SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: FLORENCIO JOHN S. SALADAGA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head (50%) from IPCR	100.00	4.31	4.31
b. Student (50%) from Teaching Performance Eval'n. By-	0.00	0.00	0.00
Total for Instruction	100%	2.16	4.31
2. Administration and Support Services	0%	0.00	0.00
TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.31

EQUIVALENT NUMERICAL RATING: 4.31

Add: Additional Points, if any: -

TOTAL NUMERICAL RATING: **4.31**

ADJECTIVAL RATING: **Very Satisfactory**

Prepared by:

FLORENCIO JOHN S. SALADAGA
Name of Faculty

Reviewed by:

SHALOM GRACE C. SUGANO
Department Head

Recommending Approval:

ALELI A. VILLOCINO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, FLORENCIO JOHN S. SALADAGA, a faculty member of the VSU INTEGRATED HIGH SCHOOL commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period JANUARY-JUNE 2020.

Approved:

FLORENCIO JOHN S. SALADAGA
Instructor
Date:

SHALOM GRACE C. SUGANO
Department Head
Date:

ALELI A. VILLOCINO
College Dean
Date:

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	...verts 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	18	28.15		4	5	4	4.33	Agriculture 08-Atis; Agriculture 08 Chico; Agricuture 10-Uranus; Agriculture 10-Neptune; Agriculture 10- Saturn; Grade 11; TVL-CAP Grade 11 and 12 Crop Production. TVL CAP 12 Research and III

						Q	E	T	Avg	
		A10. Number of grade sheets submitted within prescribed period	ares gradesheet and submits on or before deadline	3	5	5	5	5	5.00	Agriculture 08-Atis; Agriculture 08 Chico; Agricuture 10-Uranus; Agriculture 10-Neptune; Agriculture 10- Saturn; Grade 11; TVL-CAP Grade 11 and 12 Crop Production. TVL CAP 12 Research and III
		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							
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	3	5	5	5	5.00	Google Classroom Online Training; Enhancing Resilience in the Workplace; Understanding Flexible Learning"
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	2	4	5	4	4.33	Agriculture 08-Atis; Agriculture 08 Chico; Agricuture 10-Uranus; Agriculture 10-Neptune; Agriculture 10- Saturn; Grade 11; TVL-CAP Grade 11 and 12 Crop Production.
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	2	4	5	4	4.33	Agriculture 08-Atis; Agriculture 08 Chico; Agricuture 10-Uranus; Agriculture 10-Neptune;
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	1	1	4	4	4	4.00	griculture 08-Atis; Agriculture 08 Chico; Agriculture 10-Uranus; Agriculture 10-Neptune;
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviserto students	30	163	5	4	4	4.33	Grade 11- TVL CAP Coordinatr; Grade 12 - TVL CAP Coordinator
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	30	163	5	5	5	5.00	Grade 11- TVL CAP Coordinatr; Grade 12 - TVL CAP Coordinator

						3	3	3	3.00	
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	1		0					
	A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student	1		1	5	4	4	4.33	FFP of VSUIHS)
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								
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1		1	4	4	4	4.00	Agriculture 08; Agriculture 10; Grade 11 TVL Crop Production, Grade 12 Crop Production
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1		2	5	4	4	4.33	Agriculture 08; Agriculture 10; Grade 11 TVL Crop Production, Grade 12 Crop Production, Grade 12 Research and III
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1		2	4	5	4	4.33	Agriculture 08; Agriculture 10; Grade 11 TVL Crop Production, Grade 12 Crop Production, Grade 12
	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								
	A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1		1	4	4	4	4.00	Agriculture 08; Agriculture 10; Grade 11 TVL Crop Production, Grade 12 Crop Production, Grade 12 Research and III
PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:									
	Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation								

		Agency/firm/Industry linkages	...inates with potential firms and maintains linkages with firms willing to accept OJT students from VSU						
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal						
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						
	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						
	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						
		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						
		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						
	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	... as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper						
		A 34. Number of UMs submitted to ITSO, VSU	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						
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						
	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						
	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						
	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						

PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	...ides the technical and expert services requested by beneficiaries							
Research Mentoring	Research Mentor								
Peer reviewers/Panelists	Peer reviewers/Panelists								
Resource Persons	Resource Persons								
Convenor/Organizer	Convenor/Organizer								
Consultancy	Consultant								
Evaluator	Evaluator								
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							
PI 11. Additional 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. 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								
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal								Comments & Recommendation for Development Purpose:
Total Over-all Rating									60.31	_Builds effective working relationship with co-workers. Understands the needs of peers and always offer a helping hand._
Average Rating									4.31	
Adjectival Rating							Very Satisfactory			

Evaluated & Rated by:

SHALOM GRACE C. SUGANO
Department Head
Date:

Recommending Approval

ALELI A. VILLOCINO
Dean, College of Education
Date:

Approved by:

BEATRIZ S. BELONIAS
Vice President for Instruction
Date: 12/10/20

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **FLORENCIO JOHN S. SALADAGA**

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
1	Teach Agriculture (Technology & Livelihood Education) to Grade 8 students	Deliver quality learning on Technology & Livelihood Education (Agriculture) to students in the secondary level	July 2020	May 2021		Very impressive	Outstanding	
2	Teach Agriculture (Technology & Livelihood Education) to Grade 10 students	Deliver quality learning on Technology & Livelihood Education (Agriculture) to students in the secondary level	July 2020	May 2021		Very impressive	Outstanding	
3	Teach Research (III: Inquiries, Investigations and Immersion)	Deliver quality learning on Inquiries, Investigations and Immersion of research study to Grade 12 students.	July 2020	May 2021		Very impressive	Outstanding	
4	Revise course outline in Agriculture Grade 8	Course outline contains updated topics	July 2020	July 2020		Very impressive	Outstanding	
5	Revise course syllabus in Agriculture Grade10	OBE syllabus that addresses the needs of leaners	July 2020	March 2021		Very impressive	Outstanding	
6	Develop PPT in Agriculture 8, Agriculture 10 and Crop Production	A more comprehensive PPT presentation	July 2020	July 2020		Very impressive	Outstanding	
7	Submit reports and other requirements	Sign CSR, DTR, submit grade sheets	June 2020			Very impressive	Outstanding	
8	Assist in school-related activities	Assist in checking attendance/monitoring of students in activities like Conference with Parents, Acquaintance Party, Buwan ng Wika, Sports Intramurals for Students/Faculty, English Month, Math and Science Month, Science Fair and	June 2020			Very impressive	Outstanding	

#								
		Research Congress, CAT Training, Regional Science Fair, and World Teacher's Day						
9	Head of the TLE Section	Supervise and coordinate the activities and involvement of the FFP Club and teachers of TLE Section	June 2020			Very impressive	Outstanding	
10	Attend seminars/ conference/ trainings	Attend as coach/chaperon/ Division Training of the Untrained Senior High School Teachers Relative to the K to 12 Basic Education Curriculum	June 2020			Very impressive	Outstanding	
11	Coordinator for Grade 11 and 12 Senior High Students	Mentor and supervise for Grade 11 and 12 Senior High Students	August 2020	November 2020		Very impressive	Outstanding	
12	Chairman, Clean and Green Committee	Drafted Proposal of the Modified Policy Guidelines on Clean and Green policy for Visayas State University Integrated High School	August 2020	December 2020		Very impressive	Outstanding	
13	Chairman, Tree Planting	Revised Proposal of the Modified Policy Guidelines on Tree Planting policy for College of Education		December 2020		Very impressive	Outstanding	

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

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

Prepared by:

SHALOM GRACE C. SUGANO
Unit Head