SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **REYMAR C. ORIA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction		4.72 ~~~~ 2.16	
a. Head/Dean (50%)		~~4.75x50%= 2.37~~	
b. Students (50%)		5.00x50% = 2.50	
Total for Instruction	100%	~~4.87~~ 4.66	~~4.87~~ 4.66
2. Research			
a. Client/Dir. for Research (50%)	0		0
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension	0		0
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			0
4. Administration	0		0
5. Production	0		0
TOTAL	100		~~4.87~~ 4.66

EQUIVALENT NUMERICAL RATING:
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: ~~4.87~~ 4.66

ADJECTIVAL RATING: Outstanding

Prepared by:

REYMAR C. ORIA
Name of Faculty

Reviewed by:

ROSARIO P. ABELA
Department Head

Recommending Approval:

BAYRON S. BARREDO
Dean/Director

Approved:

ROTACIO S. GRAVOSO
Vice President of Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **REYMAR C. ORIA**, a faculty member of the **DEPARTMENT OF TEACHER EDUCATION** commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January-June 2024**.

Approved:

REYMAR C. ORIA
Instructor
7/24/24

ROSARIO P. ABELA
Department Head
Date: 8/22/24

BAYRON S. BARREDO
College Dean
Date: 8-28-24

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	Eficiency	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							
	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							
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							

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	55.5	43.4	5	5	5	5.00	Filipino IV, Filipino II, and CAT
		Handles and teaches courses assigned	10	3.3	5	5	5	5.00	PRED 129
	A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	12	5	4	5	4.70	Filipino IV, Filipino II, CAT, and PRED 129

		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	3	4		5	5	5	5.00	Filipino IV, Filipino II, and CAT
		A12. Number of trainings attended related to instruction	Attend mandated trainings		2		5	5	5	5.00	Research Writeshop and Basic Life Support
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	8		5	5	5	5.00	Filipino IV, Filipino II, CAT, and PRED 129
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	3	25		5	4	5	~~4.70~~ 4.47	Filipino IV, Filipino II, CAT, and PRED 129
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required		0						
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	40	46		5	5	5	5.00	Grade 10 Jupiter
		A17. Number of students advised on thesis/ field practice/special problem:		5	0						
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript		0						
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript		0						
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	~~5~~ 100	239		5	5	5	5.00	Filipino IV, Filipino II, CAT, and PRED 129
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	~~2~~ 3	2		5	5	5	5.00	Filipino Club and VSUIHS Band
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	~~1~~ 2	6		5	5	5	5.00	CAT Graduation and Turnover Ceremony, VSU Alay Linis, City Meet, Grade - 10 Honors Program, JHS Moving Up Ceremony and SHS Graduation Ceremony

PI	Activity	Description			Q1	Q2	Q3	Avg	Remarks
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	16 0	0 4 0	5 5	5 5	4 5	4.70 5	Filipino IV and Filipino II
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	7	5	5	5	5.00	Filipino IV, Filipino II, CAT, and PRED 129
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	20	5	5	5	5.00	Filipino IV, Filipino II, CAT, and PRED 129
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	30	5	5	5	5.00	Filipino IV, Filipino II, CAT, and PRED 129
	A 23 : 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	1	2	5	5	5	5.00	Filipino IV and Filipino II
	A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	4	5	5	5	5.00	Filipino IV, Filipino II, CAT, and PRED 129
PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:			8.00	5	5	5	5.00	TOS
	Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation		0					
	Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU		0					
	A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal		0					
UMFO 3 . RESEARCH SERVICES									
PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries		0					

PI 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		0							
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication		0							
	In refereed int'l journals										
	In refereed nat'l/regional journals										
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 scienfic for a/conferences		0							
	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		0							
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or										
	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		0							
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output		0							
	A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal		0							
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		5	5	5	5.00
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		0					
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		0					
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		0					
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		0					
Research Mentoring	Research Mentor			0					
Peer reviewers/Panelists	Peer reviewers/Panelists			0					
Resource Persons	Resource Persons			0					
Convenor/Organizer	Convenor/Organizer			0					
Consultancy	Consultant			0					

Evaluator	*Evaluator*			0						
PI 8. Percent of extension proposals approved *	**A 41.** Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation		0						
PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *			0						
	A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal		0						
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 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 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 performfing functions resulting to best practice		0						

	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal		0					
Total Over-all Rating								~~94.10~~ 84.33	8
Average Rating (Total Over-all rating divided by 4			23.52 21.08						
Additional Points:									
Approved Additional points									
Final Rating			4.87 4.44						
Adjectival Rating			Outstanding						

Comments & Recommendations for Development Purposes:

He is very dependable and can be assigned with functions/responsibilities with less supervision.

Evaluated & Rated by:

ROSARIO P. ABELA
Department Head
Date: 8-27-24

Recommending Approval

BAYRON S. BARREDO
Dean, College of Education
Date: 8-28-24

Approved by

ROTACIO S. GRAVOSO
Vice President for Instruction
Date: 9/16/24

VISAYAS STATE UNIVERSITY | INSTRUCTION AND EVALUATION OFFICE

TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATINGS

1ST Semester AY 2023 - 2024

Name of Faculty : ORIA, REYMAR C.
Department: VSU -Integrated High School
College: TEACHER EDUCATION

Course No. & Descriptive Title		Lec./ Lab.	RATING		% Evaluation Rating
			Numerical	Adjectival	
Fil IV	Fil., Gram., Comp. & Lit	Lec	5.00	Outstanding	100.0 %
Fil IV	Fil., Gram., Comp. & Lit	Lec	5.00	Outstanding	100.0 %
Fil IV	Fil., Gram., Comp. & Lit	Lec	5.00	Outstanding	100.0 %
CAT	Citizens Army Training	Lec	5.00	Outstanding	100.0 %
PrEd 141n	The Teacher and the Community, School Culture and Organizational Leadership	Lec	5.00	Outstanding	100.0 %
Average Rating			**5.00**	**Outstanding**	**100.00 %**

Source: *Results of Teaching Performance Evaluation by Students filed at ODIE*
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: May 09, 2024

Attested by:

MA. RACHEL KIM L. AURE
Director, Instruction and Evaluation
Date: May 09, 2024

Received by:

REYMAR C. ORIA
Name and Signature of Faculty
Date: 5/20/2024

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

PERFORMANCE MONITORING & COACHING JOURNAL

		Q
	1st	U
	2nd	A R
/	3rd	T
/	4th	E R

Name of Office: VSU INTEGRATED HIGH SCHOOL

Head of Office: DR. ROSARIO P. ABELA

Number of Personnel: 17

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Review and Finalization of the IHS Individual Targets (January – December 2024) and Accomplishments (January – June 2024)		Faculty Meeting January 8, 2024 Consolidation of IPCR Accomplishments May 14, 2023			Each faculty finalize their IPCR Targets (January – December 2024) and Accomplishments (January – June 2024)
Coaching Review the need support to facilitate the attainment of the IHS Targets		Faculty Meeting February 26, 2024 March 17, 2024 Consolidation of IPCR Accomplishments August 2, 2024			Submitted list if support needed to attain targets.

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

Conducted by:

frabela
ROSARIO P. ABELA
Department Head

Noted by:

BAYRON S. BARREDO
Dean, College of Education

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mr. Reymar C. Oria
Performance Rating: Very Satisfactory

Aim: To produce instructional materials on subjects handled ready to be used for flexible learning.
    To publish research outputs (thesis) in international per-reviewed journals.

Proposed Interventions to Improve Performance:

Date: February 2024   Target Date: December 2024

First Step:
  1. To produce at least on (1) learning guide per subject taught for utilized learning.
  2. Encourage and challenge to submit articles for publication.
  3. To attend trainings & seminar related to instruction,research and extension

Result:
    Carried out responsibilities as an instructor and utilized the IM's produced to facilitate students' learning.

Date: July 2024   Target Date: December 2024

Next Step:
    Be involved in research proposal projects of the department. Attend seminars and trainings related to the field.

Outcome: Published research outputs in reputable journals.
        Submit at least one (1) extension proposal to OVPRIE.

Final Step/Recommendation: To be one of the proponents of approved research and extension proposal of the department.

Prepared by:

ROSARIO P. ABELA
Unit Head

Conforme:

REYMAR C. ORIA
Name of Ratee Faculty/Staff