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%)		4.94	0.618
b. Students (50%)		3.67	0.459
TOTAL for Instruction			1.077
2. Research	40%	4.46	1.784
3. Extension	30%	4.88	1.464
4. Others	5%	4.88	0.244
TOTAL	100%		4.569

EQUIVALENT NUMERICAL RATING: 4.569

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.569

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

MARY CRIS F. PLEÑOS
Name of Staff

Reviewed by:

ROMEL B. ARMECIN
Director, NARC

Recommending Approved:

ROMEL B. ARMECIN
Director, NARC

Approved:

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

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 accomplishments in accordance with the indicated measures for the period **January 2023 to December 2023**.

MARY CRIS F. PLEÑOS
Ratee
Date: January 11, 2024

Approved: **ROMEL B. ARMECIN**
Head of Unit
Date: 07/11/2024

MARIA JULIET C. CENIZA
Vice President for RE & I
Date: 01/18/2024

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q^1	E^2	T^3	A^4	
MFO1: Advanced and Higher Education Services		Instruction: At least 30% of the total tasks							
PI1: Full-Time Equivalent (FTE)	Number of course/subjects/sections handled per semester	- Teaches course/subject/section per semester	2 FTE per semester	3 FTE per semester	5	5	5	5	
	Number of hours spent to student consultation	Entertains student consultation	8 hrs/wk consultation	8 hrs/wk consultation	4.5	5	5	4.82	
PI 2: Number of instructional materials developed	Number of online ready materials	Creates instructional materials for a flexible learning system	2	3	5	5	5	5	
	Supplemental learning resources	Prepares powerpoint presentations for the different courses taught	8	10	5	5	5	5	
	Assessment Tools	Prepares exams, quizzes and problem sets	10	15	5	5	5	5	
	Number of virtual classrom created and operational	Creates virtual classroom using Google Classroom	3	3	4.5	5	5	4.82	
MFO2: Research Services		Research: At least 40% of the total tasks							
	Number of research proposal submitted for funding	- Develops research proposal for funding output to scientific for a/conferences	2 Research proposal per year	1	4.5	5	5	4.82	
	Number of scientific paper for publication	Prepares and submit research paper in a referreed internationa/national journal	2	2	4.5	5	5	4.82	

	Number of scientific papers presented in	Presents scientific papers in regional/	2	0	4	45	45	4.33
	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	10	30	5	5	5	5
conducted	Number of trainings facilitated	Facilitates the conduct of trainings	3	3	4.5	√	5	4.82
	Number of extension programs/projects	- Conducts/implements extension	2	3	4.5	5	5	4.8
	conducted/implemented	projects/components						
Others	Number of field visits conducted	Conducts field visits	2	2	4.5	5	5	4.82
	Number of meetings organized/attended	Organizes/attends meetings	2	5	5	5	5	5
	Number of workshops conducted	Conducts workshops	2	2	4.5	5	5	4.8
Total Over-all Rating								
	Ave. Rating (Total Over-all rating divided by 4)			-				
	Additional Points:							
	Punctuality	-						
	Approved Additional points	-						
	(with copy of approval)							
	FINAL RATING				4.82			
	ADJECTIVAL RATING				OUTSTANDING			

Comments & Recommendations for Development Purposes:

Needs to participate trainings on socio-economic related topics

Evaluated and Rated by:

ROMEL B. ARMECIN
Director
Date: 07/11/2024

Recommending Approval:

ROSA OPHELIA D. VELARDE
Director for Research
Date: 07/18/2024

Approved by:

MARIA JULIET C. CENIZA
Vice President for RE & I
Date: 07/18/2024

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: <u>July 1, 2023</u>   Target Date: <u>Dec. 31, 2023</u>

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: <u>January 1, 2024</u>   Target Date: <u>June. 30, 2024</u>

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.**