

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: LEO A. MAMOLO

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equival ent Numeri cal Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		$4.77 \times 50\% = 2.38$	
b. Students (50%)		$5 \times 50\% = 2.5$	
TOTAL for Instruction	40%	4.88	1.952
2. Research	30%	5	1.50
3. Extension	30%	5	1.50
TOTAL	100%		4.925

EQUIVALENT NUMERICAL
RATING:

4.925

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.925

ADJECTIVAL RATING:

Outstanding


Prepared by:


LEO A. MAMOLO
Name of Faculty


Reviewed by:


SHALOM GRACE S. VEGA
Department Head

Recommending Approval:

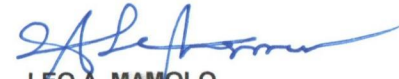

BAYRON S. BARREDO
Dean


Approved:

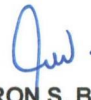

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LEO A. MAMOLO, 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 JULY - DECEMBER 2023.


LEO A. MAMOLO
Instructor
Date: 02-20-24

Approved: 
SHALOM GRACE C. SUGANO
Department Head
Date: 02-23-24


BAYRON S. BARREDO
College Dean
Date: 02-27-24

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							
	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							

		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	<u>PI 9</u> : Number of instructional materials developed *	<u>A5</u> . 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							
	<u>PI 10</u> . Additional outputs:	<u>A 8</u> . 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										
	<u>PI 5</u> : Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	Handles and teaches courses assigned	21	24.5	5	5	5	5.00	

		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	5	5	5	5	5.00	
		A11. 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	2	5	5	5	5	5.00	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	6	5	4	4	4.33	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	30	40	5	4	4	4.33	
		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:	<i>Acts as academic adviser to students</i>	3	15	5	4	4	4.33	
		A17. Number of students advised on thesis/ field practice/special problem:		3	30	5	4	4	4.33	
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	0	0					
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	0	20	5	5	5	5.00	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	130	5	4	4	4.33	

	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	4	4	4.33	
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	4	4	4.33	
	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	0						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	0						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	39	5	4	4	4.33	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	35	5	5	4	4.67	
		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							
	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	0	1	5	5	5	5.00	

		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							
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	1	5	5	5	5.00	
	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							
	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	1	5	5	5	5.00	
		<i>In refereed int'l journals</i>		0	1	5	5	5	5.00	
		<i>In refereed nat'l/regional journals</i>								
	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 for a/conferences	0	1	5	5	5	5.00	
		<i>In int'l fora/conferences</i>		0	1	5	5	5	5.00	
		<i>In nat'l/regional fora/conferences</i>								
	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	1	5	5	5	5.00	
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by			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	
		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		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	Implements 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					
	<i>Research Mentoring</i>	<i>Research Mentor</i>		10	30	5	5	5	5.00	
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>		10	15	5	5	5	5.00	
	<i>Resource Persons</i>	<i>Resource Persons</i>		0	2	5	5	5	5.00	
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>			0					
	<i>Consultancy</i>	<i>Consultant</i>			0					
	<i>Evaluator</i>	<i>Evaluator</i>		1	2	5	5	5	5.00	
	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		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 performing 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							
	Total Over-all Rating								119.33	
	Average Rating								4.77	
	Adjectival Rating								Outstanding	

Comments &
Recommendation for
Development Purpose:

① To mentor young faculty and encourage to pursue more on research and extension.

Evaluated & Rated by:

SHALOM GRACE S. VEGA

Department Head

Date: 02-23-24

Recommending Approval

BAYRON S. BARREDO

Dean, College of Education

Date: 02-27-2024

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 03-15-2024

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Leo A. Mamolo

Performance Rating: Outstanding

Aim: To write a more research and extension proposals and submit to OVPRE for findings.

To produce instructional materials on subjects handled for flexible learning.

Proposed Interventions to Improve Performance:

Date: February 2024

Target Date: December 2024

First Step:

1. Attend seminar on Research and Extension Proposal Writing.
2. Attend In-House Review conducted by the University.
3. To produce at least one (1) learning guide per subject taught ready to be used for instruction in the new normal.

Result: Carried out responsibilities as an instructor and research coordinator.

Submit at least one (1) extension proposal to OVPRIE.

Date: July 2024

Target Date: December 2024

Next Step: 1. Submit more research articles to reputable journals for publication.

2. Increase research presentations and expert services.

Outcome: 1. Published research outputs.

2. Conduct approved research and extension projects.

Final Step/Recommendation:

- 1.) Plan more research proposals and coordinate it with the faculty of the department and college.
- 2.) Mentor and encourage novice faculty to engage more into research and extension
You made a good start on this. Keep it up!

Prepared by:


SHALOM GRACE S. VEGA Ph.D.

Unit Head

Conforme:


LEO A. MAMOLO, Ph.D.

Name of Ratee Faculty/Staff