SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **MARY CRIS F. PLEÑOS**
Position/Designation: **Instructor I, NARC**

Program Involvement	Percentage Weight of	Numerical Rating (Rating x%)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction	**25%**		
a. Head/Dean (50%)		**4.92**	**0.615**
b. Students (50%)		**4.00**	**0.500**
TOTAL for Instruction			**1.115**
2. Research	**35%**	**4.89**	**1.712**
3. Extension	**30%**	**4.78**	**1.434**
4. Others	**10%**	**4.67**	**0.467**
TOTAL	**100%**		**4.728**

EQUIVALENT NUMERICAL RATING: **4.728**
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: **4.728**
ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

MARY CRIS F. PLEÑOS
Name of Staff

Reviewed by:

ROBELYN T. PIAMONTE
Director, NARC

Recommending Approved:

ROBELYN T. PIAMONTE
Director, NARC

Approved:

MARIA JULIET C. CENIZA
Vice-President for Research, Extension and Innovation

"Exhibit B"

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MARY CRIS F. PLEÑOS**, Instructor I of the **National Abaca Research Center-Visayas State University** commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **July to December 2021**.

MARY CRIS F. PLENOS
Ratee
Date: 1/17/22

Approved:

MAY ANN E. PALEN
OIC Head of Unit, DepStat
Date: 1/18/22

MA. THERESA P. LORETO
Dean, CAS
Date: Jan. 18, 2022

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING Q[1]	RATING E[2]	RATING T[3]	RATING A[4]	Remarks
MFO1: Advanced and		**Instruction: At least 25%**							
Higher Education Services		**of the total tasks**							
PI1: Full-Time	Number of course/subjects/sections	Teaches course/subject/section	1 FTE per sem	1 FTE per semester	5	5	5	5.0	
Equivalent (FTE)	handled per semester	per semester							
	Number of hours spent to student	Renders student consultation	1 hrs/wk	2 hrs/wk consultation	5	5	5	5.0	
	consultation		consultation						
PI 2: Number of instructional materials	Supplemental learning resources	Prepares powerpoint presentations for	3	5	4	5	5	4.67	
developed		the different courses taught							
	Assessment Tools	Prepares exams, quizzes and problem	5	5	5	5	5	5.0	
		sets							
	Number of virtual classrom created	Creates virtual classroom using Moodle	1	2	5	5	5	5.0	
	and operational								
	Ave. Rating (Total Over-all rating)			4.93	**Comments & Recommendations for Development Purposes:**				
	Additional Points:								
	Punctuality	-							
	Approved Additional points	-							
	(with copy of approval)								
	FINAL RATING			4.93					
	ADJECTIVAL RATING			Outstanding					

Keep up the good work!

Evaluated and Rated by:

MAY ANN E. PALEN
OIC Head of Unit, DepStat
Date: 1/18/22

Recommending Approval:

MA. THERESA P. LORETO
Dean, CAS
Date: Jan. 18, 2022

Approved by:

BEATRIZ S. BELONIAS
Vice President for Instruction
Date: 2/11/22

"Exhibit B"

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MARY CRIS F. PLEÑOS**, Instructor I of the **National Abaca Research Center-Visayas State University** commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **July to December 2021**.

MARY CRIS F. PLENOS
Ratee
Date: 1/17/22

Approved: **MARIA HAZEL I. BELLEZAS**
Head, DOE
Date: 1/19/22

MOISES NEIL V. SERIÑO
Dean, CME
Date: 1/21/22

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q[2]	E[2]	T[3]	A[4]	
MFO1: Advanced and		**Instruction: At least 25%**							
Higher Education Services		**of the total tasks**							
PI1: Full-Time	Number of course/subjects/sections	- Teaches course/subject/section	2 FTE per semester	2 FTE per semester	5	5	5	5.0	
Equivalent (FTE)	handled per semester	per semester							
	Number of hours spent to student consultation	Entertains student consultation	3hrs/wk consultation	2.5 hrs/wk consultation	5	5	5	5.0	
PI 2: Number of instructional materials developed	Number of online ready materials	Creates instructional materials for a flexible learning	1	3	5	5	5	5.0	
		system							
	Supplemental learning resources	Prepares powerpoint presentations for	5	4	5	5	5	5.0	
		the different courses taught							
	Assessment Tools	Prepares exams, quizzes and problem sets	5	8	5	5	5	5.0	
	Number of virtual classrom created and operational	Creates virtual classroom using Google Classroom	2	2	5	5	5	5.0	

Ave. Rating (Total Over-all rating)				**Comments & Recommendations for Development Purposes:**
Additional Points:				
Punctuality	-			Did an excellent job in teaching. Keep it up!
Approved Additional points	-			
(with copy of approval)				
FINAL RATING			5.0	
ADJECTIVAL RATING			OUTSTANDING	

Evaluated and Rated by:

MARIA HAZEL I. BELLEZAS
Head, DOE
Date: 1/19/22

Recommending Approval:

MOISES NEIL V. SERINO
Dean, CME
Date: 1/21/22

Approved by:

BEATRIZ S. BELONIAS
Vice President for Instruction
Date: 2/11/22

"Exhibit B"

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARY CRIS F. PLEÑOS, Instructor I of the **National Abaca Research Center-Visayas State University** commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December **2021**.

MARY CRIS F. PLEÑOS
Ratee 1/17/22

Approved: **ROBELYN T. PIAMONTE**
Head of Unit 1/17-22

MARIA JULIET C. CENIZA
Vice President for RE & I 1/26/22

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q[1]	E[2]	T[3]	A[4]	
MFO2: Research		**Research: At least 45%**							
Services		**of the total tasks**							
	Number of research proposal submitted	- Develops research proposal for funding	1 Research proposal per year	2	5	5	5	5	
	for funding	output to scientific for a/conferences							
	Number of scientific paper for publication	Prepares and submit research paper in	1	2	5	5	5	5	
		a referreed internationa/national journal							
	Number of scientific papers presented in	Presents scientific papers in regional/	1	1	4	5	5	4.47	
	regional/nationaal/international conferences	national/interational conferences							
MFO3: Extension		**Extension: At least 30%**							
Services		**of the total tasks**							
PI1: Number of Trainings	Number of person-days trained	- Trains x person for y days	3	30	5	5	5	5	
conducted	Number of trainings facilitated	Facilitates the conduct of trainings	2	2	4	5	5	4.47	
	Number of extension programs/projects	- Conducts/implements extension	1	1	4	5	5	4.47	
	conducted/implemented	projects/components							
Others (OPI)	Number of field visits conducted	Conducts field visits	1	2	4	5	5	4.67	

	Number of meetings organized/attended	Organizes/attends meetings	1	2	4	5	5	4.67	
	Number of workshops conducted	Conducts workshops	1	1	4	5	5	4.67	
Total Over-all Rating									
	Ave. Rating (Total Over-all rating divided by 4)				**Comments & Recommendations for Development Purposes:**				
	Additional Points:								
	Punctuality	-							
	Approved Additional points	-							
	(with copy of approval)								
	FINAL RATING								
	ADJECTIVAL RATING								

Great improvement especially in developing and submitting proposals and publications.

Evaluated and Rated by:

ROBELYN T. PIAMONTE
Director
Date: 1/27/22

Recommending Approval:

ROSA OPHELIA D. VELARDE
Director for Research
Date: 1/26/22

Approved by:

MARIA JULIET C. CENIZA
Vice President for RE & I
Date: 1-26-22

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **MARY CRIS F. PLEÑOS** Signature: _____
Performance Rating: **OUTSTANDING**

Aim:

To effectively perform expected functions
Efficient and effective implementation of academic programs in affiliated colleges/departments.

Proposed Interventions to Improve Performance:

Date: July 1, 2021 Target Date: Dec. 31, 2021

First Step:

1. **To develop and submit proposals to funding agencies.**
2. **Implement abaca researches.**
3. **Perform instruction-related functions like teaching and as adviser to undergraduate and graduate students.**

Result:

1. **Outstanding research outputs.**
2. **Submitted grades of students on time.**

Date: January 1, 2022 Target Date: June. 30, 2022

Next Step:

1. **To develop and submit proposals to funding agencies.**
2. **Implement abaca researches.**
3. **Perform instruction-related functions like teaching and as adviser to undergraduate and graduate students.**

Outcome:

1. **Outstanding research outputs/promising technologies/relevant information generated.**
2. **Advisees graduated on time.**

Final Step/Recommendation:

- **Great improvement especially in developing and submitting proposals and publications.**

Prepared by:

ROBELYN T. PIAMONTE
Unit Head