SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **MA. RACHEL KIM L. AURE**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.63	(2.32)
b. Students (50%)		5.00	(2.50)
Total for Instruction	70%	4.82	3.37
2. Research	10%	4.92	0.49
3. Extension	10%	5.00	0.50
4. Administration	10%	5.00	0.50
5. Production			
TOTAL			4.86

EQUIVALENT NUMERICAL RATING: 4.86
Add. Additional Points, if any:
TOTAL NUMERICAL RATING: 4.86

ADJECTIVAL RATING: Outstanding

Prepared by:

MA. RACHEL KIM L. AURE
Name of Faculty

Reviewed by:

JOEL Q. MABALHIN
Department Head

Recommending Approval:

BAYRON S. BARREDO
College Dean

Approved:

BEATRIZ S. BELONIAS
VP for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MA. RACHEL KIM L. AURE**, a faculty member of the __DEPARTMENT OF TEACHER EDUCATION__ commit to the deliver and agree to be rated on the **ACCOMPLISHMENT** of the following targets in accordance with the indicated measures for the period **JANUARY to JUNE, 2022**.

Approved:

MA. RACHEL KIM L. AURE
Associate Professor/Director, Instruction and Evaluation
Date: July 29, 2022

JOEL Q. MABALHIN
Department Head
Date: 07-29-2022

BAYRON S. BARREDO
College Dean
Date: 7-29-22

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	1		0	0	0	0.00	
	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	1	5	5	5	4	4.67	
		A4 . Number of students entertained for consultation purposes	*Entertains students seeking consultation with faculty*	2	5	5	5	5	5.00	

PI	Activity	Description			Q1	Q2	Q3	Ave	Remarks
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	1	1	4	5	5	4.67	EDUC 203 - Educational Research (Instructional Workbook)
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	1	5	5	4	4.67	EDUC 203 - Educational Research (Instructional Workbook)
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	1	5	4	5	4.67	EDUC 203 - Educational Research (Instructional Workbook)
	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	1	1	5	5	4	4.67	EDUC 203 - Educational Research (Instructional Workbook)
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1	4	5	5	4.67	EDUC 203 - Educational Research (VSU E-learning Environment)
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	1	1	4	5	4	4.33	EDUC 203 - Educational Research (VSU E-learning Environment)

UMFO 2. HIGHER EDUCATION SERVICES

OVPI UMFO 3. Higher Education Management Services

PI	Activity	Description			Q1	Q2	Q3	Ave	Remarks
PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned		8.25	5	5	5	5.00	Second Semester AY 2021-2022 1. Math 127 - Principles and Strategies in Teaching Mathematics 2. PrEd 200 - Student
	A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	4	5	5	4	4.67	Second Semester AY 2021-2022 1. Math 127 - Principles and Strategies in Teaching Mathematics 2. PrEd 200 - Student

		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	5	5	4	4	4.33	*First Semester SY 2021-2022* *1. Math 133n - Research in Mathematics* *2. PrEd 154b - Field Study 2: Participation and Teaching Assistantship.*
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	17	5	5	5	5.00	(1) Virtual Awareness Seminar on RA No. 11032 (Ease of Doing Business and Efficient Government Service Delivery Act of 2018)- June 28, 2022 (2) NRCP Visayas Policy Forum (3) S4CP Summit: Science for Change Program is Science for the People- Visayas Cluster (4) ICANN Seminar Training (5) Awareness Webinar on Data Privacy Act of 2022 - April 7, 2022 (6) Webinar on Institutional Porpofolio (IP) Preparation - April 30, 2022 (7) Turnitin Administrator Workflow Training - March 9, 2022 (8) Turnitin Faculty Workflow Training - March 16, 2022 (9) Mandatory Orientation/ Re-Orientation of Department Enrolment Focal Person College Hotline Agents, and Academic Advisers- February 3, 2022

										(10) VSU E-Learning Environment - February 9-10, 2022 (11) Webinar/NSTEP Visayas Webinar on How to Create on How to Create a Research Poster - February 24, 2022 (12) Aligning Your Reseach to SDGs Using SETI-A Webinar, February 21, 2022 (13) GTS and Employer Workshop Series on Analyzing Gathered Data - February 28, 2022 (14) Training Workshop on Research Ethics Committees Standard Operating Procedures for GCP Compliance - January 17-19, 2022 (15) Foot-Pedal Alcohol Dispenser Workshop - January 20, 2022 (16) Proposal Wrtieshop Conference for the Start-up Grant Fund Program Cycle 3 - January 20, 2022 (17) Orientation -Seminar on OBE Course Syllabus - January 21, 2022
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	4	4	5	4	4.33	*Second Semester AY 2021-2022* *1. Math 127 - Principles and Strategies in Teaching Mathematics* *2. PrEd 200 - Student Teaching*

		A14. *Number of quizzes administered and checked*	Prepares and checks quizzes for lec and lab	3	8	5	4	4	4.33	*Second Semester AY 2021-2022* *1. Math 127 - Principles and Strategies in Teaching Mathematics* *2. PrEd 200 - Student Teaching*
		A15. *Number of lab reports and term papers checked and graded*	Checks lab reports and term papers submitted as required							
	PI 8: Number of students advised: *	A16. Number of students advised:	*Acts as academic adviserto students*	30	287	5	5	5	5.00	1st - 3rd year BSED Mathematics students
		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		150	5	5	5	5.00	Graduate and BSED students
	PI 9: Number of student organizations advised/ assisted *	**A19**. *Number of Student organizations advised*	*Advises student organizations recognized by USOO*	1	1	4	5	4	4.33	Mathematics Majors' Society
		A20. *Number of Student organizations assisted on student related activities*	*Assists student organizations in implementing student related activities*	1	1	4	4	5	4.33	Mathematics Majors' Society

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	1	1					Second Semester AY 2021-2022 1. Math 127 - Principles and Strategies in Teaching Mathematics
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	5	4	5	4.67	Second Semester AY 2021-2022 1. Math 127 - Principles and Strategies in Teaching Mathematics
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	5	5	5	4	4.67	Second Semester AY 2021-2022 1. Math 127 - Principles and Strategies in Teaching Mathematics
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	5	4	4	5	4.33	Second Semester AY 2021-2022 1. Math 127 - Principles and Strategies in Teaching Mathematics

		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						
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using VSUEE	1	1	4	4	4	4.00	*Second Semester AY 2021-2022* *1. Math 127 - Principles and Strategies in Teaching Mathematics*
	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		1	5	5	5	5.00	Revised BSED Mathematics curriculum as suggested by CHED
			Act as AACCUP Internal Auditor/ Chairperson during the VSU Institutional Accreditation Validation Visit last June 19-22, 2022.		1	5	5	5	5.00	Act as AACCUP Internal Auditor/ Chairperson during the VSU Institutional Accreditation Validation Visit last June 19-22, 2022.
		Agency/firm/Industry linkages	Coordinates 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	1	2	5	4	4	4.33	Instructional Materials
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 project within the year	1	1	5	5	5	5.00	(1) "Assessment of Pre-Service Teachers' Critical Thinking Skills in Visayas State University"
	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		1	0	0	0	0	0.00	
		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	Activity	Description							Remarks
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	2	4	5	5	5	5.00	(1) ADAPTING TO THE NEW NORMAL IN EDUCATION: A CURRICULUM MODIFICATION DESIGN USING BLENDED LEARNING MODEL (DOST-NRCP Funded); (2) EVALUATION OF GRADUATES' AND EMPLOYERS' FEEDBACK: A CASE IN COLLEGE OF EDUCATION, VISAYAS STATE UNIVERSITY (VSU Funded); (3) "GRADUATES' EMPLOYABILITY AND EMPLOYERS' FEEDBACK IN VISAYAS STATE UNIVERSITY (VSU Funded). (4) MATCHING OF PERFORMANCE INDICATORS OF SHS, HEIS, AND INDUSTRY SKILL SETS NEEDED IN REGION VIII (Collaboration with SLSU);
PI 6. Additional outputs*	**A 32.** No. of research-related awards (research conducted by faculty or student w/ faculty)								
	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		3	5	5	5	5.00	(1) VSU Science and Humanities Journal (2) Cebu Normal University - Journal of Higher Education (3) DLSU - The Asia-Pacific Education Researcher (TAPE)
	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	1	1	5	4	5	4.67	K to 12 and Blended Learning: A Modification of ViSCA Foundation Elementary School Curriculum
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:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor								
	Peer reviewers/Panelists	Peer reviewers/Panelists								

					5	5	5	5	5.00	1.) TFS Instructor Training follow-up - Visayas State University (March 9-10, 2022) 2.) TFS Instructor Training follow-up - Visayas State University (March 17-18, 2022) 3.) Orientation-Writeshop on OBE Course Syllabus for Graduate School (April 6, 2022) 4.) Orientation-Writeshop on OBE Course Syllabus for Graduate School (April 8, 2022) 5.) Preparation on Outcomes-Based Education (OBE) Course Syllabus for Graduate Courses. (June 8, 2022)
	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							
MFO 3.	**Faculty Evaluation Services**									

PI 1 Percentage in spearheading in the developing of TPES Eval. System, monitor and conduct of the evaluation.	Director, Instruction and Evaluation Clerk Incharge of the TPES Evaluation System	Spearheading in the developing of TPES Eval. System, Monitor and conduct of the evaluation.	50%	63.96%	5	5	4	4.67	TPES On-line evalution System using the VSU Cumulus Platform.
PI 2. Percentage in spearheading in the planning of instructional material development and coordination the publication of the same.	Director, Instruction & Evaluation Head, Instructional Materials Management	Spearheading in the planning of instructional material development and coordination the publication of the same	50%	200%	5	5	4	4.67	All VSU undergraduate and graduate programs of main campus and component colleges
PI 3. Percentage of syllabi, TOS and VSUEE monitored.	Director, Instruction & Evaluation Head, Instructional Materials Management VSUEE Technical Staff	Monitoring of OBE Syllabi, TOS and VSUEE.	50%	200%	5	5	4	4.67	All VSU undergraduate and graduate programs of main campus and component colleges

			Q1	Q2	E	T	A	Avg	
PI 4: Number of seminars/trainings/worksh ops coordinated for entire university	Director, Instruction & Evaluation Head, Instructional Materials Management	Initiate and coordinate different seminars/ trainings/ workshops for the entire university.	2	12	5	5	5	5.00	1.) Workshop on Febrication of Foot Mechanical Alcohol Dispenser (January 20, 2022) 2.) Orientation on Outcome-Based Syllabus for Physics Instructor (January 21, 2022) 3.) Mandatory Orientation and Re-orientation of Academic Advisers, Dept. Enrolment Focal Person, and College Hotline Agents (Main) (February 3, 2022) 4.) Mandatory Orientation and Re-orientation of Academic Advisers, Dept. Enrolment Focal Persosn, and College Hotline Agents for Component Campuses (February 3, 2022) 5.) VSU Faculty Onboarding 2022 (February 7-8, 2022) 6.) VSU Newly-Hired Faculty Onboarding on Flexible Learning Modality (February 9, 2022) 7.) VSU OGS Onboarding 2022 (February 24, 2022) 8.) TFS Instructor Training follow-up - Visayas State University (March 9-10, 2022) 9.) TFS Instructor Training follow-up - Visayas State University (March 17-18, 2022) 10.) Orientation-Writeshop on OBE Course Syllabus for Graduate School (April 6, 2022) 11.) Orientation-Writeshop on OBE Course Syllabus for Graduate School (April 8, 2022) 12.) Preparation on Outcomes-Based
PI 5. Number of course syllabi and instructional materials reviewed and appproved.			200	560	5	5	5	5.00	All VSU undergraduate and graduate programs of main campus and component colleges

PI 6: Number of TOS monitored, reviewed and approved..	Director, Instruction & Evaluation Head, Instructional Materials Management VSUEE Technical Staff	Montored, reviewed and approved TOS	200	726	5	5	5	5.00	All subjects of the different undergrad and graduate programs.
PI 7: Number of Virtual Classroom Evaluation reviewed and approved	Director, Instruction & Evaluation Head, Instructional Materials Management VSUEE Technical Staff	Revieiwed and Approved Virtual Classroom Evaluation.	200	456	5	5	5	5.00	All VSU undergraduate and graduate programs of main campus and component colleges
PI 8: Number of Virtual Classroom Monitoring reviewed and approved	Director, Instruction & Evaluation Head, Instructional Materials Management VSUEE Technical Staff	Revieiwed and Approved Virtual Classroom Monitoring	100	457	5	5	5	5.00	All VSU undergraduate and graduate programs of main campus and component colleges
PI 9: Number of VSU faculty and students coordinated through VSUEE account.	Director, Instruction & Evaluation Head, Instructional Materials Management VSUEE Technical Staff	Coordinates with the faculty and students through VSUEE account.	200	707	5	5	5	5.00	All VSU undergraduate and graduate programs of main campus and component colleges
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		100% compliant	5	5	5	5.00	

		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	5	5	5	5.00
		On program accreditations							
		On institutional accreditations							
UMFO 6. General Admin. & Support Services (GASS)									
	PI 1: Submission of Office PPMP for the following year within deadline as prescribed by BAC.			1	100% compliant	5	5	5	5.00
	PI 2: . Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		100% compliant	5	5	5	5.00
	PI 3: Number of planning sessions, tracking and monitoring of targets, meeting, etc. cnducted to ensure attainment of department targets			4	6	5	5	5	5.00
		A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal		100% compliant	5	5	5	5.00
	Total Over-all Rating					217	216	210	214.33
	Average Rating					4.62	4.6	4.47	4.56
	Adjectival Rating					Outstanding			

Evaluated & Rated by:

JOEL Q. MABALHIN
Department Head
Date: 7-29-22

Recommending Approval

BAYRON S. BARREDO
Dean, College of Education
Date: 7-29-22

Approved by:

BEATRIZ S. BELONIAS
fr. Vice President for Instruction
Date: 7-29-22

Comments & Recommendation for Development Purpose:

Your dedication towards work is still visible in your outputs inspite of your hectic time. Keep it up.

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **MA. RACHEL KIM L. AURE**

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 graduate & undergraduate courses	12 FTE	1st week of January, 2022	Before the end semester	June, 2022	Very Impressive	Outstanding	8.25 FTE
2	Develop on-line courseware, supplemental learning resources & assessment tools	Develop 1 course ware, 1 supplemental learning & 1 assessment tool	1st week of January, 2022	Before end of the semester	June, 2022	Impressive	Very Satisfactory	Developed 1 online courseware, 5 supplemental learning & 5 assessment tools
3	Develop virtual classroom	Develop 1 virtual classroom	1st week of January 2022	Before end of the semester	June, 2022	Impressive	Very Satisfactory	Developed 1 Virtual Classrooms
4	Conduct research	Conduct 1 research	1st week of January, 2022	Before the end of the semester	June, 2022	Impressive	Very Satisfactory	Conducted 1 Research and prepared 4 research proposals
5	Initiate seminars/training workshops	Initiate 1 seminar/training workshop	1st week of January, 2022	Before the end of the semester	June, 2022	Very Impressive	Outstanding	Initiated and coordinated 12 different seminar/training workshops

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

** Outstanding, very satisfactory, satisfactory, unsatisfactory

Prepared by:

JOEL Q. MABALHIN
Unit Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **MA. RACHEL KIM L. AURE**
Performance Rating: **4.56**

Aim: Increases involvement in research and extension activities
　　　Produces instructional materials on handled
　　　Present & Publish Research

Proposed Interventions to Improve Performance:

Date:　　June, 2022　　　　Target Date: July-December, 2022

First Step:
Attend Seminars, Trainings, and workshop
Develop at least one Instructional Materials
Write Research Proposals for Funding

Result:

Date:　　June, 2022　　　　Target Date: July-December, 2022

Next Step:
Submit Research Proposals for Funding
Conduct Researh

Outcome: Approved Research Proposals

Final Step/Recommendation:

Publish Research Output
Conducts Research Trainings

Prepared by:

JOEL Q. MABALHIN
Unit Head

Conforme:

MA. RACHEL KIM L. AURE
Name of Ratee Faculty/Staff