SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: LOREGIN S. PUGOSA

JULY - DECEMBER 2020

Program Involvement (1)	Percentage Weight of Involve-ment (2)	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (100%)		4.46x100%	4.46	
b. Students (%)				
Total for Instruction	80%		4.46	3.57
2. Research				
a. Client/Dir. For Research (50%)				
b, Dept. Head/Center Director (50%)				
Total for Research	5%		0.00	0.00
3. Extension				
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	5%		4.45	0.22
4. Administration	10%		4.89	0.48
5. Production				
TOTAL	100%			4.27
EQUIVALENT NUMERICAL RATING:			4.27	

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Very Satisfactory

4.27

Prepared by:

Name of Faculty

Reviewed by:

NILDA T. AMESTOSO

Dept. Head

Recommending Approval:

MOISES NEIL V. SERIÑO

Dean, CME

Approved:

BEATRIZ S. BELØNIAS

Vice President for Academic Affairs



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I,LOREGIN S. PUGOSA, a faculty member of the DEPARTMENT OF BUSINESS AND MANAGEMENT_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 2020

LOREGIN'S PUGOSA

Instructor Date:

Approved: NILDA T. AMESTOSO

Department Head Date:

MOISES NEIL V. SERIÑO College Dean

Date:

MFO	Description of MFO's/PAPs	Success/ Performance	Program/	Tasks Assigned	Target	Actual		-	Ratin		REMARKS (Indicators in
No.		Indicators (PI)	Activities / Projects			Accompli shment	Quality	Eficiency	Timeliness	Average	percentage should be supported with numerical values in numerators and denominators)
UMF	O 1. ADVANCED EDUCATI	ON SERVICES									
OVPI I	MFO 2. Graduate Student Mana	gement 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							
		<u>A4</u> . Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty							
	PI 9: Number of instructional materials developed *	<u>A5</u> . 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							
<u>PI 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							
2. HIGHER EDUCATION SERVI	CES									
JMFO 3. Higher Education Mana	gement Services									
PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE		Handles and teaches courses assigned	30	90.45	5	5	5	5.00	
	<u>A10</u> . Number of grade sheets submitted within prescribed period	Preparati on	Prepares gradesheet and submits on or before deadline	6	3	3	3	3	3.00	
	<u>A 11</u> . 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	5	25	5	5	4	4.67	
	<u>A12</u> . Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings	6	8	5	5	5	5.00	
	A13 . Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	0	4	5	5	4	4.67	
	A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	6	15	5	5	4	4.67	
			Checks lab reports and term papers submitted as required	5	8	5	5	4	4.67	
-	2. HIGHER EDUCATION SERVI MFO 3. Higher Education Mana PI 5: Total FTE, coordinated, implemented and monitored *	Assessment tools A 6: Number of on-line course ware reviewed by TRP & edited by MMDC editor A 7: Number of virtual classroom created and operational A 8. Other outputs implementing the new normal due to covid 19 2. HIGHER EDUCATION SERVICES MFO 3. Higher Education Management Services PI 5: Total FTE, coordinated, implemented and monitored * A10. Number of grade sheets submitted within prescribed period A11. Number of INC forms with grade submitted within prescribed period A12. Number of trainings attended related to instruction A13. Number of long examinations administered and checked A14. Number of quizzes administered and checked A15. Number of lab reports and term papers checked and	Assessment tools A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor A 7 : Number of virtual classroom created and operational A 8. Other outputs implementing the new normal due to covid 19 2. HIGHER EDUCATION SERVICES MFO 3. Higher Education Management Services PI 5: Total FTE, coordinated, implemented and monitored * A10. Number of grade sheets submitted within prescribed period A11. Number of INC forms with grade submitted within prescribed period A12. Number of trainings attended related to instruction A13. Number of long examinations administered and checked A14. Number of quizzes administered and checked A15. Number of lab reports and term papers checked and	Supplemental learning resources Presentation, video clips, movie clips, reading assignments depending on course taught	Supplemental learning resources supplemental learning resources supplemental learning resources supplemental learning supplementation, video clips, movie clips, reading assignments depending on course taught Assessment tools A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor A 7 : Number of virtual classroom created and operational classroom using either Moddle or Google Classroom PI 10 : Additional outputs: Implementing the new normal classroom using either Moddle or Google Classroom Designs experiential learning activities and other outputs to implement new normal PI 10 : Additional outputs: Implemented and management Services MFO 3. Higher Education Management Services MFO 3. Higher Education Management Services A10 : Number of grade sheets submitted within prescribed period A11 : Number of grade sheets submitted within prescribed period A12 : Number of INC forms with grade submitted within prescribed period A13 : Number of long examinations administered and checked A14 : Number of quizzes administered and checked A15 : Number of lab reports and term papers submitted as required	Supplemental learning resources clips, reading assignments depending on course taught Assessment tools A 6 : Number of on-line course ware reviewed by TRP 8 edited by MMDC editor A 7 : Number of virtual classroom created and operational Classroom A 8. Other outputs implementing the new normal due to covid 19 2. HIGHER EDUCATION SERVICES MFO 3. Higher Education Management Services MFO 3. Higher Education Management Services A 10. Number of grade sheets submitted within prescribed period A 11. Number of INC forms with grade submitted within prescribed period A 12. Number of trainings attended related to instruction attended related to instruction and checked A 13. Number of quizzes and intered and checked A 14. Number of quizzes and intered and checked A 15. Number of lab reports and term papers checked and submitted as required Prepares assessment tools such as long examinations administered and the course ware duly reviewed by TRP for editing by MMDC edition Submits the course ware duly reviewed by TRP for editing by MMDC edition Submits the course ware duly reviewed by TRP for editing by MMDC edition Creates virtual classroom using either Moddle or Google Classroom Classroom Designs experiential learning activities and other outputs to implement new normal A 14. Number of grade sheets submitted within prescribed period A 15. Number of instruction A 15. Number of lab reports and term papers submitted as required	Supplemental learning resources clips, reading assignments depending on course taught Assessment tools A 6 : Number of on-line course ware reviewed by TRP 8 edited by MMDC editor A 7 : Number of virtual classroom created and operalional Classroom created and operalional Classroom created and due to covid 19 PI 10 : Additional outputs: MFO 3. Higher Education Management Services MFO 3. Higher Education Management Serv	Supplemental learning resources clips, reading assignments depending on course taught Assessment tools Assessment tools solve as long exam, quizzes, problems sets, etc. Assessment tools such as long exam, quizzes, problems sets, etc. Submits the course ware duly reviewed by TRP for editing by MMDC editor A 7: Number of virtual classroom using either Modelle or Google Classroom Assessment tools such as long experiential learning activities and other outputs to implement new normal Lass the course ware duly reviewed by TRP for editing by MMDC editor Assessment tools such as long experiential learning activities and other outputs to implement new normal Lass the course ware duly reviewed by TRP for editing by MMDC editor Creates virtual classroom using either Modelle or Google Classroom Designs experiential learning activities and other outputs to implement new normal Lass the course ware duly reviewed by TRP for editing by MMDC editor Creates virtual classroom using either Modelle or Google Classroom Designs experiential learning activities and other outputs to implement new normal Lass the model of the course as assigned Assessment tools such as long experiential learning activities and teaches courses assigned Assessment tools such as long experiential learning activities and teaches courses assigned Prepares gradesheet and submits on on or before deadline Assessment tools such as the following prepares submitted within prescribed period attended Assessment tools such as long experiential learning activities and teaches courses assigned Trainings Assignment duly for experiential learning activities and teaches courses assigned Trainings Assignment duly for experiential learning activities and teaches courses assigned Trainings Assignment duly for experiential learning activities and teaches courses assigned Tra	Supplemental learning resources clips, reading assignments depending on course taught Assessment tools Submits the course were duly reviewed by TRP for editing by MMDC editor A 7: Number of virtual classroom created and operational Assessment tools such as long exam, quizzes, problems sets, etc. Combits the course were duly reviewed by TRP for editing by MMDC editor A 7: Number of virtual classroom using either Modelie or Google Classroom Designs experiential learning activities and other outputs to implement new normal Lips to could 19 PI 10: Additional outputs: Assessment tools such as long experiential learning activities and other outputs to implement new normal Lips to could 19 Assessment tools such as long experiential learning activities and other outputs to implement new normal Assessment tools such as long experiential learning activities and other outputs to implement new normal Assessment tools such as long experiential learning activities and other outputs to implement new normal Assessment tools such as long experiential learning activities and other outputs to implement new normal Assessment tools such as long experiential learning activities and other outputs to implement new normal Assessment tools activities on the reviewed by TRP for editing by MMDC celltor Creates virtual classroom using either Modelie of Google Classroom Designs experiential learning activities and other outputs to implement new normal Assessment tools activities and teaches courses assigned PI 10: Additional outputs: Assessment tools activities of Google Ladis Number of grade sheets submitted within prescribed period on the subject and submits on pieton of the subject and submits completion forms with grade within prescribed period Assessment duly reviewed by TRP for editing by MMDC celltor Assessment tools activities of	Supplemental learning resources clips, reading assignments depending on course taught Assessment tools as long exam, quizzes, problems sets, etc. A 6 : Number of on-line course editor A 7 : Number of virtual classroom reated and operational classroom reated and operational due to covid 19 A 8. Other cutuals implementing the new normal due to covid 19 A 19 Actual Faculty's FTE A10 Author of grade sheets submitted within prescribed period A11 Number of Inion gerantings attended related to instruction A12 Number of frainings attended related to instruction A13 Number of quizzes and tem pepers checked and senter you within preports and term pepers checked and pepers submitted attemports and term pepers submitted as required A15 Number of lab reports and term pepers submitted as required A16 Number of lab reports and term pepers submitted as required A16 Number of lab reports and term pepers submitted as required

	PI 8: Number of students	A16. Number of students		Acts as academic adviser to	20	200	5	5	5	5.00	T
	advised: *	advised:		students	. 20	200	"	"	"	0.00	
		A17 . Number of students									
		advised on thesis/ field									
		practice/special problem:									
-		As SRC Chairman	Advising/	Advises, and corrects research	3	24	5	5	5	5.00	
			correctio	outline and thesis/SP manuscript	"	24	١	1	٦	3.00	
		4-00044	n	·							
		As SRC Member		Advises and corrects research	3	10	5	5	4	4.67	
			correctio	outline and thesis/SP manuscript							
		A18 . Number of students		Entertains students consulting on	10	20	5	5	5	5.00	
		entertained for consultation		subject taught, thesis and grades							
	Die N. I. C. I.	purposes									
	PI 9: Number of student organizations advised/ assisted	A19 . Number of Student organizations advised		Advises student organizations	1	2	5	4	4	4.33	
	*	organizations advised		recognized by USOO							
		A20 . Number of Student		Assists student organizations in	0	1	5	4	4	4.33	
		organizations assisted on		implementing student related							
	DI 40 November 41 to 1	student related activities		activities							
	PI 10: Number of instructional	A 21 : Number of on-line		Prepares and submits for review							
	materials developed *	course ware developed and		by the Technical Review Panel							
				Prepares Instructional	2	4	5	5	5	5.00	
		On-line ready courseware		module/laboratory							
		On-line ready courseware		guide/workbook or a combination							
				thereof							
				Prepares Power Point	2	2	4	4	4	4.00	
		Supplemental learning		presentation, video clips, movie							
		resources		clips, reading assignments							
				depending on course taught					- 1		
				Prepares assessment tools such	2	2	4	4	4	4.00	
		Assessment tools		as long exam, quizzes, problems							
				sets, etc.		-					
		A 23 : Number of on-line		Submits the course ware duly							
		course ware reviewed by TRP		reviewed by TRP for editing by							
		& edited by MMDC editor		MMDC editor							
		A 24 : Number of virtual		Creates virtual classroom using	9	2	3	3	3	3.00	
		classroom created and		either Moddle or Google							
	PI 11. Additional outputs	operational A 25. Number of Additional		Classroom							
		outputs accomplished:									
		Program		Dronouse de sumante and /			_				
		Agency/firm/Industry linkages		Prepares documents and /or Coordinates with potential firms	1	2	5	4	4	4.33	
		A 26. Other outputs		Designs experiential learning			-	_	-		
ALC	0 3 . RESEARCH SERVICE	9						-	_		

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PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	by other beneficiaries *		Conducts research for possible utilization by industry or other beneficiaries					
Pl 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%) *	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							
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 * In int'l fora/conferences		Prepares, submits and presents research paper in scienfic for a/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*	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					
	submitted to ITSO, VSU	UM preparati on	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					
partnerships with LGUs, industries, NGOs, NGAs, SMEs,	partnerships with LGUs,		Identifies and links with probable partners for extension activities and maintains this active partnership					
	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 year (2%) * PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences PI 5. Percent of research proposals approved * PI 6. Additional outputs* PI 6. Additional outputs*	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 year (2%) * PI 4. Number of research outputs published in internationally-referred or CHED recognized journal within the year (2%) * In refereed int'l journals In refereed nat'l/regional within the year anti-versional/national/ int'l fora/conferences PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences In nat'l/regional fora/conferences In nat'l/regional fora/conferences PI 5. Percent of research proposals approved * PI 6. Additional outputs* 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 A 34. Number of UMs submitted to ITSO, VSU A 35. Other outputs implementing the new normal due to covid 19 A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a	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 year (2%) * PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences PI 5. Percent of research proposals approved * PI 6. Additional outputs* PI 6. Additional outputs* A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year In refereed int'l journals In refereed nat'l/regional A 30. Number of research outputs presented in regional/national/ int'l fora/conferences In nat'l/regional fora/conferences PI 5. Percent of research proposals approved * PI 6. Additional outputs* A 31. Percentage of of research proposals prepared, submitted and approved 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 A 34. Number of UMs submitted to ITSO, VSU Preparati on A 35. Other outputs implementing the new normal due to covid 19 4. EXTENSION SERVICES PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a	outputs in the last three (3) years utilized by the industry or by other beneficiaries * Dy other beneficiaries * Desearch poutputs never a pear * Dy other beneficiaries * Desearch outputs of the pear the beneficiaries * Desearch outputs of the pear the pear of the pear the pear of the p	outputs in the last three (3) years utilized by the industry or by other beneficiaries " P12. Number of research outputs completed within the year " P13. Percentage of research outputs completed within the year (2%) " P14. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) " In refereed int'l journals In refereed int'l gold in regional/national/ int'l fora/conferences In nat'l'regional fora/conferences P15. Percent of research outputs presented in regional/national/ int'l fora/conferences In nat'l'regional fora/conferences P16. Additional outputs* A 32. No. of research proposals approved " P16. Additional outputs* A 32. No. of research-related awards (research conducted by faculity or student wit faculity) A 33. Number of journal articles/scientific paper received and reviewed as peer reviewer reviewer reviewer reviewer and the related activities and other stakeholders as a loutstries, NGOs, NGAs, SMEs, industries, NGOs, NGAs, SMEs, and other stakeholders as a and reference in the foral conference of some partnerships with LGUs, industries, NGOs, NGAs, SMEs, and ther stakeholders as a and reference in the partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a and reference in the partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a and reference in the partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a and reference in the partnership in the partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a and reference in the partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a and reference in the partnership in the least three (appears and publis to the partnership in the loughts the partnershi	outputs in the last three (3) years utilized by the industry or by other beneficiaries * outputs completed within the year research oroject within the year research or outputs and submits of research outputs for publication * Orthor fectories of research outputs in the last three (3) or preparation of research oroject within the year research oroject within the year research or publication * Orthor fectories of research outputs to implement or or scheme or publication * Orthor fectories or or preparation or publication * Orthor fectories or or preparation or	outputs in the last three (3) vears utilized by the industry or by other beneficiaries * Deneficiaries * Denef	outputs in the last three (3) years utilized by the industry or by other beneficiaries * Day outputs * Day offered on the search outputs * Day offered on the search output * Day offered on the search output * Day offered on the submitted offered on the paper feed on the submitted offered on the paper feed on the submitted offered on t

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PI 2. Number of weighted by the training		A 37. Number of trainees weighted by the length of training		Conducts trainings among beneficiaries of technologies for transfer		20	4	4	4	4.00	
PI 3. Number of programs organ supported consi SUC's mandate programs	ized and istent with the	A 38. Number of extension programs/projects implemented		Implementes duly approved extension projects							
PI 4. Percentage beneficiaries wh training course/s services as satis higher in terms relevance	o rated the s and advisory sfactory or	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		70%	5	5	4	4.67	
PI 5. Number o technical/expert	services	A 40. Number of technical/expert services as/in:		Provides the technical and expert services requested by beneficiaries							
Research I	Mentoring	Research Mentor									
Peer review	wers/Panelists	Peer reviewers/Panelists									
Resource I	Persons	Resource Persons				1	5	4	4	4.67	
Convenor/	Organizer	Convenor/Organizer									
Consultano	y	Consultant									
Evaluator		Evaluator									
PI 8. Percent of proposals appro	ved *	A 41. Percent of extension proposals approved *		Prepares extension project proposals, submits and follow up its approval for immediate implementation							
PI 11. Additiona	l 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. SUPPOR											
		stitutional Accreditation Service	es								
PI 8. Compliance requirements three stablished/adec implementation, and improvement of the core process College/departments.	ru the quate maintenance nt of the QMS esses of the	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	conformi ty	zero non- conformity	5	5	4	4.67	
		A 45. Compliance to all requirements of the program and institutional accreditations:	Minutes Preparati on	Prepares required documents and complies all requirements as prescribed in the accreditation	100% complia nt	100% compliant	5	5	5	5.00	

		On program accreditations	Pilot Plant									
			Manager									
		On institutional	SSF									
		accreditations	Rootcrop									
			facility									
UMFO	6. General Admin. & Support S	Services (GASS)										
	PI 2. Zero percent complaint	A 46. Customerly friendly		Provides customer friendly	Zero %	Zero %	4	5	5	4.67		
	from clients served	frontline services		frontline services to clients	complai nt	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 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								
	Total Over-all Rating									108.01		
						Comments	and	Reco	omm	endations	for	
	Average Rating (Total Over-all	rating divided by 4)		4.27		Developme	ent P	urpos	se:			
	Additional Points					Improve to	achi	ng pr	oficie	ency; be wi	illing to work extra time wh	
	FINAL RATING			4.27						needed		
	ADJECTIVAL RATING			Very Satisfactory								
Evaluated & Rated by:				Recommending Approval		Approved by:						
14.	NILDAT, AMESTOSO			MOISES NEIL V. SERIÑO		4				10		
Department Head					BEATRIZ S. BELQNIAS Vice President for Academic Affairs							
	noncriedu			Dean, College of Mgt. & Economics	5					tor Acad	emic Affairs	
Date:	O Fessioner O Timelines 4			Date: \ 1 1 7/			Date	2/1	121			
1-Quality	2 -Efficiency 3 - Timeliness 4 - Ave	erage										



EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Performance Rating: LOREGIN S. PUGOSA July-December 2020

Aim: To enhance knowledge, and skills in flexible learning modality under COVID-19 pandemic.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 2020

Target Date: December 2020

First Step:

Attend webinars and access online resources to enhance capability to manage virtual classrooms and modular approaches in instruction.

Result:

Improved capability to undertake flexible learning modality.

Next Step:

Integrate knowledge learned in improving learning guides and creating virtual classrooms for subjects to be taught and in the preparation of TOS and OBE syllabus.

Outcome:

Improved capability to undertake flexible mode of instructions. Developed learning modules for Mmgt121n, and created virtual classrooms for subjects to be taught.

Final Step/Recommendation:

To continue attending seminars/workshops/trainings to upgrade competency to perform instruction function. Enhance extension and research capabilities.

Prepared by:

NILDA T. AMESTOSO Unit Head

Conforme:

LOREGIN'S PUGOSA

cc: ODA-HRD