# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:   **CHRISTY M. DESADES**

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating (Rating x%) (3) | Equivalent Numerical Rating (2x3) |
|---|---|---|---|
| 1. Instruction | | ~~4.38~~ (4.38) | |
|   a. Head/Dean (50%) | | 4.76x50%= ~~2.38~~ 2.19 | |
|   b. Students (50%) | | 4.93x50% = ~~2.46~~ 2.56 | |
|    Total for Instruction | 50% | ~~4.84~~ 4.45 | ~~2.42~~ 2.325 |
| 2. Research | | ~~5.0~~ (5.0) | |
|   a. Client/Dir. for Research (50%) | | ~~4.50~~ x 50% = ~~2.25~~ 2.50 | |
|   b. Dept. Head/Center Director (50%) | | ~~4.50~~ x 50% = ~~2.25~~ 2.50 | |
|    Total for Research | 30% | ~~4.5~~ 5.0 | ~~1.35~~ 1.5 |
| 3. Extension | | | |
|   a. Client/Dir. for Extension (50%) | | 4.67 x 50% = ~~2.335~~ 2.055 | |
|   b. Dept Head/Center Director (50%) | | 4.67 x 50% = ~~2.335~~ 2.055 | |
|    Total for Extension | 10% | ~~4.67~~ 4.11 | ~~0.47~~ 0.411 |
| 4. Administration | 10% | ~~4.8~~ 4.78 | ~~0.48~~ 0.478 |
| 5. Production | 0% | 0 | 0 |
|    TOTAL | | | ~~4.79~~ 4.71 |

EQUIVALENT NUMERICAL RATING:      4.74 (4.71)
Add: Additional Points, if any:
TOTAL NUMERICAL RATING:      4.74 (4.71)

ADJECTIVAL RATING:           OUTSTANDING

Prepared by:

**CHRISTY M. DESADES**
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, **CHRISTY M. DESADES**, of the Department of Teacher Education, College of Education, 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 January - June 2024.

|  | Recommending Approval: | Approved: |
|---|---|---|
| **CHRISTY M. DESADES** | **ROSARIO P. ABELA** | **BAYRON S. BARREDO** |
| Faculty | Department Head | Dean, College of Education |
| Date: 7/25/24 | Date: 8/27/24 | 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) |
|---|---|---|---|---|---|---|---|---|---|---|
|  |  |  |  |  |  | $Q^1$ | $E^2$ | $T^3$ | $A^4$ |  |
| **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 |  |  |  |  |  |  |  |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | A4. Number of students entertained for consultation purposes | Entertains students seeking consultation with faculty | | | | | | | |
| | 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 | 35 | 37.7 | 5 | 5 | 5 | 5.00 | Science IIIB -G9 Diamond & G9 Emerald, SCTS 11b , Research II ( G10 Jupiter & Grade 10 Venus, DRRR - G12 -STEM A |

| | | Activity | Description | | | | | | Avg | Remarks |
|---|---|---|---|---|---|---|---|---|---|---|
| | | A10. Number of grade sheets submitted within prescribed period | Prepares gradesheet and submits on or before deadline | 2 | 3 | 5 | 5 | 5 | 5.00 | Science IIIB -G9 Diamond & G9 Emerald, SCTS 11b , Research II ( G10 Jupiter & Grade 10 Venus, DRRR - G12 -STEM A |
| | | 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 | 2 | 0 | 0 | 0 | 0 | 0.00 | |
| | | A12. Number of trainings attended related to instruction | Attend mandated trainings | 1 | 3 | 5 | 5 | 5 | 5.00 | Faculty Onboarding 1st sem AY 2023-2024, 11TH International Conference for Science Educators and Teachers (ISET) 2024, Research Writeshop 2024 |
| | | A13. Number of long examinations administered and checked | Administers and checks long examination for subjects taught | 4 | 14 | 5 | 5 | 5 | 5.00 | Science IIIB -G9 Diamond & G9 Emerald, SCTS 11b , Research II ( G10 Jupiter & Grade 10 Venus, DRRR - G12 -STEM A |
| | | A14. Number of quizzes administered and checked | Prepares and checks quizzes for lec and lab | 8 | 32 | 5 | 5 | 5 | 5.00 | Science IIIB -G9 Diamond & G9 Emerald, SCTS 11b , Research II ( G10 Jupiter & Grade 10 Venus, DRRR - G12 -STEM A |
| | | 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 | 0 | 25 | 5 | 5 | 5 | 5.00 | Grade 12 STEM A |
| | | A17. Number of students advised on thesis/ field practice/special problem: | | 1 | 1 | 5 | 5 | 5 | 5.00 | Grade 12 HUMMS Students |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | 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 | 20 | 120 | 5 | 5 | 5 | 5.00 | Science IIIB -G9 Diamond & G9 Emerald, SCTS 11b , Research II ( G10 Jupiter & Grade 10 Venus, DRRR - G12 -STEM A |

| PI | Activity | Description | | | | | | | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| **PI 9:** Number of student organizations advised/ assisted * | *A19 . Number of Student organizations advised* | Advises student organizations recognized by USOO | 1 | 2 | 5 | 5 | 5 | 5.00 | Graduate School Society ( GSS), League of Science Majors |
| | *A20 . Number of Student organizations assisted on student related activities* | Assists student organizations in implementing student related activities | 1 | 7 | 5 | 5 | 5 | 5.00 | Midterm and Final Term Exam, Parent-Teachers Consultation, Arts Month, Annual Research Congress, Moving-Up Ceremony, Parent-Seniors' Night, Graduation Ceremony |
| **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 | 0 | 0 | 0 | 0 | 0.00 | DRRR |
| | *On-line ready courseware* | Prepares Instructional module/laboratory guide/workbook or a combination thereof | 1 | 1 | 5 | 5 | 5 | 5.00 | DRRR |
| | Supplemental learning resources | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught | 5 | 25 | 5 | 5 | 5 | 5.00 | DRRR, Science IIIB, Scts 11b |
| | *Assessment tools* | Prepares assessment tools such as long exam, quizzes, problems sets, etc. | 1 | 52 | 5 | 5 | 5 | 5.00 | DRRR, Science IIIB, Scts 11b |
| | 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 | 1 | 2 | 5 | 5 | 5 | 5.00 | Scts 11b , DRRR |

| | 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 | | | | | | | | |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | 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 | | | | | | 4.38 | 4.375 |

**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 oroject within the year | 0 | 1 | 5 | 5 | 5 | 5.00 | Exploring the Lived Experiences of Teachers in the Implementation of Flexible Learning |
| | 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 | | | | | | | | |
| | | 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 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 | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 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 | | | | | | | | |
| | | 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 | | | | | | | | 5.00 |
| **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 | 1 | 5 | 4 | 5 | 4.67 | | DepEd Baybay City Division |
| | 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 | Activity | Description | | | | | | | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| **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* | | 0 | 5 | 5 | 5 | 5 | 5.00 | Action Research Proposal Defense (BSCaED Students) |
| *Resource Persons* | *Resource Persons* | | 0 | 0 | 0 | 0 | 0 | 0.00 | |
| *Convenor/Organizer* | *Convenor/Organizer* | | 0 | 1 | 5 | 5 | 5 | 5.00 | NOSTE Phil |
| *Consultancy* | *Consultant* | | | | | | | | |
| *Evaluator* | *Evaluator* | | 0 | 1 | 5 | 5 | 5 | 5.00 | NOSTE Phil Research 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 | 1 | 1 | 5 | 5 | 5 | 5.00 | 1. Publish with Confidence:Capacitating Basic Education Teachers' Research Publication Skills |
| **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 | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | 4.11 | |
| **MFO 5- Support to Operations (Center of Continuing Education, URS, CPD Office)** | | | | | | | | | | |
| | PI 6.1. Number of instructional materials approved by UIMRC | | Facilitated Professional Review Classes, Training for CP units and supervise the building rentals | 80 | 60% | 5 | 5 | 5 | 5.00 | On-going |
| | PI 9.1. Number of System Maintenance conducted. | | | 0 | 0% | 3 | 3 | 3 | 3.00 | |
| | PI 10.1:Percentage of Review Classes and CPD Training conducted and faciltated | | Monitoring of Review Classes and CP trainings | 100% | 100% | 5 | 5 | 5 | 5.00 | All VSU graduate and non-VSU graduates who enrolled and registration |
| | PI 10.2: Percentage of Approved Review Class Schedules | | Monitoring of the Implemented Review Classes | 80% | 100% | 5 | 5 | 5 | 5.00 | All VSU graduate and non-VSU graduates who enrolled and registration |
| | PI 10.3: Percentage of approved CPD Trainings | | Monitoring of the Implemented CPD trainings | 80% | 100% | 5 | 5 | 5 | 5.00 | All VSU graduate and non-VSU graduates who enrolled and registration |
| | PI 10.4: Number of coordinating the VSU faculty and students VSUEE account | | Coordinating the VSU faculty and students VSUEE accounts | 100 | 180 | 5 | 5 | 5 | 5.00 | All VSU graduate and non-VSU graduates who enrolled and registration |
| **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 | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|

| | | 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 | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | On program accreditations | | | | | | | | | |
| | | On institutional accreditations | | | | | | | | | |
| **UMFO 6. General Admin. & Support Services (GASS)** | | | | | | | | | | | |
| | **PI 13.1**: Submission of Office PPMP for the following year within deadline as prescribed by BAC. | | | 1 | 1 | 5 | 5 | 5 | 5.00 | CCE, URS, CPD |
| | **PI 14.1**: Number of offices manage and supervised | | | 1 | 3 | 5 | 5 | 5 | 5.00 | CCE, URS, CPD |
| | PI. 14.3 Number of meetings conducted | | | 4 | 6 | 5 | 5 | 5 | 5.00 | Jan. 26, 2024 - Office Meeting Feb. 1, 2024 - Office Meeting March 16, 2024 - Office Meeting April 2024 Office Meeting  May 2024 Office Meeting  June 2024 Office Meeting |
| | | | | | | | | | 4.63 | |
| | | | | | | | | | 4.63 | |
| | **Total Over-all Rating** | | | | | | | | 162.04 | |

| Average Rating (Total Over-all rating | 39.5 |
|---|---|
| Additional Points: | |
| Approved Additional points | |
| Final Rating | 4.79 |
| Adjectival Rating | Outstanding |

Comments & Recommendations for Development Purposes:

*Manage your time and responsibilities, prioritize publishing your dissertation study.*

Evaluated & Rated by:

**ROSARIO P. ABELA**
Department Head
Date: 8-27-24

Recommending Approval

**BAYRON S. BARREDO**
Dean, College of Education
Date: 8-28-24

Approved by:

**ROTACIO S. GRAVOSO**
Vice President for Academic Affairs
Date: 9/14/24

1 – Quality, 2 – Efficiency, 3 – Timeliness, 4 – Average

## TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATINGS

### 1ST Semester AY 2023 - 2024

**Name of Faculty :** DESADES, CHRISTY M.

**Department:** VSU -Integrated High School

**College:** TEACHER EDUCATION

| Course No. & Descriptive Title | | Lec./ Lab. | RATING | | % Evaluation Rating |
|---|---|---|---|---|---|
| | | | Numerical | Adjectival | |
| Research II | Analysis Implementation, Documentation | Lec | 5.00 | Outstanding | 100.0 % |
| Research II | Analysis Implementation, Documentation | Lec | 5.00 | Outstanding | 100.0 % |
| Science IIIB | Biology II | Lec | 5.00 | Outstanding | 100.0 % |
| Science IIIB | Biology II | Lec | 5.00 | Outstanding | 100.0 % |
| BIOL 292 | Microtechniques in Biology | Lec | 5.00 | Outstanding | 100.0 % |
| BIOL 292 | Microtechniques in Biology | Lab | 5.00 | Outstanding | 100.0 % |
| PrEd 132n | The Teacher and the School Curriuculum | Lec | 4.50 | Outstanding | 90.0 % |
| **Average Rating** | | | **4.93** | **Outstanding** | **98.57 %** |

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:

CHRISTY M. DESADES
Name and Signature of Faculty
Date: 5/22/2024

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

**INSTRUCTION AND EVALUATION**
3/F Administration Building, Visayas State University
Baybay City, Leyte
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FM-ODI-04
V02 12-08-2023
No.1st23-24sIHS-05

# PERFORMANCE MONITORING & COACHING JOURNAL

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

QUARTER

**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**<br><br>Review and Finalization of the IHS Individual Targets (January – December 2024) and Accomplishments (January – June 2024) | | Faculty Meeting<br><br>January 8, 2024<br><br><br>Consolidation of IPCR Accomplishments<br><br>May 14, 2023 | | | Each faculty finalize their IPCR Targets (January – December 2024) and Accomplishments (January – June 2024) |
| **Coaching**<br><br>Review the need support to facilitate the attainment of the IHS Targets | | Faculty Meeting<br><br><br>February 26, 2024<br>March 17, 2024<br><br>Consolidation of IPCR Accomplishments<br><br>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*

Exhibit L

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee:  Dr. Christy M. Desades
Performance Rating:  Outstanding

Aim: To publish a research paper out from her conducted dissertation in an international-indexed Journal.
    To produce and instructional materials on subjects handled for flexible learning.\
    To be involved in research and extension projects

Proposed Interventions to Improve Performance:

Date: February 2024                    Target Date: December 2024

First Step:
    Encourage and challenge to submit research articles for publication.
    Attend seminars and trainings on module development.

Result:
    Write a publishable research article for submission to a reputable journal.
    Carried out responsibilities as an instructor and a administrator.

Date: July 2024                    Target Date: December 2024
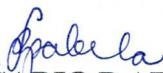
Next Step:
    Decrease teaching load in order to engage in research and produce new instructional materials for flexible learning.

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

Final Step/Recommendation:

1. Mentor young and less experienced faculty.
2. To be one of the proponents in conducting approved research and extension projects of the department.

Prepared by:

**ROSARIO P.ABELA**
Unit Head

Conforme:

**CHRISTY M. DESADES, Ph.D.**
Name of Ratee Faculty/Staff