

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **HELMAR G. YCONG**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
61. Instruction			
y. Head/Dean (50%)		4.87x50% = 2.44	
z. Students (50%)		4.83x50% = 2.42	
Total for Instruction	100%	4.86	4.86
62. Research			
y. Client/Dir. for Research (50%)			
z. Dept. Head/Center Director (50%)			
Total for Research			
63. Extension			
y. Client/Dir. for Extension (50%)			
z. Dept Head/Center Director (50%)			
Total for Extension			
64. Administration			
65. Production			
TOTAL	100%		4.86

EQUIVALENT NUMERICAL RATING: \_\_\_\_\_

Add: Additional Points, if any: \_\_\_\_\_

TOTAL NUMERICAL RATING: \_\_\_\_\_

ADJECTIVAL RATING: \_\_\_\_\_

Prepared by:

**HELMAR G. YCONG**

Name of Faculty

Reviewed by:

**ROSARIO P. ABELA**

Department Head

Recommending Approval:

**BAYRON S. BARREDO**

Dean/Director

Approved:

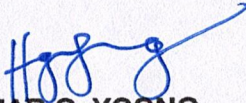
**ROTACIO S. GRAVOSO**

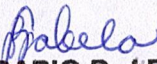
Vice President

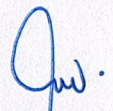


INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **HELMAR G. YCONG**, a faculty member of the **DEPARTMENT OF TEACHER EDUCATION**, commit to deliver and agree to be rated on the attainment of the following targets and accomplishments in accordance with the indicated measures for the period January-June 2024.

  
**HELMAR G. YCONG**  
 Assistant Professor IV  
 Date: July 8, 2024

Approved:   
**ROSARIO P. ABELA**  
 Department Head  
 Date: 7/8/24

  
**BAYRON S. BARREDO**  
 College Dean  
 Date: 7/8/2024

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 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	36	39.75	5	5	5	5.00	PrEd 146n, PrEd 161
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	14	5	4	4	4.33	PrEd 146n, PrEd 161
		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	1	2	5	5	5	5.00	
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	2	5	5	5	5.00	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	4	5	5	5	5.00	



		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	15	65	5	4	4	4.33	
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic advisor to students	20	30	5	5	5	5.00	
		<b>A17.</b> Number of students advised on thesis/ field practice/special problem:		5	0	0	0	0	0	
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		<b>A18.</b> Number of student's entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	265	5	5	5	5.00	
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USSC	1	1	5	4	4	4.33	Math Majors' Society
		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	2	5	5	5	5.00	Math Majors' Society 2nd General Assembly, Math Week 2024, Problem Solving Session
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	5	5	5.00	PrEd 146n, PrEd 161



		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	15	5	5	5	5.00	PrEd 146n, PrEd 161
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	75	5	5	5	5.00	PrEd 146n, PrEd 161
		<b>A 23 :</b> Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	2	5	5	5	5.00	PrEd 146n, PrEd 161
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> 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	1	1	5	5	5	5.00	DepEd Baybay City Division
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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							
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year							



	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> 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								
		<i>In refereed int'l journals</i>									
		<i>In refereed nat'l/regional journals</i>									
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences								
		<i>In int'l fora/conferences</i>									
		<i>In nat'l/regional fora/conferences</i>									
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation								
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)									
		<b>A 33.</b> 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								
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output								
		<b>A 35.</b> 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						
	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						
	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		1					
	Peer reviewers/Panelists	Peer reviewers/Panelists							
	Resource Persons	Resource Persons		0					
	Convenor/Organizer	Convenor/Organizer							
	Consultancy	Consultant							



[illegible]



UMFO 6. General Admin. & Support Services									
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients	0	Zero % complaint				
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> 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					
		<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	0					
	<b>Total Over-all Rating</b>							73.00	
	<b>Average Rating</b>							4.8756	
	<b>Adjectival Rating</b>							Outstanding	

Evaluated & Rated by:

*R. Abela*  
ROSARIO P. ABELA

Head, DTE

Date: *7/18/2024*

Recommending Approval

*B. S. Barredo*  
BAYRON S. BARREDO

Dean, College of Education

Date: *7/18/2024*

Approved by:

*R. S. Gravoso*  
ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: *August 16, 2024*

Comments and Recommendations for Development Purpose:

*Continue teaching your students well and being actively engaged in research and extension.*





## TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: YCONG, HELMAR G.  
Department: Dept. of Teacher Education  
College: College of Teacher Education

	Course No. & Descriptive Title	Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
Math 135	TECHNOLOGY. FOR TEACHING AND LEARNING 2 (INSTRUMENTATION AND TECHNOLOGY IN MATHEMATICS)	LEC	5.00	Outstanding	100.0%
PrEd 146n	ASSESSMENT IN LEARNING 1	LEC	5.00	Outstanding	100.0%
PrEd 146n	ASSESSMENT IN LEARNING 1	LEC	5.00	Outstanding	100.0%
PrEd 146n	ASSESSMENT IN LEARNING 1	LEC	4.00	Very Satisfactory	80.0%
PrEd 146n	ASSESSMENT IN LEARNING 1	LEC	5.00	Outstanding	100.0%
PrEd 161n	ASSESSMENT IN LEARNING 2	LEC	5.00	Outstanding	100.0%
Average Rating			4.83	Outstanding	96.67%

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 08, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 08, 2024

Received by:

YCONG, HELMAR G.

Name and Signature of Faculty

Date: 05/20/24

Distribution of copies: ODIE, College, Department, Faculty

**Vision:** A globally competitive university for science, technology, and environmental conservation.

**Mission:** Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.



# PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Department of Teacher Education


Head of Office: Rosario P. Abela

Number of Personnel: 32


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		<ul style="list-style-type: none"><li>• On the making of the OBE course syllabus</li><li>• On the Implementation of the New Curricula</li><li>• On the implementation of Synchronous and asynchronous classes</li></ul>		Notice of Meetings/Routing Slip	Conducted during regular monthly meetings
Coaching	<ul style="list-style-type: none"><li>• On the making of Test Questionnaire and Table of Specifications</li><li>• On the contents of the new courses offered</li><li>• On the faculty with satisfactory rating on TPES</li></ul>			Notice attached to evaluation form/Routing Slip	Conducted individually

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

  
**ROSARIO P. ABELA**  
 Immediate Supervisor

Noted by:

  
**BAYRON S. BARREDO**  
 Next Higher Supervisor



## TRACKING TOOL FOR MONITORING TARGETS

Major Final Output/ Performance Indicator	TASK	ASSIGNED TO	DURA- TION	TASK STATUS			REMARKS
				Jan - Apr 2024	May - Aug 2024	Sept - Dec 2024	
<b>MFO 1 Advanced Education Services</b>							
<b>OVPAAs MFO1. Graduate Degree Program Management Services</b>							
PI 1. Percentage of graduate school faculty engaged in research work applied in  a. Pursuing advanced research degree program	Monitor the number of faculty pursuing research degree program for 2024	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		Custodio, April Jae and Garingalao, Krizia
b. actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	Monitor the number of faculty pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		VSU-IHS
<b>OVPAAs MFO2. Graduate Student Management Services</b>							
PI 4. Total FTE coordinated, implemented & monitored	Coordinate, implement and monitor the FTE for 2 <sup>nd</sup> Semester, 2023-2024, Summer, 2024 & 1 <sup>st</sup> Semester, 2024-2025	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		
PI 8. Number of graduate students advised	Advise graduate students	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		
PI 9. Number of Instructional materials developed	Develop instructional materials	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		
PI 10. Number of virtual classrooms created and operationalized	Create and operationalize virtual classrooms	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		
<b>MFO 2. Higher Education Services</b>							
PI 1: Total FTE Monitored	Monitor FTE for 2 <sup>nd</sup> sem 2023-2024, Summer 2023-2024 and 1 <sup>st</sup> sem 2024-2025	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		Accomplished more than 100% of the target
PI 4: Number of graduates in mandated programs	Monitor graduating BEEd, BECED and BSED (major in	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		242 graduates for school



graduated within the prescribed period	Science, Soc Stud, Engl, Math & Filipino) students						year 2023-2024
<b>PI 8:</b> Number of students advised	Advise on thesis/field practice/special problem and on consultation	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Accomplished beyond target
<b>PI 9:</b> Number of student organizations advised/ assisted	Advise/assist CE student organization	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Accomplished beyond target
<b>PI 10:</b> Number of instructional materials developed/revised	Prepare online courseware, materials and tools	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Accomplished beyond target
<b>PI 12:</b> Percentage of first-time licensure exam takers that pass the licensure exams	Monitor the performance of students taking the exam	Dept. Head & Faculty	Jan.-Dec. 2024	Completed			Accomplished beyond target (95%)
<b>PI 13:</b> Percentage of graduates (2 years prior) that are employed	Conduct BEEd, BECEd, BSEd graduate tracer study	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Only 90 out of 267 responses yet
<b>PI 14:</b> Percentage of undergraduate students enrolled in CHED-identified and RDC-identified priority programs	Comply with CHED-RQAT and COPC requirements for the BEEd, BECEd and BSEd program	Dept. Head & Faculty	Jan.-Dec. 2024		Completed		With certificate of compliance from CHED
<b>PI 15:</b> Percentage of undergraduate programs with accreditation	Accredited with AACCUP Level I	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Subjected to AACCUP Level II in BSEd and BECEd
<b>PI 20:</b> Number of programs applying for COPC	Comply in the application for COPC to all program	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		COPC compliance for all program
<b>PI 21:</b> Percentage of faculty rated at least VS by supervisor	Conduct class observation	Dept. Head & Faculty	Jan.-Dec. 2024	Completed			All faculty were rated with at least VS
<b>PI 22:</b> Percentage of courses offered with approved course syllabi	Prepare syllabus for all courses offered	Dept. Head & Faculty	Jan.-Dec. 2024	Completed			All courses have an approved syllabus
<b>PI 24:</b> Percentage of courses offered with final grades submitted within the allowable period	Submit grades on or before the deadline	Dept. Head & Faculty	Jan.-Dec. 2024		Completed		All faculty were able to submit grades on time
<b>PI 25:</b> Percentage of IFWs submitted to OVPA on time	Submit IFW to OVPA on time	Dept. Head & Faculty	Jan.-Dec. 2024		Completed		All faculty were able to submit IFW
<b>MFO 3. Research Services</b>							
<b>PI 2:</b> Number of research outputs presented in regional/ national/ int'l fora/	Present research outputs in national and international fora/conference	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished



conferences							
PI 4: Number of research proposals submitted/endorsed for funding	Submit research proposal with funding	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished
<b>MFO 4. Extension Services</b>							
PI 2: Number of training conducted	Conduct extension activities	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished
PI 4: Number of beneficiaries	At least one (1) group with 25 individuals	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished
PI 5: Number of technical/expert services	Act as research mentor, resource person	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished
PI 7: Number of extension proposal submitted	Submit extension proposal	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished
<b>MFO 5. Support to Operations</b>							
PI 1: Number of faculty pursuing advanced research degree programs facilitated, monitored and assisted	Faculty are pursuing graduate studies	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		The effectivity of study leave of Custodio & Garingalao is on August to be monitored
PI 3: Number of faculty granted with internal fellowship grants	Faculty availed for university grant	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Ms. Custodio and Garingalao
PI 5: Number of faculty sent for training, seminars, conferences	Recommend faculty to attend training	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		21 faculty were recommended and approved for training
PI 8: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards	Hire regular and part-time instructors	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Hired 13 part-time instructors for 2 <sup>nd</sup> semester, 2023-2024 for DTE & IHS
PI 5: Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated	Faculty are rated with VS/O	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		All faculty were rated at least VS
PI 1: Number of degree programs which passed accreditation/evaluation at least level 1	AACCUP accredited for all programs	Dept. Head & Faculty	Jan.-Dec. 2024	Completed			Accredited in AACCUP for all programs
PI 4: Number of activities organized/	Attend activities in relation to program	Dept. Head & Faculty	Jan.-Dec.	Completed			Attended the AACCUP




attended/ assisted/ participated/ facilitated	accreditation		2024				program accreditation workshop
<b>PI 5:</b> 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	Comply 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	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		No NC and some OFI were still open
<b>MFO 6. General Admin &amp; Support Services</b>							
<b>PI 1:</b> Zero percent complaint from clients served	Zero percent complaint from clients served	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		No complaint received
<b>PI 2:</b> Submission of College/ Department PPMP for the following year within deadline as prescribed by BAC*	Submit PPMP	Dept. Head & Faculty	Jan.- Dec. 2024	Completed			Submitted under general fund and STF
<b>PI 3:</b> Number of coaching sessions among faculty & staff	Conduct coaching among faculty and staff	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		
<b>PI 4:</b> Number of planning sessions, tracking and monitoring of targets	Conduct planning sessions	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		Conducted planning and monitoring during meetings
<b>PI 5:</b> Number of monthly/special faculty & staff meetings conducted	Conduct department monthly/ special meeting	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		Conducted 3 regular meetings
<b>PI 8:</b> Number of departments/ institutes/ offices supervised	Supervise the DTE office	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		DTE is supervised by designated head
<b>PI 9:</b> Number of routinary documents acted	Provide assistance in processing of documents	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		937 documents acted, accomplished beyond the target
<b>PI 10:</b> Number of committee meetings conducted	Conduct committee meetings	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		To be arranged by committees
<b>PI 12:</b> Number of memoranda prepared	Prepare memoranda	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		Prepared by department head as needed
<b>PI 13:</b> Percentage of faculty and staff submitted a DTR	Submit DTR every month	Dept. Head & Faculty	Jan.- Dec. 2024		On-going		Submitted DTR more or less 60%



every month							of the faculty members on time
<b>PI 15:</b> Percentage of action plans implemented and monitored as scheduled	Implement and monitor action plans	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Continual monitoring of targets
<b>PI 16:</b> Percentage of monthly accomplishment report submitted on time	Submit accomplishment report	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Department head submits monthly accomplishment (100%)

Prepared by:

  
**ROSARIO P. ABELA**  
Unit Head



**PERFORMANCE MONITORING FORM**Name of Employee: **HELMAR G. YCONG**

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 undergraduate courses	18 FTE	1st week of January 2024	Before the end of semester	June 2024	Very Impressive	Outstanding	39.75 FTE
2	Develop on line courseware	Develop 3 online courseware, 5 supplemental resources	1st week of January 2024	Before the end of semester	June 2024	Impressive	Very Satisfactory	Developed 2 online courseware, 15 supplemental learning resources & 75 assessment tools
3	Advise and serve student related activities and organization	Advise and serve 1 organization	1st week of January 2024	Before the end of semester	June 2024	Impressive	Very Satisfactory	Advised and served Math Major's Society
4	Conduct Extension Activity	Conduct 1 Extension Activity	1st week of January 2024	Before the end of semester	June 2024	Very Impressive	Outstanding	Conducted 1 Extension Activity

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

\*\* Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

  
**ROSARIO P. ABELA**  
 Unit Head



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **HELMAR G. YCONG**

Performance Rating: 4.87 *4.97*

Aim: Increase involvement in research and extension activities  
Produce instructional materials on courses handled  
Present and Publish Research

Proposed Interventions to Improve Performance:

Date: June 2024

Target Date: July to December 2024

First Step: Attend Seminars, Trainings, and workshops

Develop at least one Instructional Material

Write Research Proposals for Funding

Result:

Date: June 2024

Target Date: July to December 2024

Next Step: Submit Research Proposals for Funding

Conduct Research

Outcome: \_\_\_\_\_

Final Step/Recommendation:

Publish Research Output

Conduct Research, Trainings and Extension Activities

Prepared by:

*R. Abela*  
**ROSARIO P. ABELA**  
Unit Head

Conforme:

*H. Ycong*  
**HELMAR G. YCONG**  
Name of Ratee Faculty/Staff