

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **SHALOM GRACE S. VEGA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction		4.77 ⁸	2.28 ⁵
a. Head/Dean (50%)		4.79x50% = 2.395	
b. Students (50%)		5.0x50% = 2.5	
Total for Instruction	50%	4.89 ⁸	2.44 ^{2.395}
2. Research		4.0 ²	
a. Client/Dir. for Research (50%)		4.77 x 50% = 2.38	2.0 ⁵
b. Dept. Head/Center Director (50%)		4.77 x 50% = 2.38	2.0 ⁵
Total for Research	30%	4.0 ⁸	4.42 ^{1.2}
3. Extension			
a. Client/Dir. for Extension (50%)		5.00 x 50% = 2.50	
b. Dept Head/Center Director (50%)		5.00 x 50% = 2.50	
Total for Extension	10%	5 ⁸	0.75 ^{0.50}
4. Administration	10%	0.72 ^{5.00}	0.10 ^{0.50}
5. Production	0%	0	0
TOTAL			4.71 ^{4.60}

EQUIVALENT NUMERICAL RATING:

4.71 ^{4.60} ⁸

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.71 ^{4.60} ⁸

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

SHALOM GRACE S. VEGA
Name of Faculty

Reviewed by:

ROSARIO P. ABELA
Department Head

Recommending Approval:


BAYRON S. BARREDO
Dean/Director

Approved:


ROTACIO S. GRAVOSO
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **SHALOM GRACE S. VEGA**, a faculty member of the **VSU INTEGRATED HIGH SCHOOL** commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period **January to June 2024**.


SHALOM GRACE S. VEGA
 Instructor
 Date: July 23, 2024

Approved:


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	Efficiency	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	0	5.25	5	5	5	5.00	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3. <i>Number of students advised on thesis/special problem/dissertation</i>								
		<i>As GAC Chairman</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		<i>AS GAC Member</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4. <i>Number of students entertained for consultation purposes</i>	<i>Entertains students seeking consultation with faculty</i>							

	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		5	5	5	5.00	Long Exams, Case Analysis	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.		5	5	5	5.00	Long Exams, Case Analysis	
		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 Moodle or Google Classroom		1	5	5	5	5.00	
	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	21.85	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	8	5	5	4	4.33	General Chemistry II, Chem 131, Science IVB
		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	0	4	5	5	5	5.00	ScTs 11

		A12. Number of trainings attended related to instruction	Attend mandated trainings	0	2	5	5	5	5.00	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	8	5	5	5	5.00	General Chemistry II, Chem 131, Science IVB
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	40	5	5	5	5.00	General Chemistry II, Chem 131, Science IVB
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0	0					
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	0	25	5	5	5	5.00	Grade 12 STEM B
		A17. Number of students advised on thesis/ field practice/special problem:		0	1	5	5	5	5.00	
		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	1	5	5	5	5.00	BSHM -
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	80	5	5	5	5.00	Grade 12 STEM A B, Grade 10 Venus, BS Vet Med 1
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	0	1	5	5	5	5.00	Grade 12 STEM B

		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0	9	5	5	5	5.00	English Month Culmi, SBO Valentines Day Celeb, 2nd Quarter Honors Program and PArnts-Teachers consultation, Nat'l Arts Month, VSU Centennial Anniversary, 3rd Quarter Honors Programme and Parents-Teachers consultation, 4th Quarter Honors Programme, Promotional Exercises, Graduation Exercises
	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	3	0	0 3	0 3	0 3	3.00 0	
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	0	1	5	5	5	5.00	Gen Chem II
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	20	5	5	5	5.00	General Chemistry II, Chem 131, Science IVB
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	85	5	5	5	5.00	General Chemistry II, Chem 131, Science IVB
		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	0	0 3	0 3	0 3	3.00 3.3	
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	3	5	5	5	5.00	General Chemistry II, Chem 131, Science IVB
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:		0						
		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	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 project within the year	0	1	5	5	5	5.00	Spatial Analysis of SHS in Region VIII
	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	1	0	3	3	3	3.00	
		<i>In refereed int'l journals</i>		1	0	0	0	0		
		<i>In refereed nat'l/regional journals</i>		0	0					
	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 scientific fora/conferences	1	1	5	5	5	5.00	ISSET 2024
		<i>In int'l fora/conferences</i>		1	1					
		<i>In nat'l/regional fora/conferences</i>		0						
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	0	1	5	5	5	5.00	
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or		0						
		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	1	5	5	5	5.00	Journal of Teaching and Learning (EduLearn)

		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	2	5	5	5	5.00	DepEd and Leyte Regional Prison
	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	Implements duly approved extension projects	0	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	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	1		0 5	0 5	0 5	5.00 0	
	Research Mentoring	Research Mentor		0						
	Peer reviewers/Panelists	Peer reviewers/Panelists		0	1	5	5	5	5.00	Journal of Teaching and Learning (EduLearn)

	Resource Persons	Resource Persons		1	1	5	5	5	5.00	ISSET 2024
	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 the QMS 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	0						
		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	75%	80%	5	5	5	5.00	
		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	0	90%	5	5	5	4.67	8
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 performing 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						8
Total Over-all Rating								148.00 158.00	

Average Rating (Total Over-all rating divided by 4)	39.5 34.8
Additional Points:	
Approved Additional points	4.53 8
Final Rating	4.79
Adjectival Rating	Outstanding

Evaluated & Rated by:

ROSARIO P. ABELA

Department Head

Date: 8-29-24

Recommending Approval

BAYRON S. BARREDO

Dean, College of Education

Date: 8-29-24

Comments & Recommendations for Development Purposes:

Keep up your passion in teaching and conducting research to have more publications.

Approved by:

ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: 9/14/24



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATINGS

1ST Semester AY 2023 - 2024

Name of Faculty : VEGA, SHALOM GRACE S.

Department: VSU -Integrated High School

College: TEACHER EDUCATION

College: <u>TEACHER EDUCATION</u>					
Course No. & Descriptive Title		Lec./ Lab.	RATING		% Evaluation Rating
			Numerical	Adjectival	
Science IVB	Organic Chemistry and Biochemistry	Lec	5.00	Outstanding	100.0 %
Gchem	General Chemistry I	Lec	5.00	Outstanding	100.0 %
GChem	General Chemistry I	Lec	5.00	Outstanding	100.0 %
SCTS 11c	Science Technology and Society	Lec	5.00	Outstanding	100.0 %
SCTS 11c	Science Technology and Society	Lec	5.00	Outstanding	100.0 %
Average Rating			5.00	Outstanding	100.0 %

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:

SHALOM GRACE S. VEGA

Name and Signature of Faculty

Date: _____

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



INSTRUCTION AND EVALUATION

3/F Administration Building, Visayas State University

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PERFORMANCE MONITORING & COACHING JOURNAL

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

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:

Noted by:


ROSARIO P. ABELA
Department Head


BAYRON S. BARREDO
Dean, College of Education

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dr. Shalom Grace S. Vega
Performance Rating: Outstanding

Aim: To write research and extension proposal and submit to OVPRE for findings.

Proposed Interventions to Improve Performance:

Date: February 2024

Target Date: April 2024

First Step:

1. Attend relevant seminars and training on Research and Extension Proposal.
 2. To produce at least one (1) learning guide per subject ready for the new normal instruction.
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Result:

1. Carried out responsibilities efficiently as an instructor and administrator.
2. To conduct approved research and extension projects.

Date: June 2024

Target Date: December 2024

Next Step:

Decrease teaching load in order to engage in research and extension and produce new IM's.

Outcome: A better schedule that will allow time for administration, research, extension and instruction.

Final Step/Recommendation:

1. Publish more research articles to reputable journals.
2. Mentor young and less experienced faculty.
3. Engage in extension projects.

Prepared by:


ROSARIO P. ABELA
Unit Head

Conforme:


SHALOM GRACE S. VEGA
Name of Ratee Faculty/Staff