SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: REYMAR C. ORIA

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	4.57	2.29
b. Student (50%) from Teaching Performance Eval'n. By	0.50	5.00	2.50
Total for Instruction	100%	4.79	0.00
2. Administration and Support Services	0%	0.00	0.00
TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.79

EQUIVALENT NUMERICAL RATING: 4.79

Add: Additional Points, if any: -

TOTAL NUMERICAL RATING: **4.79**

ADJECTIVAL RATING: Outstanding

Prepared by:

REYMAR C. ORIA
Name of Faculty

Reviewed by:

SHALOM GRACE S. VEGA
Department Head

Recommending Approval:

BAYRON S. BARREDO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
VP - OVPAA

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **REYMAR C. ORIA**, a faculty member of the **VSU INTEGRATED HIGH SCHOOL** commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **July-December 2023**.

Approved:

REYMAR C. ORIA
Instructor
02-20-2024

SHALOM GRACE C. SUGANO
Department Head
Date: 02-23-2024

BAYRON S. BARREDO
College Dean
Date: 02-27-2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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					
	PI 8: Number of graduate students advised *	**A2**. Number of students advised	Acts as academic adviser to graduate students		0					
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript		0					
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript		0					
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty		0					

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								
	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	55.5	97.33		5	5	5	5.00	Filipino IV, Filipino II, and CAT
		Handles and teaches courses assigned	10	16		5	4	5	4.67	PRED 141
	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	12		5	4	4	4.67	Filipino IV, Filipino II, CAT, and PRED 141

PI	Activity	Description	Target	Actual	R1	R2	R3	Ave	Remarks
	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	Filipino IV, Filipino II, and CAT
	A12. Number of trainings attended related to instruction	Attend mandated trainings		1	5	4	5	4.67	College of Education Curriculum Review - Seminar/Workshop
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	8	5	4	5	4.67	Filipino IV, Filipino II, CAT, and PRED 141
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	3	25	5	4	5	4.67	Filipino IV, Filipino II, CAT, and PRED 141
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required		0					
PI 8: Number of students advised: *	A16. Number of students advised:	*Acts as academic adviser to students*	40	46	5	4	4	4.33	Grade 10 Jupiter
	A17. Number of students advised on thesis/ field practice/special problem:		5	0					
	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					
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	255	5	4	5	4.67	Filipino IV, Filipino II, CAT, and PRED 141
PI 9: Number of student organizations advised/ assisted *	*A19. Number of Student organizations advised*	*Advises student organizations recognized by USOO*	2	2	5	5	4	4.67	Filipino Club and VSUIHS Band
	A20. Number of Student organizations assisted on student related activities	*Assists student organizations in implementing student related*	1	7	5	4	4	4.33	VSU Intramurals, PASUC, RSCUAA 2023, Buwan ng Wika, Math and Science Culmination, English Month Culmination, Cluster Meet
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	4	4	5	4	4.33	Filipino IV and Filipino II

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	7	5	4	4	4.33	Filipino IV, Filipino II, CAT, and PRED 141
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	20	5	4	4	4.33	Filipino IV, Filipino II, CAT, and PRED 141
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	30	5	4	4	4.33	Filipino IV, Filipino II, CAT, and PRED 141
		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	2	5	4	4	4.33	Filipino IV and Filipino II
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	4	5	5	5	5.00	Filipino IV, Filipino II, CAT, and PRED 141
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:			8.00	5	5	5	5.00	TOS
		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					
	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		0					

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		0						
	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		0						
	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		0						
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by									
	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						
	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		0						

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	Implementes duly approved extension projects		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				
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		0				
Research Mentoring	Research Mentor			0				
Peer reviewers/Panelists	Peer reviewers/Panelists			0				
Resource Persons	Resource Persons			0				
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 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		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					
Total Over-all Rating								82.33	
Average Rating								4.57	
Adjectival Rating								Very Satisfactory	

Comments :
⊙ To engage in research and extension projects .
⊙ He is a dependable faculty.

Evaluated & Rated by:

SHALOM GRACE S. VEGA
Department Head
Date:
02-20-2024

Recommending Approval

BAYRON S. BARREDO
Dean, College of Education
Date:
02-22-2024

Approved by:

BEATRIZ S. BELONIAS
Vice President for Instruction
Date: 03-15-2024

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mr. Reymar C. Oria
Performance Rating: Very Satisfactory

Aim: To produce instructional materials on subjects handled ready to be used for flexible learning.
    To publish research outputs (thesis) in international per-reviewed journals.

Proposed Interventions to Improve Performance:

Date: February 2024   Target Date: December 2024

First Step:
1. To produce at least on (1) learning guide per subject taught for utilized learning.
2. Encourage and challenge to submit articles for publication.
3. To attend trainings & seminar related to instruction,research and extension

Result:
    Carried out responsibilities as an instructor and utilized the IM's produced to facilitate students' learning.

Date: July 2024   Target Date: December 2024

Next Step:
    Be involved in research proposal projects of the department. Attend seminars and trainings related to the field.

Outcome: Published research outputs in reputable journals.
        Submit at least one (1) extension proposal to OVPRIE.

Final Step/Recommendation: To be one of the proponents of approved research and extension proposal of the department.

Prepared by:

SHALOM GRACE S. VEGA, Ph.D.
Unit Head

Conforme:

REYMAR C. ORIA
Name of Ratee Faculty/Staff