/Director for Research | | | |
| b. Dept. Head/Center Director | | 5.00 x 0.05 = 0.250 | 0.250 |
| TOTAL for Research | | | |
| 3. Extension | 10.0% | | |
| a. Client/Director for Extension | | | |
| b. Dept. Head/Center Director | | 5.00 X 10% = 0.500 | 0.500 |
| TOTAL for Extension | | | |
| 4. Production | | | |
| 5. Administration/Other Services | 5.0% | 4.40 x 0.05 = 0.220 | 0.220 |
| TOTAL | 100% | | 4.424 |

EQUIVALENT NUMERICAL RATING: 4.424

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.424

ADJECTIVAL RATING:

VERY SATISFACTORY

Prepared by:

IANVIE NOREAN A. MIAGA

Name of Faculty

Reviewed by:

AL FRANJON M. VILLAROYA

Department Head

Recommending Approval:

GLENN G. PAJARES

Dean, CAS

Approved by:

ROTACIO S. GRAVOSO

Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, IANVIE NOREAN A. MIAGA, a faculty member of the DEPARTMENT OF PHILOSOPHY AND SOCIAL SCIENCES, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY-DECEMBER 2024

IANVIE NOREAN A. MIAGA

Instructor I

Date: JAN 13 2025

Approved:

AL FRANJON M. VILLAROYA

Department Head

Date: JAN 14 2025

| MFO No. | Description of MFO's/PAPs | Success/ Performance Indicators (PI) | Tasks Assigned | Target (Jan. - Dec) | Actual Accomplishment | Rating | | | | REMARKS (Indicators in percentage should be supported with numerical values in numerators and |
|--|---|---|--|---------------------|-----------------------|---------|------------|-----------|---------|---|
| | | | | | | Quality | Efficiency | Timelines | Average | |
| UMFO 1. ADVANCED EDUCATION SERVICES | | | | | | | | | | |
| OVPI MFO 2. Graduate Student Management Services | | | | | | | | | | |
| UMFO 2. HIGHER EDUCATION SERVICES | | | | | | | | | | |
| | PI 10: Total FTE, coordinated, implemented and monitored * | A 2. Actual Faculty's FTE | Handles and teaches courses assigned | 18 | 33.9 | 5 | 5 | 5 | 5.00 | |
| | PI 13: Percentage of courses offered with approved course syllabi | A 4. Percentage of courses offered with approved course syllabi | Teaches subjects with approved course syllabi | 100% | 100% | 4 | 4 | 4 | 4.00 | |
| | PI 14: Percentage of courses offered with IMs | A 5. Percentage of courses offered with approved IMs | Teaches subjects with approved IMs | 100% | 100% | 4 | 4 | 4 | 4.00 | |
| | PI 16: Percentage of courses offered | A 7. Percentage of courses offered with | Submits grade sheets within | 100% | 100% | 4 | 4 | 4 | 4.00 | |
| | PI 18: Percentage of courses rated | A 8. Percentage of courses rated | | 100% | 100% | 4 | 4 | 4 | 4.00 | |
| | PI 19: Additional Outputs | A 10 . Number of long examinations administered and checked | Administers and checks long examination for subjects taught | 2 | 4 | 5 | 5 | 5 | 5.00 | |
| | | A 11 . Number of quizzes administered and checked | Prepares and checks quizzes for lec and lab | 3 | 15 | 5 | 5 | 5 | 5.00 | |
| | | | | | AVERAGE | | | | 4.43 | |
| UMFO 3 . RESEARCH SERVICES | | | | | | | | | | |
| | PI 3: Number of research outputs presented in regional/national/ int'l fora/conferences | A 17. Number of research outputs presented in regional/national/ int'l fora/conferences * | Prepares, submits and presents research paper in scienfic fora/conferences | | | | | | | |
| | | a. International | | | 1 | 5 | 5 | 5 | 5.00 | |

| | | | | | | | | | | |
|--|--|---|--|------|---------|---|---|---|------|--|
| | | b. National | | | | | | | | |
| | | c. Regional or Institutional Conferences | | | | | | | | |
| | | | | | AVERAGE | | | | 5.00 | |
| 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 (MOUs/MOAs) | A 32. 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 | 5 | 5 | 5 | 5.00 | |
| | | | | | AVERAGE | | | | 5.00 | |
| UMFO 5. SUPPORT TO OPERATIONS | | | | | | | | | | |
| | OVPI MFO 1. Faculty Development Services | | | | | | | | | |
| | PI 7: Number of trainings, seminars, and conferences attended | A 50. Number of training, seminars, and conferences attended (international, national, regional/institutional) | Attends training, seminars, and conferences attended (international, national, regional/institutional) | 1 | | 3 | 3 | 3 | 3.00 | |
| | | International | | | 1 | 5 | 5 | 5 | 5.00 | |
| | | National | | | | | | | | |
| | | Regional/Institutional | | | | | | | | |
| | OVPI MFO 3. Registration Services | | | | | | | | | |
| | OVPI MFO 4. Curricular Program Management Services | | | | | | | | | |
| | PI 12: Number of IMs reviewed by the DIMRC | A 53. Number of IMs reviewed by the DIMRC | Submits IMs for review | | | | | | | |
| | PI 13: Number of course syllabi and TOS reviewed and approved | A 54. Number of course syllabi and TOS reviewed and approved | Submits course syllabi and TOS for approval | 1 | 2 | 5 | 5 | 5 | 5.00 | |
| | PI 21: Additional outputs | A 62. Number of students entertained for consultation purposes | Entertains students consulting on subject taught, thesis and grades | 1 | 5 | 5 | 5 | 5 | 5.00 | |
| UMFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES | | | | | | | | | | |
| | PI 3: Number of committee meetings conducted | A 67. Number of committee meetings conducted | Acts as committee chairman | 1 | 1 | 4 | 4 | 4 | 4.00 | |
| | PI 9: Percentage of submitted DTR within 20 days after the last day of the month | A 73. Percentage of submitted DTR within 20 days after the last day of the month | Submits DTR within 20 days after the last day of the month | 100% | 100% | 4 | 4 | 4 | 4.00 | |
| | PI 17: Additional Outputs | A 80. Number of meetings attended | Attends meetings (departmental/institutional) | 1 | 5 | 5 | 5 | 5 | 5.00 | |

| | | | | | | | | | | |
|--|--|---|---|----|---------|---|---|---|------|--|
| | | A. 81. Number of occupants facilitated in the dormitory | Acts as a dormitory adviser and facilitate students | 90 | 89 | 4 | 4 | 4 | 4.00 | |
| | | A. 82. Number of dormitory financial and monthly reports submitted | Generates financial and monthly report of the dormitory | 1 | 1 | 4 | 4 | 4 | 4.00 | |
| | | A. 83. Number of publication materials designed and laid out | Creates publication materials for the Department's official Facebook page | 1 | 5 | 5 | 5 | 5 | 5.00 | |
| | | | | | AVERAGE | | | | 4.40 | |

| | |
|---|--|
| Average Rating (Total Over-all rating divided by number of entries) | |
| Additional Points: | |
| Approved Additional points (with copy of approval) | |
| FINAL RATING | |
| ADJECTIVAL RATING | |

| |
|--|
| Comments & Recommendations for Development Purpose: Continue to be of help to the department by performing your tasks and functions in instructions, research, innovation, and extension. |
|--|

Evaluated & Rated by:

AL FRANJON M. VILLARROYA

Department Head

Date: JAN 14 2025

Recommending Approval

GLENN G. PAJARES

Dean, College of Arts and Sciences

Date: 1/24/2025

Approved by:

ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: JAN 30 2025

PERFORMANCE MONITORING & COACHING JOURNAL

| | | |
|---|-----------------|---------------------------------|
| ✓ | 1st | Q U A R T E R |
| ✓ | 2 nd | |
| | 3 rd | |
| | 4th | |

Name of Office: Dept. of Philosophy & Social Sciences

Head of Office: Al Franjon M. Villaroya


Number of Personnel: 27 (15 regular faculty & staff; 11 part-time faculty; 1 job order admin staff)

| Activity Monitoring | MECHANISM | | | | Remarks |
|---|--|--|------|-----------------------|---|
| | Meeting | | Memo | Others (Pls. specify) | |
| | One-on-One | Group | | | |
| Monitoring The monitoring of faculty was done through classroom observations conducted during the 1 st semester, SY 2024-2025. | | The Department Head together with a DPC member conducted the classroom observations and conducted meetings relative thereto. | | | Faculty and staff attendance are monitored through biometrics and logbook. They reminded to use appropriate teaching strategies and classroom management to improve performance in instruction. |
| Coaching Mr. Beljun P. Enaya | Mr. Enaya was called to explain his reaction to the TPES results in the 2nd semester Sy 2023-2024. Mr. Enaya said that he could not exactly point out the reason for an “S” remark on | | | | The faculty concerned was informed of the TPES results of the 2 nd semester, SY 2023-2024 and was given advice and reminders. |


| | | | | | |
|--|---|--|--|--|--|
| | <p>his one 1 class. Accordingly, he said it is probably that the class who gave him the S remark found it hard to catch up with the discussion, since he gave equal expectations to all his classes.</p> <p><i>The Head advised Mr. Enaya to understand that VSU students are heterogenous.</i></p> | | | | |
|--|---|--|--|--|--|

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


AL FRANJON M. VILLAROYA
 Immediate Supervisor

Noted by:


GLENN G. PAJARES
 Next Higher Supervisor

“Exhibit H”

TRACKING TOOL FOR MONITORING TARGETS

(July-December 2024)

| Major Final Output/ Performance Indicator | TASK | ASSIGNED TO | DURATION | TASK STATUS | | | REMARKS |
|---|--|--|---------------------|-------------------------|-------------------------------|--|---|
| | | | | July- Septem- ber | October - Decemb- er | | |
| MFO 2. Higher Education Services | | | | | | | |
| PI 1. Number of FTE coordinated and implemented | Teaches GE and AB Philo courses/subjects | Ms. Mary Ann G. Cobico Dr. Rose Capulla Dr. Jerry D. Imbong Mr. Al Franjon M. Villaroya Ms. Bethlehem A. Ponce Ms. Angelie Genotiva Mr. Beljun P. Enaya Mr. Errol Fernandez Dr. Guiraldo C. Fernandez, Jr. Mr. Dean Ruffel Flandez Mr. Aldrin Palermo Mr. John Martin Diao Ms. Ianvie Norean Miaga Ms. Alaina Larrazabal Dr. Glenn Pajares Dr. Max Teody Quimilat | August- December | / | / | | Actual accomplishments exceeded the targets |
| | | <u>Part-timers</u> Cañez, Xaviery Ric Lina, Kim Brian Rodriguez, Gerry Bargamento, Enrico Abelardo, Gella Mae Amigo, Jim Rhodel Manacpo, Nicole Ivy Amigo, Jim Rhodel Billones, Kim Juravee | August- December | ✓ | ✓ | | |

| | | | | | | | |
|---|--|---|----------------------|---|---|--|---|
| | | Abelardo, Gella Mae | | | | | |
| PI 4. Student Advising and Consultation Services Coordinated | Assists students through academic advising to college students | Mr. Al Franjon Villaroya Dr. Glenn Pajares Mr. John Martin Diao Dr. Guiraldo Fernandez, Jr. Dt. Jerry Imbong | July - December 2024 | ✓ | ✓ | | The faculty provided interventions for the improvement of the students' performance |
| PI 5. Number of instructional materials developed/revised and utilized | Develops/revises instructional materials (Syllabus and Table of Specifications) | All faculty members | August-December | ✓ | ✓ | | Followed the format prescribed by the university |
| PI 6. Number of grade sheets submitted on prescribed period | Assesses students and submits grades to measure students' performance | All Faculty Members | December | | ✓ | | Due for submission at the end of semester |
| MFO3. Research Services | | | | | | | |
| PL2. Number of Articles Published in Peer Reviewed Journal | Submits articles for publication | Dr. Jerry D. Imbong | | | ✓ | | Published in international and national/local peered journals |
| MFO5, Extension Services | | | | | | | |
| PI 5. Number of Extension Projects Conducted | Serves as project leader and component leaders | Mr. Errol Fernandez Mr. Al Franjon Villaroya Mr. John Martin Diao Dr. Bethlehem Ponce Ms. Angelie Genotiva Mr. Dean Ruffel Flandez Dr. Glenn Pajares Mr. Beljun Enaya Dr. Guiraldo C. Fernandez | July-December 2024 | ✓ | ✓ | | 1. Capacity Building of Intro to Philosophy of the Human Person 2. Saving Minamanwa: An Initiative to Preserve Minamanwa and the Mamanwa Indigenous Knowledge System and Practices 3. STEPS – A Student and Teacher Enhancement Project for the Seminaries in Leyte |
| MFO 5. Support to Operations | Participates in all activities conducted by the department, college and the university | Faculty and Staff | July-December | ✓ | ✓ | | Participated actively in all activities |
| PI 4. Number of in-house seminars/trainings/works hops/reviews conducted/attended | Attends/participates to trainings | All Faculty & Staff | July-December | ✓ | ✓ | | Faculty and staff actively participated in |

| | | | | | | | |
|--|--|--|--------------------|---|---|--|--|
| | Performs other functions assigned by the head, dean and the university | Faculty and Staff | July-December 2024 | ✓ | ✓ | | Performed other functions duly assigned to the faculty and staff |
| MFO 6. General Administration and Support Services (GASS) | | | | | | | |
| PI 1. Number of rooms, and surroundings maintained/cleaned | Supervises in the maintenance of building facilities; cleans dept classrooms and surroundings | Mr. Aldrin Palermo Mr. Cirilo Alipar, Jr. | July-December 2024 | ✓ | ✓ | | |
| PI 3. Number of hours spent on monitoring | Spends one (1) hour per week or 40 hours per year in monitoring on in logging in/out, and on classes handled by DPSS faculty". | Dr. Al Franjon Villaroya DPC Members | July-December 2024 | ✓ | ✓ | | |
| PI 4. Number of hours spent on coaching | Spends 1 hour per month or 5 hours per year in coaching (by individual/group) | Dr. Al Franjon M. Villaroya | July-December 2024 | ✓ | ✓ | | |
| | Conducts regular meeting with DLABS staff/faculty at least six (6) times a year | Dr. Al Franjon M. Villaroya | July-December 2024 | ✓ | ✓ | | |
| PI 5. Number of hours spent on performance tracking | Assigns the faculty members faculty workload and/or work assignments | Dr. Al Franjon M. Villaroya | August 2024 | ✓ | | | |
| PI 7. Number of documents attended and served | Signs and approves request letter, grade sheets, syllabi, and other pertinent documents | Dr. Al Franjon M. Villaroya | July-December 2024 | ✓ | ✓ | | |
| PI 8. Zero percent complaint from client served | Zero complaints from clients served | All Faculty and Staff | July-December 2024 | ✓ | ✓ | | no valid complaints |
| PI 9. Number of applicants screened and recommended | Screens and recommends applicants for 2 nd sem 24-25 | Head & Department Personnel Committee | December 2024 | | ✓ | | |
| P9 Additional Outputs | | | | | | | |
| Number of documents prepared and submitted on time | Preparation and submission of office requests and recommendations, faculty workload reports, Daily Time Record (DTR), leave | Administrative Staff | July-December 2024 | ✓ | ✓ | | Actual accomplishments meets targets |

| | | | | | | | |
|--|--|--|--|--|--|--|--|
| | application, cash advance and reimbursement, procurement, contracts, appointments, payroll, class roster, grade sheet, and other documents. | | | | | | |
|--|--|--|--|--|--|--|--|

Prepared by:


AL FRANJON M. VILLAROYA
Department Head

Exhibit I

PERFORMANCE MONITORING FORMName of Employee: IANVIE NOREAN A. MIAGA

| 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 |
|----------|---|---|---------------|-----------------------------|--------------------------|--------------------|---------------------------------|-------------------------|
| 2 | Update virtual classroom in E-learning Portal | Active and operational virtual classroom in e-learning Portal for SCSC13n | August 2024 | September 2024 | September 2024 | Impressive | Outstanding | |
| 3 | Create Google Chat Space as platform for communication. | Active and operational Google Chat Space for SCSC13n | August 2024 | September 2024 | September 2024 | Impressive | Outstanding | |
| 4 | Teach assigned course (s): a. SCSC13n- The Contemporary World b. SCSC11n-Understanding the Self | -Updated virtual classrooms -Grade Sheets -Instructional Materials -TOS | August 2024 | September 2024 | September 2024 | Impressive | Outstanding | |
| 5 | Participate in all activities conducted by the department, college and the university | Certificate of Participation | August 2024 | December 2024 | December 2024 | Impressive | Outstanding | |
| 6. | Participate in the committees assigned, such as: (1) Socio-cultural Committee (2) Information Committee (3) IT Support Committee | Organized events for the Department; Lay-out publication materials and manage posts for DPSS' Facebook Page | August 2024 | December 2024 | December 2024 | Impressive | Outstanding | |

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

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

Prepared by:


AL FRANJON M. VILLAROYA
 Dept. Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: IANVIE NOREAN A. MIAGA

Performance Rating: _____

Aim: To pursue Master's degree for professional growth and development, and improve ways of teaching. Publish paper in a peer-reviewed journal.

Proposed Interventions to Improve Performance:

Enroll in graduate school this semester; Attend webinars and trainings on improving teaching approaches and strategies for the teaching-learning process.

Date: January 2024 Target Date: December 2024

First Step:

Conduct classroom observations and evaluate the areas for improvement on teaching based on the results of the classroom observation. Submit finished research study for publication in a peer-reviewed journal.

Result:

- Attended a seminar workshop to gain new knowledge and upskill.
- Graduated and obtained a Master's Degree.

Prepared by:


AL FRAN JON M. VILLAROYA
Unit Head

Conforme:


IANVIE NOREAN A. MIAGA
Name of Ratee Faculty/Staff



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

Second Semester AY 2023-2024

Name of faculty: MIAGA, IANVIE NOREAN A.

Department: Dept. of Philosophy and Social Sciences

College: College of Arts and Sciences

| Course No. & Descriptive Title | | Lab/ Lec | RATING | | % Evaluation Rating |
|-----------------------------------|------------------------|-------------|-----------|-------------------|------------------------|
| | | | Numerical | Adjectival | |
| ScSc 13n | THE CONTEMPORARY WORLD | LEC | 5.00 | Outstanding | 100.0% |
| ScSc 13n | THE CONTEMPORARY WORLD | LEC | 5.00 | Outstanding | 100.0% |
| ScSc 13n | THE CONTEMPORARY WORLD | LEC | 5.00 | Outstanding | 100.0% |
| ScSc 13n | THE CONTEMPORARY WORLD | LEC | 5.00 | Outstanding | 100.0% |
| ScSc 13n | THE CONTEMPORARY WORLD | LEC | 4.00 | Very Satisfactory | 80.0% |
| ScSc 13n | THE CONTEMPORARY WORLD | LEC | 5.00 | Outstanding | 100.0% |
| Average Rating | | | 4.83 | Outstanding | 96.67% |

Source: Results of Teaching Performance Evaluation by Students filed at IEO

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: 11-06-2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: 11-11-2024

Received by:

MIAGA, IANVIE NOREAN A.

Name and Signature of Faculty

Date: 12-10-2024

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

