

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	0.50	3.21	1.61
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
Total for Instruction		100%	4.11	4.11
2.	Administration and Support Services			
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.11

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:


4.11

4.11

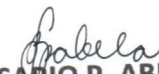
ADJECTIVAL RATING:

Very Satisfactory

Prepared by:


ANNIE FAMELA B. RODRIGUEZ
 Name of Faculty

Reviewed by:


ROSARIO P. ABELA
 Department Head

Recommending Approval:


ALELI A. VILLOCINO
 Dean/Director

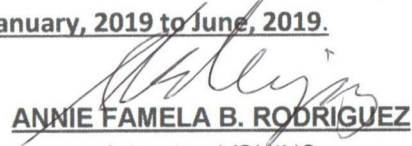
Approved:



BEATRIZ S. BELONIAS
 Vice President

Visayas State University
College of Education

VISAYAS STATE UNIVERSITY INTEGRATED HIGH SCHOOL
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ANNIE FAMELA B. RODRIGUEZ, instructor of VSUIHS, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January, 2019 to June, 2019.


ANNIE FAMELA B. RODRIGUEZ
Instructor, VSUIHS


ROSARIO P. ABELA
Principal, VSUIHS

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
MFO 1	Advanced Education Services 20%									
	1. Graduate Degree Program Management Services									
	0 = 3 1 = 4.8 ≥2 = 5.0	PI 1: Number of graduate degree specializations offered and monitored		NA						
	1.5 - 2.0 = 4.8 > 2 = 5.0	PI 2: Total FTE monitored		NA						
	0-25% = 3.0 26 - 90% = 4.5 >90% = 5.0	PI 3: Percentage of students who graduated within the prescribed period		NA						
	2. Graduate Student Management Services									
	0-25%= 3.0 26-50% = 4.5 >50% = 5.0	PI 1: Percentage of graduate students awarded with honors/distinction		NA						
	0-25%= 3.0 26-50% = 4.5 >50% = 5.0	PI 2: Percentage of graduate students advised who rated the adviser/GAC member at least very satisfactory		NA						
		PI 3: Percentage of graduate school faculty engaged in research work applied in any of the ff:	VSUIHS Faculty	0	0	3	3	3	3.00	

0-25% = 3.0 50% = 4.5 26- >50% = 5.0	a. Pursuing advanced research degree program	VSUIHS Faculty	0	0	3	3	3	3.00	
	b. Actively pursuing in the last three years (investigative research, basic and applied scientific research, policy research, social science research)	VSUIHS Faculty	0	0	3	3	3	3.00	
	c. Producing technologies for commercialization or livelihood improvement	VSUIHS Faculty	0	0	3	3	3	3.00	
	d. Whose research work resulted in an extension program	VSUIHS Faculty	0	0.00	3	3	3	3.0	
MFO 2	Higher Education Services								
	1. Curriculum Program Management Services								
	<15 = 4.0 15 - 17.99 = 4.5 18 & above = 5.0	PI 1: Total FTE monitored (Higher Ed and Basic Ed)	VSUIHS Faculty	48	58.95	5	5	5	5.00
	0 = 3% 1-25% = 4 26-100% = 5.0	PI 2: Percentage of undergraduate curricular program compliant to CMO, approved and offered		NA					
	below nat'l = 4.0 above nat'l up to 75% = 4.5 76 - 100% = 5.0	PI 3: Average percentage passing in licensure exam		NA					
		PI 4: Percentage of first time licensure exam takers who passed the licensure exam		NA					
	0 graduate = 3.0 100% or more = 5.0	PI 5: Number of graduates who graduated within prescribed period		NA					
	No increase = 4 1 - 10% = 4.5 > 10% = 5.0	PI 6: Percentage increase in the number of undergraduate students who graduated within prescribed period		NA					
		PI 7: Percentage of graduates (two years prior) who are employed and/or pursuing graduate studies		NA					
	0 linkage - 3.0 1 - 2 linkage = 4.5 >2 = 5.0	PI 8. Number of academe/industry linkages established		NA					

100% = 5.0	PI 9: Number of thesis/special problem students:	VSUIHS Faculty	0	0	3	3	3	3.00	
	a. Thesis outline/manuscript/Case Studies/Special Problems/OJT Narrative Reports/Engineering Projects/Portfolios advised	VSUIHS Faculty							
	b. Thesis outline/manuscript/Case Studies/Special Problems/OJT Narrative Reports/Engineering Projects/Portfolios approved	VSUIHS Faculty							
	0 organization = 3.0 1 organization = 4.0 2 or more = 5.0	PI 10: Number of student organizations advised/ assisted	VSUIHS Faculty	1	1	4	4	4	4.00
0 IEC = 3.0 1 IEC = 4.0 2 or more = 5.0	PI 11: Number of instructional materials developed/revised	VSUIHS Faculty	0	0	3	3	3	3.00	
	a. OBE-compliant syllabi	VSUIHS Faculty	1	1	4	4	4	4.00	
	b. Teaching guides/Student guides/Laboratory Manuals	VSUIHS Faculty	1	1	4	4	4	4.00	
	c. Complete sets of teacher-developed audio visual materials (powerpoints, videos, computer games, etc)	VSUIHS Faculty	2	2	5	5	5	5.00	
	d. On-line interactive learning resources per subject	VSUIHS Faculty	0	0	3	3	3	3	
	PI 12. Number of instruction-related awards	VSUIHS Faculty	0	0	3	3	3	3.00	
MFO 3 Research Services									
0 output = 3.0	PI 1. Number of published papers in peer-reviewed journals	VSUIHS Faculty	0	0	3	3	3	3	
	<i>In refereed int'l journals</i>								
	<i>In refereed nat'l journals</i>								
	<i>In institutional journals</i>								
	PI 2. Number of patents/Utility Models/copyrights filed and registered	VSUIHS Faculty	0	0	3	3	3	3.00	

1 - 2 output = 4.0 3 - 5 output = 4.5 > 5 output = 5.0	PI 3. Number of research papers (oral presentation, posters, keynote speaker, plenary speaker) presented in regional/national/ int'l scientific/professional fora and conferences	VSUIHS Faculty	0%	0	3	3	3	3.00	
	<i>In int'l fora/conferences</i>								
	<i>In nat'l fora/conferences</i>								
	<i>In reg'l fora/conferences</i>								
	<i>In institutional fora/conferences</i>								
0 prop/proj = 3.0 1 - 2 prop/proj = 4.5 3 or more prop/proj = 5.0	PI 4. Number of research studies conducted	VSUIHS Faculty		0	3	3	3	3.0	
	PI 5. Number of research proposals submitted	VSUIHS Faculty		0	3	3	3	3	
	PI 6. Number of research proposals approved	Research Committee	NA						
None = 3.0 100K - 1M = 4.0 1.1M - 5M = 4.5 >5M = 5.0	PI 7. Amount of research money generated from external funding (Thousand PHP)	VSUIHS Faculty	0	0	3	3	3	3	
None = 3.0 50K = 4.5 >50K = 5.0	PI 8. Amount of research money generated from institutional funding (Thousand PHP)	VSUIHS Faculty	0	0	3	3	3	3	
	PI 9. Number of research outputs in the last three years utilized by the industry or other beneficiaries	VSUIHS Faculty	0	0	3	3	3	3	
	PI 10. Number of research projects/studies completed within the year	VSUIHS Faculty	0	0	3	3	3	3	
	PI 11. Number of research-related awards (research conducted by faculty or student w/ faculty)	VSUIHS Faculty	0	0	3	3	3	3	
					3	3	3	3	
MFO 4 Extension Services									
0 pds = 3.0 100 - 500 pds = 4.5 >500 pds = 5.0	PI 1. Number of trainees weighted by the length of training	VSUIHS Faculty	0	0	3	3	3	3	


0 training = 3.0 1 training = 4.0 2 or more = 5.0	PI 2: Number of trainings conducted	VSUIHS Faculty	0	0	3	3	3	3	
0 IEC = 3.0 1 IEC = 4.0 2 or more = 5.0	PI 3: Number of IEC materials/techno-guides developed/used	VSUIHS Faculty	0	0	3	3	3	3	
0 group/ind = 3.0 1 grp/ind = 4.0 > 2 or more = 5.0	PI 4: Number of beneficiaries served	VSUIHS Faculty	0	0	3	3	3	3	
	Groups				3	3	3	3	
	Individuals				3	3	3	3	
0 services = 3.0 1 - 10 services = 4.0 10 - 20 services = 4.5 >20 services = 5.0	PI 5: Number of technical/expert services provided/rendered	VSUIHS Faculty	0	1	4	4	4	4	
	Research Mentoring			0					
	Peer reviewers/Panelists			0					
	Resource Persons			0					
	Convenor/Organizer			0					
	Consultancy			0					
	Evaluator			0					
0 proposal = 3.0 1 - 2 proposals = 4.5 3 or more prop = 5.0	PI 6: Number of extension projects conducted	VSUIHS Faculty		0	3	3	3	3	
	PI 7: Number of extension proposals submitted	VSUIHS Faculty	0	0	3	3	3	3	
	PI 8: Number of extension proposals approved	VSUIHS Faculty	0	0	3	3	3	3	
	PI 9: Amount of extension money generated from external funding (Thousand PHP)	VSUIHS Faculty	0	0	3	3	3	3	
	PI 10: Amount of extension money generated from institutional funding (Thousand PHP)	VSUIHS Faculty	0	0	3	3	3	3	
0 awards = 3.0 1 award = 4.5	PI 11: Percentage of beneficiaries who rated the training course and advisory services as satisfactory or higher in terms of quality and relevance	VSUIHS Faculty	0	0	3	3	3	3	

	2 or more = 5.0	PI 12. No. of extension-related awards (extrn. conducted by faculty or student & faculty)	VSUIHS Faculty	0	0	3	3	3	3	
MFO 5	Support to Operations (STO)									
	1. Faculty Development Services									
	0 faculty = 4 1 - 2 faculty = 4.5 >3 faculty = 5.0	PI 1: Number of faculty pursuing advanced degree programs	OVPI, ODAHRD, SFAC, Department		0					
	2. Faculty Recruitment/Hiring Services									
	0 faculty = 4 1 - 2 faculty = 4.5 >3 faculty = 5.0	PI 2: Number of faculty recruited/hired aligned with university RSP policy and competency-based HRM	VSULHS Personnel committee & APB		0					

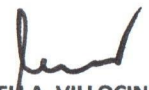
	3. Faculty Evaluation Services									
	0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	PI 3: Number of seminars/trainings/conventions/workshops organized/coordinated for the entire university	OVPRE		0					
	0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	PI 4: Number of seminars/trainings/conventions/workshops organized/coordinated outside the university	OVPRE		0					
	90 - 100% = 5.0 60 - 89% = 4.5 <60% = 4.0	PI 5: Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated	OVPI, Department, admin staff		0					
	0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	PI 6: Number of college/department-level seminars/trainings/workshops/reviews conducted/ attended/ facilitated	OVPRE		0					
	4. Program and Institutional Accreditation Services									

	100% programs = 5.0 <100% programs = 4.5	PI 1: Number of degree programs which passed accreditation/evaluation at least Level 1		NA						
	100% compliant = 5.0 <100% compliant = 4.5	PI 2: Degree program compliant with CHED requirements		NA						
MFO 6	General Admin. & Support Services (GASS)									
	0 complaint = 5.0 1 or more = 4.5	PI 1: Zero complaint from clients (complaints dropped in suggestion boxes, complaints on change of grades and other complaints)	OVPI, College, Department, Units		0					
		PI 2: Number of complaints addressed within the prescribed time	OVPI, College, Department, Units		0					
		PI 3: Additional Outputs								
	No initiative = 3.0 1 initiative = 4.5 2 or more initiatives = 5.0	Best practices/new initiatives/innovations	OVPI, College, Department, Units		0					
		Values Restoration Program			0					
Total Over-all Rating			125.00							
Average Rating (Total Over-all rating)			3.21							
Additional Points:					Comments & Recommendations for Development Purpose: <i>She carries out her task with less supervision.</i> <i>She is a teachable employee.</i>					
Punctuality										
Approved Additional points (with copy of approval)										
FINAL RATING										
ADJECTIVAL RATING			Satisfactory							


Evaluated & Received by:


SHALOM GRACE C. SUGANO
Department Head
Date:

Recommending Approval:


ALEEN A. VILLOCINO
Dean, College of Education
Date:

Approved by:


BEATRIZ S. BELONIAS
Vice Pres. for Instruction
Date:

Legend:

Q¹ - Quality
E² - Efficiency
T² - Timeliness
A⁴ - Average

Rating Scale:

4.6 - 5.0 Outstanding
3.8 - 4.5 Very Satisfactory
3.0 - 3.7 Satisfactory
2.2 - 2.9 Unsatisfactory
2.1 - & below Poor

PERFORMANCE MONITORING FORM

Name of Employee: ANNIE FAMELA B. RODRIGUEZ

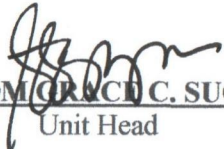
Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Teach English II and Social Studies III	Deliver quality instruction and develop life-long learning to Junior students.	January 2019	June 2019	June 2019	Very Impressive	Outstanding	
2	Revise course outline	OBE syllabus that addresses the needs of the learners	January 2019	June 2019	June 2019			
3	Develop ppt. in English II and Social Studies III	A more comprehensive and activity-based ppt. presentation.	January 2019- June 2019			Very Impressive	Outstanding	
4	Develop evaluation and assessment tools to rate students' performance	Collect projects, assignments, check, develop rubrics to assess students in performance based task and creating games or activities that enhances their reading, writing, listening and	January 2019	June 2019	June 2019	Very Impressive	Outstanding	

		speaking skills.						
5	Submit reports and other requirements	Submit DTR, minutes, grade sheets	January 2019- June 2019			Very Impressive	Outstanding	
6	Organize English Month Culmination and school activities for Junior High school	Acquaintance Program, CAT Presentation Program, English Culmination, Christmas Program	January 2019	June 2019	June 2019	Very Impressive	Outstanding	
7	One of the members of the VSUIHS who conducted the radio program "What's up Hiskol" on air over DYDC FM radio	Gives relevant information and facts to VSUIHS recent program.	January 2019	June 2019	June 2019	Very Impressive	Outstanding	
8	Performs as an adviser of Grade 8-Guava students and VSUIHS Glee Club	Monitor and assign responsibilities to the advisee	January 2019	June 2019	June 2019	Very Impressive	Outstanding	
9	Senior High Students Work Immersion as their Cooperating Teacher	Conduct classes and consultation for Senior High Work Immersion	January 2019-June 2019			Very Impressive	Outstanding	

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

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

Prepared by:


SHALOM GRACIANO C. SUGANO, Ph.D.
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Annie Famela B. Rodriguez

Performance Rating: Very Satisfactory

Aim: To level up teaching effectiveness and enrich knowledge related to instruction.

Proposed Interventions to Improve Performance:

Date: January 2019 Target Date: June 2019

First Step:

Revise and develop OBEdized teaching materials.

Result:

Developed OBEdized instructional materials.

Date: March 2019 Target Date: December 2019

Next Step:

Attend seminars and trainings for self-enhancement.

Outcome: Attend seminars organized by the college or university.

Final Step/Recommendation:

Carry out responsibilities as an instructor.

Prepared by:


SHALOM GRACE C. SUGANO, Ph.D.

Unit Head

Conforme:


ANNIE FAMELA B. RODRIGUEZ

Name of Ratee Faculty/Staff