

Summary of Individual Ratings of Faculty Members With Multiple Functions

NAME OF FACULTY MEMBER: ANGELITA B. ORIAS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. INSTRUCTION			
a. Head/Dean (50%)		4.6 x 50% = 2.3	
b. Students (50%)		4.9 x 50% = 2.4	
Total for Instruction	40%	4.7	1.9
2. RESEARCH			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	30%	4.8	1.4
3. EXTENSION			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	20%	4.7	0.9
4. ADMINISTRATION	10%	4.4	0.4
5. PRODUCTION			
TOTAL			4.6

EQUIVALENT NUMERICAL RATING: 4.6

Add: Additional Points, if any : _____


TOTAL NUMERICAL RATING : 4.6

ADJECTIVAL RATING : Outstanding

Prepared by:


ANGELITA B. ORIAS
Instructor I

Reviewed by:


TEOFANES A. PATINDOL
Director, ITEEM

Recommending Approval:


ARTURO E. PASA *7/16/24*
Dean, CFES

Approved:


ROTACIO S. GRAVOSO *10-4-24*
Vice-President for Academic Affairs

"EXHIBIT B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ANGELITA B. ORIAS, *Instructor I* of the INSTITUTE OF TROPICAL ECOLOGY & ENVIRONMENTAL MANAGEMENT (ITEEM), COLLEGE OF FORESTRY AND ENVIRONMENTAL SCIENCE (CFES) commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 2024.

ANGELITA B. ORIAS

RATEE

DATE

7/15/24

Approved:

TEOFANES A. PATINDOL

DIRECTOR, ITEEM

DATE

7/16/24

ARTURO E. PASA

DEAN, CFES

DATE

7/16/24

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplish-ment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Q	E	T	A	
MFO 2. HIGHER EDUCATION SERVICES										
	PI 1. Total FTE coordinated, implemented, and monitored	PI 1. Actual Faculty's FTE	Handles and teaches courses assigned.	1	14.55	5	5	5	5	Environmental Monitoring Lec (25 students); Undergraduate Seminar Lec (26 students); Watershed Management Lec (44 students); Watershed Management Lab (24 students); Watershed management Lab (20 students)
	PI 9. Percentage of faculty rated by students with at least a very satisfactory rating in 50% of the subjects evaluated*	PI 9. Percentage of faculty rated at least VS in the Teaching performance evaluation by students	Facilitate for a successful teaching performance evaluation by students.	50%	89.41%	5	5	5	5	
	PI 10. Percentage of faculty rated at least VS by supervisor	PI 10. Percentage of faculty rated at least VS by supervisor	Performs tasks assigned by the supervisor.	70%	100%	4	4	4	4	

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	E	T	A	
	PI 11: Percentage of courses offered with approved course syllabi	PI 11. Percentage of courses offered with approved course syllabi	Prepare, review and/or update course syllabus prior for the approval of the syllabi.	85%	100%	4	4	4	4	Envi 118n, Envi 199, Envi 116n
	PI 12: Percentage of courses with approved IMs	PI 12: Percentage of courses with approved IMs	Prepare, review and update instructional materials.	85%	100%	4	4	4	4	Envi 118n, Envi 199, Envi 116n
	PI 13: Percentage of courses offered with final grades submitted within the allowable period	PI 13: Percentage of courses offered with final grades submitted within the allowable period	Prepare grade sheet (Lec and Lab) and submit on or before the deadline.	100%	100%	4	4	4	4	Envi 118n, Envi 199, Envi 116n
	PI 14: Percentage of undergraduate students who graduated within the prescribed period	PI 14: Percentage of undergraduate students who graduated within the prescribed period	Act as thesis adviser and advise graduating students within the prescribed period.	10%	100%	5	5	5	5	Thesis Adviser for Belas, Dexter; Compendio, Carl Gio; Daguplo, Kryzza; Pino, Sheena; Saucelo, Gabriel SRC Chair/Member: 22 Students
	PI 15: Number of undergraduate thesis students supported by CFES research project.	PI 15: Number of undergraduate thesis students supported by CFES research project	Assess and facilitate qualified students to be part of the ITEEM research projects.	1	4	5	5	5	5	Belas, Dexter; Compendio, Carl Gio; Daguplo, Kryzza; Pino, Sheena (ECo-SAP)
	PI 16: Percentage of undergraduate students enrolled on schedule	PI 16: Percentage of undergraduate students enrolled on schedule	Advise BSES student's during enrolment and approve their enrollment.	25%	100%	5	5	5	5	
	PI 18: Number of instructional materials approved by the UIMRC	PI 18: Number of instructional materials approved by the UIMRC	Submit instructional materials duly reviewed by TRP for editing by MMDC editor.	1	3	5	5	5	5	Envi 118n, Envi 199, Envi 116n
MFO 3	RESEARCH SERVICES (10%)									
	PI 1. Percent of research proposal submitted.	PI 1. Percent of research proposals submitted.	Conceptualize and submit research proposal for VSU and/or external funding.	25%	100%	5	5	5	5	Ecological Assessment and Conservation of <i>Aquilaria</i> through Sustainable Agarwood Production (ECo-SAP)

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	E	T	A	
										<i>Study 2: Propagation of Quality Planting Materials, Carbon Sequestration Potential and Socioecological Assessment of Aquilaria-based Agroecological Production Systems in Leyte Island (Study Leader)</i>
	PI 2: Percent of research proposal approved.	PI 2: Percent of research proposal approved.	Facilitate the approval of the submitted research project proposal.	25%	100%	5	5	5	5	Ecological Assessment and Conservation of <i>Aquilaria</i> through Sustainable Agarwood Production (ECo-SAP) <i>Study 2: Propagation of Quality Planting Materials, Carbon Sequestration Potential and Socioecological Assessment of Aquilaria-based Agroecological Production Systems in Leyte Island (Study Leader)</i>
	PI 3: Number of approved research projects/studies implemented.	PI 3: Number of approved research projects/studies implemented	Act as study leader and implement the research project.	1	1	4	4	4	4	Ecological Assessment and Conservation of <i>Aquilaria</i> through Sustainable Agarwood Production (ECo-SAP) <i>Study 2: Propagation of Quality Planting Materials, Carbon Sequestration Potential and Socioecological Assessment of Aquilaria-based Agroecological Production Systems in Leyte Island (Study Leader)</i>
	PI 5: Amount of research money obtained from internal sources	PI 5: Amount of research money obtained from internal sources	Facilitate the approval of the submitted project proposal for VSU funding.	50K	4M	5	5	5	5	VSU Internationalization Program ECo-SAP VSU-IP-2021-9 Php 4,463,963.00
MFO 4. EXTENSION SERVICES										
	PI 1: Number of extension proposals submitted	PI 1: Number of extension proposals submitted	Conceptualize and submit extension proposal for VSU and/or external funding.	25%	100%	5	5	5	5	Development of a Provincewide Learning Site on Sustainable Agriculture and Natural Resource Management and Assessment of Community People's Perception Towards the Rainforestation KALAHI-CIDSS Program in Cabucgayan, Biliran

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	E	T	A	
										<p>NRM-Based Extension Project (VSU Nature Park) Phase II: Environmental Education and Advocacy of Local Stakeholders through Capacity Building and Cross Visits to VSU Nature Park</p> <p><i>Aquilaria</i> Learning Site (ALS-Silago): Its Role in the Conservation of the Philippine <i>Aquilaria</i> Threatened Species and Development of Sustainable Agarwood Production as a Biodiversity-Friendly Enterprise for Forest Dependent Communities</p>
	PI 2: Number of extension proposals approved	PI 2: Number of extension proposals approved	Facilitate the approval of the submitted extension project proposal.	25%	100%	5	5	5	5	NRM KALAHI CIDDS ALS Silago
	PI 3: Number of approved extension projects implemented	PI 3: Number of approved extension projects implemented	Act as project leader and implement the extension project.	25%	100%	5	5	5	5	NRM KALAHI CIDDS ALS Silago
	PI 4: Number of extension outputs presented in:	PI 4: Number of extension outputs presented in:								
	PI 6: Number of training/seminars/fora conducted	PI 6: Number of training/seminars/fora conducted	Conduct training to beneficiaries.	1	1	4	4	4	4	Trainers training on Rainforestation- <i>Aquilaria</i> Farming to Support Sustainable Agarwood Production as Biodiversity-Friendly Enterprise in Region VIII on June 17-22, 2024
	PI 7: Number of expert services rendered:	PI 7: Number of expert services rendered:								
	c. resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, organizer, facilitator)	c. resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, organizer, facilitator)	Act as a resource person and provides technical expert services requested by beneficiaries.	1	1	4	4	4	4	Trainers training on Rainforestation- <i>Aquilaria</i> Farming to Support Sustainable Agarwood Production as Biodiversity-Friendly Enterprise in Region VIII on June 17-22, 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)
						Q	E	T	A	
	PI 13: Amount of extension money obtained from internal sources	PI 13: Amount of extension money obtained from internal sources	Facilitate the approval of the submitted extension project proposal for VSU funding.	50K	420k	5	5	5	5	NRM-150K KALAH-I-120K ALS-SILAGO-150K
	PI 14: No. of MOA/MOU as active partnerships with LGUs, Industries, NGOs, NGAs, SMEs and other stakeholders as a result of extension activities	PI 14: No. of MOA/MOU as active partnerships with LGUs, Industries, NGOs, NGAs, SMEs and other stakeholders as a result of extension activities	Identify prospective partners and execute a MOA to strengthen the partnership.	1	2	5	5	5	5	MOA between VSU and LGU Quinapondan; LGU Barili
	PI 15: Number of trainees weighted by the length of training	PI 15: Number of trainees weighted by the length of training	Conducts training among beneficiaries of technologies for transfer.	30	94	5	5	5	5	Trainers training on Rainforestation-Aquaria Farming to Support Sustainable Agarwood Production as Biodiversity-Friendly Enterprise in Region VIII on June 17-22, 2024 (47 participants)
	PI 16: No. of extension programs and projects consistent with VSUs mandated and priority programs	PI 16: No. of extension programs and projects consistent with VSUs mandated and priority programs	Implements duly approved extension projects.	1	3	5	5	5	5	NRM KALAH-I CIDDs ALS Silago
	PI 17: Percentage of beneficiaries who rated the training course as satisfactory or higher in terms of quality and relevance	PI 17: Percentage of beneficiaries who rated the training course as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services.	80%	97.45%	4	4	4	4	Trainers training on Rainforestation-Aquaria Farming to Support Sustainable Agarwood Production as Biodiversity-Friendly Enterprise in Region VIII on June 17-22, 2024 (47 participants)
MFO 5. SUPPORT TO OPERATIONS										
OVPAAs MFO 1. Faculty Development Services										
	PI 7: Number of faculty sent to trainings, seminars and conferences	PI 7: Number of faculty sent to trainings, seminars and conferences	Attend training/seminars/conferences.	1	5	5	5	5	5	Faculty On-boarding Second Semester 2023-2024 VSU CAT 2024 Proctors Training and Orientation

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	E	T	A	
										<p>Workshop on Scientific Writing and Illustration Lay-outing for Publication on February 16-17, 2024</p> <p>Book Editing workshop on the "Arthropods in Leyte" April 26, 2024</p> <p>Book Editing workshop on the "Leyte Island's Native Orchids" April 26, 2024</p>
OVPA MFO 4. Program and Institutional Accreditation Services										
	PI 1 : Percent compliance to all requirements through the established/adequate implementation, maintenance, and improvement of the QMS of the core processes of the College/department under ISO 9001:2015	PI 1 : Percent compliance to all requirements through the established/adequate implementation, maintenance, and improvement of the QMS of the core processes of the College/department under ISO 9001:2015	Assist the preparation in ensuring that the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	Zero non-conformity	Zero non-conformity	4	4	4	4	
	PI 2: Compliance to all requirements of the program and institutional accreditations	PI 2: Compliance to all requirements of the program and institutional accreditations	Assist the preparation in ensuring all the requirements of the program and Institutional accreditations are complied with in the performance of his/her functions as faculty member	100% compliant	100% compliant	4	4	4	4	
OVPA MFO 5. Registration Services										
	PI 1: Percentage of students enrolled and validated within the registration period	PI 1: Percentage of students enrolled and validated within the registration period	Act as an academic adviser in enrolling and validating students within the registration period	40%	100%	5	5	5	5	

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	E	T	A	
	PI 2: Number of students advised during the registration period	PI 2: Number of students advised during the registration period	Act as an academic adviser in enrolling and validating students within the registration period	20	57	5	5	5	5	
OVPAAs MFO 6. General Admin. & Support Services (GASS)										
	PI 2: Number of management meetings conducted	PI 2: Number of management meetings conducted	Participate in the institute's meetings	1	6	5	5	5	5	
	PI 3: Number of committee meetings conducted	PI 3: Number of committee meetings conducted	Preside/ participate in the committee meetings.	1	3	5	5	5	5	
	PI 4: Number of routinary documents acted	PI 4: Number of routinary documents acted	Performs tasks assigned in the institute/committee	3	10	5	5	5	5	
	PI 5: Number of requests acted	PI 5: Number of requests acted	Facilitate and cater the request.	1	5	5	5	5	5	Visits to VSU Nature Park: Field visit of Mindanao State University on March 2024; Visit of Bethel April 2024 International Coastal Clean-Up Environmental Jamboree
	PI 7: Percentage of IFWs submitted to OVPAAs September 30	PI 7: Percentage of IFWs submitted to OVPAAs September 30	Prepare, review and submit Individual Faculty Workload	100%	100%	4	4	4	4	
	PI 8: Percentage of Report of Actual teaching loads submitted to OVPAAs 30 days after the start of classes	PI 8: Percentage of Report of Actual teaching loads submitted to OVPAAs 30 days after the start of classes	Prepare, review and submit report of actual teaching loads	100%	100%	4	4	4	4	
	PI 9: Percentage of faculty and staff submitted a dtr every month	PI 9: Percentage of faculty and staff submitted a dtr every month	Prepares DTR every month	100%	100%	4	4	4	4	
	PI 16: Responses to NCs and CARs issuances	PI 16: Responses to NCs and CARs issuances								

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	E	T	A	
	Percentage of NCs received and acted	Percentage of NCs received and acted	Answers and responds to NCs.	0%	0%	4	4	4	4	
	Percentage of CARs received and acted	Percentage of CARs received and acted	Answers and responds to CAR.	0%	0%	4	4	4	4	
	PI 10. Additional Outputs	Acted as evaluator/TWG of the Rainforest Hero for UGMAD Award during the Centennial Anniversary of the Visayas State University.	Evaluator and TWG members	-	1	4	4	4	4	
Total Over-all Rating									4.63	

Average Rating (Total Overall rating divided by 4)		4.63
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.63
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

Keep up the good work!

Evaluated & rated by:

TEOFANES A. PATINDOL

DIRECTOR, ITEEM

7/16/24

DATE

Recommending Approval:

ARTURO E. PASA

DEAN, CFES

7/18/24

DATE

Approved:

ROTACIO S. GRAVOSO

VICE-PRESIDENT FOR ACADEMIC

AFFAIRS
10-4-24

DATE

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

"EXHIBIT G"

Performance Monitoring and Coaching Journal

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

NAME OF OFFICE	INSTITUTE OF TROPICAL ECOLOGY & ENVIRONMENTAL MANAGEMENT (ITEEM)
HEAD OF OFFICE	DR. TEOFANES A. PATINDOL
NAME OF STAFF	ANGELITA B. ORIAS

ACTIVITY	MECHANISM				REMARKS
	MEETING		MEMO	OTHERS (Please specify)	
	ONE-ON-ONE	GROUP			
MONITORING					
Office Attendance				HRIS-DTR; Logbook	January to June
Attendance to university activities/programs/seminars/ workshops			Memoranda, and invitations	Attendance, certificates	As needed
Leaves (SL, VL, CDO, etc)				Application for Leave forms, and HRIS	January to June
Travels		Updates during meetings		Travel Orders, Pass slips	As needed
Attendance in Meetings			Notice of Meetings	Minutes of Meetings	As needed
COACHING					
Submission of required reports and documents; instruction, research, and extension functions	Staff Consultation				As needed

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

Conducted by:

TEOFANES A. PATINDOL

Immediate Supervisor
Director, ITEEM

Noted by:

ARTURO E. PASA

Next Higher Supervisor
Dean, CFES

Performance Monitoring Form

NAME OF EMPLOYEE: ANGELITA B. ORIAS

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Overall assessment of output**	Remarks/ Recommendation
1.	<ul style="list-style-type: none"> Teaches assigned subjects for the BSEM program of the Institute; Prepares and revises teaching materials and courses syllabus; Prepares and gives examinations to students; and Checks test papers and submit student's grades within the prescribed period. 	Well-educated and well-trained students	Jan 1, 2024	June 30, 2024	June 30, 2024	<i>very impressive</i>	<i>outstanding</i>	
2.	<ul style="list-style-type: none"> Serves as the academic adviser for BSEM students; Serves as an adviser, and SRC member for BSES including BSEM (old curriculum) students' undergraduate thesis; and Guides, advise & correct students in the formulation of the thesis outline, the thesis's conduct, and writing thesis manuscripts. 	Students advised and trained on proposal preparation, the conduct of research, and manuscript writing that are ready for publication	Jan 1, 2024	June 30, 2024	June 30, 2024	<i>very impressive</i>	<i>outstanding</i>	
3.	<ul style="list-style-type: none"> Prepares instructional module; Prepares PowerPoint presentations, video clips, movie clips, reading assignments, etc. for instruction; Prepares assessment tools such as exams, quizzes, problem sets, etc.; Creates a virtual classroom using either Moodle or Google Classroom; and Designs experiential learning activities and other outputs to implement the new normal 	Produced instructional materials that are compliant with the national government's protocol on student's face distance learning system	Jan 1, 2024	June 30, 2024	June 30, 2024	<i>very impressive</i>	<i>outstanding</i>	
4.	<ul style="list-style-type: none"> Researches possible utilization by industry or other beneficiaries; Serves as study leader of research projects of the Institute; and 	Research project implemented, presented in scientific fora/ conferences, and	Jan 1, 2024	June 30, 2024	June 30, 2024	<i>very impressive</i>	<i>outstanding</i>	

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Overall assessment of output**	Remarks/ Recommendation
	<ul style="list-style-type: none"> Design research-related activities and other outputs to implement the new normal. 	publishable papers written						
5.	<ul style="list-style-type: none"> Identifies and links with probable partners with the LGUs, industries, NGOs, NGOs, SMEs, and other stakeholders for extension activities of the Institute; Implements duly approved extension projects; Serves as project leader of extension projects of the Institute; Designs extension-related activities and other outputs to implement the new normal; and Assists in the formulation and preparation of extension project proposals. 	MOUs/MOAs drafted & ratified and extension projects implemented	Jan 1, 2024	June 30, 2024	June 30, 2024	<i>very impressive</i>	<i>outstanding</i>	
6.	<ul style="list-style-type: none"> Prepares the needed documents before ISO evaluation and ensures that the university's QMS core processes have complied with the faculty member's performance. 	Compliant office to the Quality Management System (QMS) or ISO 9001:2015	Jan 1, 2024	June 30, 2024	June 30, 2024	<i>very impressive</i>	<i>outstanding</i>	
7.	<ul style="list-style-type: none"> Provides customer-friendly frontline services to clients. 	Clients' outstanding evaluation of their satisfaction on the request provided by the Institute	Jan 1, 2024	June 30, 2024	June 30, 2024	<i>very impressive</i>	<i>outstanding</i>	

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

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

Prepared by:


TEOFANES A. PATINDOL
 Immediate Supervisor

Employee Development Plan

NAME OF EMPLOYEE	ANGELITA B. ORIAS
PERFORMANCE RATING	
AIM	To develop and enhance her skills in instruction, research, and extension.

Proposed interventions to improve performance and/or competence and qualification to assume higher responsibilities:

Date: Jan 2024

Target Date: Jan 2024

First Step: One-on-one discussion to take advanced international professional trainings/ seminars on biodiversity conservation in developmental cooperation and other related topics and pursue PhD career.

Result: The agreement was to apply for the training by year 2025 and apply for PhD next to Ms Kleer Jeann G. Longatang by 2028 1st Semester.

Date: July 2024

Target Date: August 2025

Next Step: Submit application requirements for advanced training by year 2025 and apply for PhD program by 2028 in UPLB or International Universities

Outcome: Advanced skills in biodiversity conservation and related field and PhD in Environmental Science

Final Step/
Recommendation: Scholarship grant and approval from the scholarship committee to participate in the seminar/training and PhD degree.

Prepared by:


TEOFANES A. PATINDOL
Unit Head

Conformé:


ANGELITA B. ORIAS
Ratee



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: **ORIAS, ANGELITA B.**

Department: **Institute of Tropical Ecology & Environmental Mgt**

College: **College of Forestry and Environment**

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
Envi 115n	AQUATIC RESOURCE MANAGEMENT	LEC	5.00	Outstanding	100.0%
Envi 115n	AQUATIC RESOURCE MANAGEMENT	LAB	5.00	Outstanding	100.0%
Envi 119n	LAND USE POLICY AND PLANNING	LEC	5.00	Outstanding	100.0%
Envi 119n	LAND USE POLICY AND PLANNING	LAB	5.00	Outstanding	100.0%
Envi 121n	NATURAL RESOURCE ECONOMICS	LEC	5.00	Outstanding	100.0%
Envi 121n	NATURAL RESOURCE ECONOMICS	LAB	5.00	Outstanding	100.0%
Envi 111n	ENVIRONMENTAL MANAGEMENT FOR FOOD INDUSTRIES	LEC	4.00	Very Satisfactory	80.0%
Envi 110	NATURAL RESOURCE AND ENVIRONMENTAL MANAGEMENT	LEC	5.00	Outstanding	100.0%
Envi 110	NATURAL RESOURCE AND ENVIRONMENTAL MANAGEMENT	LAB	5.00	Outstanding	100.0%
Average Rating			4.89	Outstanding	97.78%

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: April 08, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: April 08, 2024

Received by:

ORIAS, ANGELITA B.

Name and Signature of Faculty

Date: 8-9-24

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.

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FM-ODI-04

1st23-24sI TEEM-01

TRACKING TOOL FOR MONITORING TARGETS

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
				JAN	FEB	MAR	APR	MAY	JUNE	
MFO 1. ADVANCED EDUCATION SERVICES (20%)										
PI 1. Total FTE monitored	Handles and teaches courses assigned.	Director, Faculty & Staff	Jan-June 2024	Prepared and revised lecture guides	Conducted laboratory classes	Conducted laboratory classes	Followed-up students re: lab output preparation	Followed-up students re: lab output finalization	Followed up students re: lab output finalization	MMB-2.67: [TREC 208 (8)] KJGL- 2.56: [TREC 205 (3), BIOL 205(7), TREC 299 (3)] HVO- 2.56: [TREC 205 (3), BIOL 205(7)] SAC-2.56: [TREC 205 (3), BIOL 205(7)]
PI 2. Number of graduate degree programs/ specializations offered and monitored	Offers and monitors degree programs	Director, Faculty & Staff	Jan-June							MS Tropical Ecology
PI 3. Percentage increase in graduate students enrolled	Further the promotion of the program	Director, Faculty & Staff	Jan-June							(11/8)Sebidos Al Helal Siddique
PI 5. Number of graduate students awarded with scholarship/assistantship	Advised student's thesis	Director, Faculty & Staff	Jan-June							P. Maguchu-GTA Nierves-DOST Florentino-Gerry Roxas Foundation
PI 7: Number of graduate student supported by CFES research projects	Advised student's thesis funded by ITEEM/ Biodiversity Center projects.	Director, Faculty & Staff	Jan-June							ECoSAP- Pelino, Gundemaro
PI 8: Number of new international students enrolled	Assess international students' applications for admission	Director, Faculty & Staff	Jan-June							Abu Sayed Helal, Abu Bakkar Siddique

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
				JAN	FEB	MAR	APR	MAY	JUNE	
MFO 2. HIGHER EDUCATION SERVICES (50%)										
PI 1: Total FTE monitored	Handles and teaches courses assigned.	Director, Faculty & Staff	Jan-June	Prepared lecture materials and laboratory guides	Reviewed lecture materials and laboratory guides.	Conducted regular classes	Conducted regular classes	Conducted regular classes Follow-up students in their lacking requirements of their INCs	Conducted regular classes. Prepare and administer midterm exams	MMB- 5.7 ABO- 14.55 KJGL-11.1
PI 5: Number of programs with COPC		Director, Faculty & Staff	Jan-June							BSES
PI 9. Percentage of faculty rated at least VS in the Teaching performance evaluation by students	Reminds and follow up students in the teaching performance evaluation by students	Director, Faculty & Staff	Jan-June	Performed tasks with utmost accuracy and efficiency.						Mean – 4.47% VS
PI 10. Percentage of faculty rated at least VS by supervisor	Performs tasks assigned by the supervisor	Director, Faculty & Staff	Jan-June							Mean – 4.6% O
PI 11. Percentage of courses offered with approved course syllabi	Prepares, updates and reviews course syllabus	Director, Faculty & Staff	Jan-June							100% with approved course syllabi
PI 12. Percentage of courses with approved IMs	Prepares, updates and reviews instructional materials (Learning Module)	Director, Faculty & Staff	Jan-June							100% with approved IMs
PI 13: Percentage of courses offered with final grades submitted within the allowable period	Prepares grade sheet and submits on or before the deadline.	Director, Faculty & Staff	Jan-June							
PI 14: Percentage of undergraduate students who	Assists students in graduating within	Director, Faculty & Staff	Jan-June							22/22

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
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graduated within the prescribed period	the prescribed period.									
PI 15: Number of undergraduate thesis students supported by CFES research project	Advised student's thesis funded by ITEEM	Director, Faculty & Staff	Jan-June							ECo-SAP (6): Compendio, Daguplo, Pino, Ladica, Canciller, Abrillo Biliran Project (1): Belas
PI 16: Percentage of undergraduate students enrolled on schedule	Assists students enrolling	Director, Faculty & Staff								
PI 17: Percentage of graduate students employed (2 years prior)	Conducts graduate tracer	Director, Faculty & Staff	Jan-June	Constant tracing of BSEM and BSES graduates, maintained.						14/14 are employed
MFO 3. RESEARCH SERVICES (10%)										
PI 1: Percent of research proposals submitted	Prepares research proposals, submits and follows up its approval for immediate implementation	Director, Faculty & Staff	Jan-June							Ecological Assessment and Conservation of <i>Aquilaria</i> through Sustainable Agarwood Production (ECo-SAP)
PI 2: Percent of research proposals approved	Facilitate the implementation of the project	Director, Faculty & Staff	Jan-June							
PI 3: Number of approved research projects/studies implemented	Conducts research for possible utilization by industry or other beneficiaries.	Director, Faculty & Staff	Jan-June							
PI 5: Amount of research money obtained from internal sources	Helps generate research money from internal sources	Director, Faculty & Staff	Jan-June							VSU Internationalization Program ECo-SAP VSU-IP-2021-9 - January to June- P845,910.00 2 SRA@22,000 3 SRAide@14,720.00 4 Laborers @9000 CA-100,950.00

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
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PI 6. Number of research outputs presented in:		Director, Faculty & Staff	Jan-June							
<i>a. International Conferences</i>										
<i>b. National Conferences</i>										
<i>c. Regional or Institutional Conferences</i>										Ecological Assessment and Conservation of <i>Aquilaria</i> through Sustainable Agarwood Production (ECo-SAP)
PI 10. Number of research articles derived from approved research in the university, submitted	Conceptualizes and submits article..	Director, Faculty & Staff	Jan-June							MMB- The Role of Women in Conceptualizing, Promoting, and Implementing Reforestation Native Tree Forest Restoration. 2024
PI 11: Number of research articles derived from approved research in the university, published	Submits article for publication	Director, Faculty & Staff	Jan-June							
PI 12. Number of research outputs utilized by the industry or by other beneficiaries	Conducts constant monitoring activities and continued technical support	Director, Faculty & Staff	Jan-June							Reforestation Technology
MFO 4. EXTENSION SERVICES (10%)										
PI 1: Number of extension proposals submitted	Submits extension proposal for possible utilization by industry or other beneficiaries.	Faculty & Staff	Jan-June							(3) ¹

¹-*Aquilaria* Learning Site (ALS-Silago): Its Role in the Conservation of the Philippine *Aquilaria* Threatened Species and Development of Sustainable Agarwood Production as a Biodiversity-Friendly Enterprise for Forest Dependent Communities
- Natural Resource Management-Based Extension Program (VSU Nature Park), Phase III: Development of VSU Nature Park as a Learning Site on Sustainable Agriculture and Natural Resource Management and Empowerment of Local Stakeholders through Capacity Building and Biodiversity Conservation
- Development of a Provincewide Learning Site on Sustainable Agriculture and Natural Resource Management and Assessment of Community People's Perception Towards the Reforestation KALAH-I-CIDSS Program in Cabucgayan, Biliran

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
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PI 2: Number of extension proposal approved	Facilitate the implementation of the project	Director, Faculty & Staff	Jan-June							NRM,Biliran, ALS Silago
PI 3: Number of approved extension projects implemented	Implements duly approved extension projects.	Director, Faculty & Staff	Jan-June							NRM,Biliran, ALS Silago
PI 4: Number of extension outputs presented in:		Director, Faculty & Staff	Jan-June							
a. International Conferences										
b. National Conferences										
c. Regional or Institutional Conferences										Annual In house Review, NRM, Biliran, ALS Silago
PI 6: Number of trainings, seminars and fora conducted	Conducts training among beneficiaries of technologies for transfer.	Director, Faculty & Staff	Jan-June							Trainers Training on Rainforestation-Aquilaria Farming to Support Sustainable Agarwood Production as Biodiversity-Friendly Enterprise in Region VIII (June 17-22, 2024); 47 participants; 97.45% Training evaluation
PI 7: Number of expert services rendered:										
a. peer reviewer of journal/book										
b. reviewer of research and extension proposals										
c. resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, organizer, facilitator)	Acts as a Resource Person and provides the technical and expert services requested by beneficiaries.	Director, Faculty & Staff	Jan-June							ABO, KJGL, MMB
d. accreditor										

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
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<i>e. consultancy</i>										
PI 13: Amount of extension money obtained from internal sources	Generates extension money from internal sources	Director, Faculty & Staff	Jan-June							NRM-150K BILIRAN-120K ALS-SILAGO-150K
PI 14: No. of MOA/MOU as active partnerships with LGUs, Industries, NGOs, NGAs, SMEs and other stakeholders as a result of extension activities	Identifies and links with probable partners for extension activities and maintains this active partnership.	Director, Faculty & Staff	Jan-June							LGU Barili and LGU Quinapondan
PI 15: Number of trainees weighted by the length of training	Conducts training among beneficiaries of technologies for transfer	Director, Faculty & Staff	Jan-June							Trainers Training on Rainforestation-Aquilaria Farming to Support Sustainable Agarwood Production as Biodiversity-Friendly Enterprise in Region VIII (June 17-22, 2024); 47 participants
PI 16: No. of extension programs and projects consistent with VSUs mandated and priority programs	Implements duly approved extension projects	Director, Faculty & Staff	Jan-June							NRM, Biliran, ALS Silago,
PI 17: Percentage of beneficiaries who rated the training course as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	Director, Faculty & Staff	Jan-June							Trainers Training on Rainforestation-Aquilaria Farming to Support Sustainable Agarwood Production as Biodiversity-Friendly Enterprise in Region VIII (June 17-22, 2024); 47 participants

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
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MFO 5. SUPPORT TO OPERATIONS (10%)										
OVPA MFO 1. Faculty Development Services										
PI 1: Number of faculty pursuing advanced research degree		Director, Faculty & Staff	Jan-June							JOP- DOST, Nagoya University (beg. 2023)
PI 3: Number of faculty granted with external scholarship		Director, Faculty & Staff	Jan-June							JOP- DOST, Nagoya University (beg. 2023)
PI 5: Number of faculty granted with sabbatical leave		Director, Faculty & Staff	Jan-June							EDE
PI 7: Number of faculty sent to trainings, seminars and conferences	Actively participates/ attends trainings, seminars and conferences	Director, Faculty	Jan-June							Trainings, seminars and conferences attended/ participated ²
OVPA MFO 4. Program and Institutional Accreditation Services										
PI 1: 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 all the requirements to maintain and improve the QMS of the core processes of the Institute under ISO 9001:2015	Director, Faculty & Staff	Jan-June	QMS core processes of the university are complied with in the daily performance.						Zero non-conformity
PI 2: Compliance with all requirements of the program	Comply with all requirements of the program and	Director, Faculty & Staff	Jan-June	Requirements of the program and institutional accreditations are complied with in the daily performance.						100% compliant

² • Faculty Onboarding 2nd Sem/2023-2024

- Workshop on Scientific Writing and Illustration Lay-outing for Publication on Feb 16-17
- Book Editing workshop on the "Arthropods in Leyte" April 26
- Book Editing workshop on the "Leyte Island's Native Orchids" April 26
- VSU CAT 2024 Proctors Training and Orientation
- Stakeholders Consultation Workshop for the Crafting of the Cave Management Plans of Cag-Maanghit and Higanes Caves at Brgy. San Isidro, Hilongos Leyte on May 23

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and institutional accreditations	institutional accreditations									
OVPAA MFO 5. Registration Services										
PI 1: Percentage of students enrolled and validated within the registration period	Validate enrollees registrations on time	Director, Faculty & Staff	Jan-June	Enrollees are registered within the registration period						MMB-23 ABO- 57 KJGL-83
PI 2: Number of students advised during the registration period	Assist enrollees in their registration concerns	Director, Faculty & Staff	Jan-June							
MFO 6. GENERAL ADMIN. & SUPPORT SERVICES (GASS)										
PI 1: Number of departments/institutes/offices supervised	Manages/supervises other unit	Faculty	Jan-June	Designation is performed with utmost efficiency, at all time.						MMB, as Director of the Biodiversity Center
PI 2: Number of management meetings conducted	Actively participate in the institute's monthly and emergency meetings	Director, Faculty & Staff	Jan-June	Faculty regular monthly meeting	Faculty regular monthly meeting					
PI 3: Number of committee meetings conducted	Actively participate in committee meetings	Director, Faculty & Staff	Jan-June							
PI 4: Number of routinary documents acted	Prepares documents for processing, reviews, acts, assigns control numbers, barcodes for tracking, and follow up status	Director, Faculty & Staff	Jan-June	Prepares documents for processing, reviews, acts, assigns control numbers, barcodes for tracking, and follow up status.						
PI 5: Number of requests acted	Performs tasks requested.	Director, Faculty & Staff	Jan-June	<ul style="list-style-type: none"> • Visits to VSU Nature Park: • Field visit of Mindanao State University on March 2024; • Visit of Bethel April 2024 • International Coastal Clean-Up • Environmental Jamboree 						

MAJOR FINAL OUTPUT/ PERFORMANCE INDICATOR	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
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PI 7: Percentage of IFWs submitted to OVPAA September 30	Submits Individual Faculty Workload on time	Director, Faculty & Staff	Jan-June		IFWs, submitted					
PI 8: Percentage of Report of Actual teaching loads submitted to OVPAA 30 days after the start of classes	Submits Report of Actual Teaching Loads on time	Director, Faculty & Staff	Jan-June		RATL, Submitted					
PI 10. Percentage of complaints, if any, addressed on time	Answers and responds to complaints, if any, addressed on time	Director, Faculty & Staff	Jan-June	No complaints received.						
PI 11. Percentage of action plans implemented and monitored as scheduled	Supervises the action plans that are implemented and monitored as scheduled	Director, Faculty & Staff	Jan-June	Action plans are implemented as scheduled.						
PI 12. Monthly accomplishment report submitted on time.	Prepares monthly accomplishment report submitted on time	Director, Faculty & Staff	Jan-June	Monthly reports are regularly submitted.						
PI 14: Percentage of budget utilization from GAA	Monitors budget utilization	Director, Faculty & Staff	Jan-June	PPMP for annual budget utilization, submitted	Prepared and submitted PRs; Requests for petty cash advances approved and utilized; Requests for acquisitions thru bidding are regularly followed-up					
PI 16. Responses to NCs and CARs issuances		Director, Faculty & Staff	Jan-June							
<i>Percentage of NCs received and acted</i>	Answers and responds to NCs, if any, addressed on time	Director, Faculty & Staff	Jan-June	Daily performance is to it that required QMS processes are complied with.						100% compliant
<i>Percentage of CARs received and acted</i>	Answers and responds to CARs, if any, addressed on time	Director, Faculty & Staff	Jan-June							100% compliant

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PI 10. Additional outputs										
Number of OPCR and IPCR (targets and accomplishments) and exhibit attachments prepared	Prepares IPCR and OPCR targets and accomplishments, including all exhibit attachments of IPCR accomplishments	Director, Faculty & Staff	Jan-June	Submitted IPCR accomplishments of July-Dec 2023; Submitted OPCR & IPCR targets, 2024 Targets are regularly monitored, and accomplished.						
Number of research/extension project and affiliate faculty appointments prepared	Prepares RDE appointment recommendations and requests for affiliates	Director, Faculty & Staff	Jan-June	Prepared RDE appointment recommendations for project/study/component leaders; Prepared requests for affiliations of faculty to handle subjects, or serve as thesis advisers of graduating BS or MS students of programs offered by the Institute						

Prepared by:



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