

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

Name of Faculty Member: **MA. RACHEL KIM L. AURE**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
6. Instruction			
c. Head/Dean (50%)		4.65	
d. Students (50%)			
Total for Instruction	80%	4.65	3.72
7. Research	20%	4.83	0.97
8. Extension			
9. Administration			
10. Production			
TOTAL			4.69

EQUIVALENT NUMERICAL RATING: 4.69

Add. Additional Points, if any:

TOTAL NUMERICAL RATING: 4.69

ADJECTIVAL RATING: Outstanding

Prepared by:


MA. RACHEL KIM L. AURE
Name of Faculty

Reviewed by:


BAYRON S. BARREDO
Department Head

Recommending Approval:


ALELI A. VILLOCINO
Dean


Approved:


BEATRIZ S. BELONIAS
VP for Academic Affairs

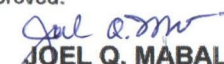
"Exhibit B"


INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MA. RACHEL KIM L. AURE, a faculty member of the DEPARTMENT OF TEACHER EDUCATION commit to the deliver and agree to be rated on the accomplishment of the following targets in accordance with the indicated measures for the period JANUARY - JUNE, 2020.


MA. RACHEL KIM L. AURE
 Associate Professor
 17-Sep-20

Approved:


JOEL Q. MABALHIN
 Department Head
 17-Sep-20


BAYRON S. BARREDO
 College Dean
 17-Sep-20

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned		0.42	5	5	5	5.00	
	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	1	10	5	5	4	4.67	
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	5	5	4	5	4.67	
	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	1	1	4	5	5	4.67	EDUC 203 - Research in Education (Instructional Workbook)
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	1	5	5	4	4.67	EDUC 203 - Research in Education (Instructional Workbook)
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	1	5	4	5	4.67	EDUC 203 - Research in Education (Instructional Workbook)
	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	1	1	5	5	4	4.67	EDUC 203 - Research in Education (Instructional Workbook)
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	4	5	4	4.33	EDUC 203 - Research in Education (VSU E-learning Portal)
	<u>P1 10</u> . Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	1	1	4	5	4	4.33	EDUC 203 - Research in Education (VSU E-learning Portal)
UMFO 2. HIGHER EDUCATION SERVICES									
OVPI UMFO 3. Higher Education Management Services									
	<u>P15</u> : Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	18	34.5	5	5	5	5.00	1st sem SY 2019 - 2020: PrEd 161 - Assessment of Learning 2, PrEd 129 - Technology in Teaching and Learning 1, MATH127n - Principles and Strategies in Teaching Mathematics;

	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	5	5	5	4	4.67	1st sem SY 2019 - 2020: PrEd 161 - Assessment of Learning 2, PrEd 129 - Technology in Teaching and Learning 1, MATH127n - Principles and Strategies in Teaching Mathematics;
	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	3	5	5	4	4	4.33	1st sem SY 2019 - 2020: PrEd 161 - Assessment of Learning 2, PrEd 129 - Technology in Teaching and Learning 1, MATH127n - Principles and Strategies in Teaching Mathematics;
	A12. Number of trainings attended related to instruction	Attend mandated trainings	3	5	5	4	5	4.67	Webinars
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	5	4	5	4	4.33	1st sem SY 2019 - 2020: PrEd 161 - Assessment of Learning 2, PrEd 129 - Technology in Teaching and Learning 1, MATH127n - Principles and Strategies in Teaching Mathematics;
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	3	5	5	4	4	4.33	1st sem SY 2019 - 2020: PrEd 161 - Assessment of Learning 2, PrEd 129 - Technology in Teaching and Learning 1, MATH127n - Principles and Strategies in Teaching Mathematics;
	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 advisor to students	30	120	5	5	5	5.00	1st - 3rd year BSED Mathematics students

		<u>A17</u> . Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		<u>A18</u> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades		150	5	5	5	5.00	BSED students
	<u>PI 9</u> : Number of student organizations advised/ assisted *	<u>A19</u> . Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	4	5	4	4.33	Mathematics Majors' Society
		<u>A20</u> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	4	4	5	4.33	Mathematics Majors' Society
	<u>PI 10</u> : Number of instructional materials developed *	<u>A 21</u> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							1st sem SY 2020 - 2021 MATH133 - Research in Mathematics
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	4	5	4.67	1st sem SY 2020 - 2021 MATH133 - Research in Mathematics; ELNG111n - Language Research
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	5	4	5	4	4.33	1st sem SY 2020 - 2021 MATH133 - Research in Mathematics; ELNG111n - Language Research
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	5	4	4	5	4.33	1st sem SY 2020 - 2021 MATH133 - Research in Mathematics; ELNG111n - Language Research
		<u>A 23</u> : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	1	2	5	5	5	5.00	1st sem SY 2020 - 2021 MATH133 - Research in Mathematics; ELNG111n - Language Research

		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	2	4	4	4	4.00	1st sem SY 2020 - 2021 MATH133 - Research in Mathematics; ELNG111n - Language Research
	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		1	5	5	5	5.00	Revised BSED Mathematics curriculum as suggested by CHED
		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	1	2	5	4	4	4.33	Instructional Materials
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		1	5	5	5	5.00	The Use of Tracer Study in Improving Undergraduate Programs in the University (Asia Pacific Higher Education Research Journal Vol. 6 Issue 1 July 25, 2019)
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	2	5	4	4	4.33	(1) ECONOMICS OF HAPPINESS: THE CASE ON SOCIO-ECONOMIC FACTORS OF WELL-BEING AMONG EMPLOYEES OF VISAYAS STATE UNIVERSITY; (2) "Assessment of Pre-Service Teachers' Critical Thinking Skills in Visayas State University"

	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-referred 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>		1	2	5	5	5	5.00	(1) Validation of a Critical Thinking Skills Test in Mathematics for Senior High School (JOURNAL of Mathematics Education Website: http://usnsj.com/index.php/JME) ; (2) ASSESSMENT OF PSYCHOLOGICAL TEST RESULTS OF FRESHMEN EDUCATION STUDENTS (The Indonesian Journal of Social Studies https://journal.unesa.ac.id/index.php/jpips/login?source=%2Findex.php%2Fjpips%2Fauthor)
		<i>In refereed nat'l/regional journals</i>								
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								

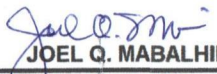
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	2	5	5	5	5	5.00	(1) ADAPTING TO THE NEW NORMAL IN EDUCATION: A CURRICULUM MODIFICATION DESIGN USING BLENDED LEARNING MODEL; (2) An Exit Survey of Graduating Students' Feedback: Basis for College of Education Continual Improvement; (3) EVALUATION OF GRADUATES' AND EMPLOYERS' FEEDBACK: A CASE IN COLLEGE OF EDUCATION, VISAYAS STATE UNIVERSITY; (4) Trends Analysis of the College of Education Students' Licensure Examination Performance in Visayas State University; (5) teaching strategies in higher education on student's academic achievement: a case of visayas state university
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		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		1	5	5	5	5.00	The Asia-Pacific Education Ressearcher (TAPE-D-20-00084_peer-reviewer) - May 15, 2020
		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	1	1	5	4	5	4.67	K to 12 and Blended Learning: A Modification of VisCA Foundation Elementary School Curriculum
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							
	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								
	Peer reviewers/Panelists	Peer reviewers/Panelists								


	Resource Persons	Resource Persons				5	5	5	5.00	(1) June 10, 2020: "Developing and Teaching in a Blended Learning Environment"; (2) June 16, 2020: CURRICULUM: "Understanding Digital Bloom's Taxonomy of Objectives and Instructional Technologies"; (3) June 18, 2020: IM Development; (4-6) June 22-24, 2020: "Managing the Online Classroom" (Learning Management System (EDMODO);
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	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							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extr. 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							
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member		100% compliant					
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools		100% compliant					
		On program accreditations								

		On institutional accreditations							
UMFO 6. General Admin. & Support Services (GASS)									
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		100% compliant				
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice						
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal						
Total Over-all Rating						156	153	151	460.00
Average Rating						4.7	4.6	4.6	4.65
Adjectival Rating									Outstanding


Evaluated & Rated by:


JOEL Q. MABALHIN
 Department Head
 Date: 10/06/2020

Recommending Approval


BAYRON S. BARREDO
 Dean, College of Education
 Date:

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Instruction
 Date: 12/18/2020

Comments & Recommendations for Development purposes:

As former research coordinator it is best if mentoring with new faculty would be a help.

PERFORMANCE MONITORING FORM


Name of Employee: MA. RACHEL KIM L. AURE

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 graduate & undergraduate courses	18 FTE	1st week of January, 2020	Before the end semester	May, 2020	Very Impressive	Outstanding	30.15 FTE
2	Develop on-line courseware, supplemental learning resources & assessment tools	Develop 1 course ware, 1 supplemental learning & 1 assessment tool	May, 2020	Before end of the semester	June, 2020	Impressive	VS	Developed 2 course ware, 5 supplemental learning & 5 assessment tools
3	Develop virtual classroom	Develop 1 virtual classroom	May, 2020	Before end of the semester	June, 2020	Impressive	VS	Developed 2 Virtual Classrooms
4	Conduct research	Conduct 1 research	1st week of January, 2020	Before the end of the semester	June, 2020	Impressive	VS	Conducted 2 Researches
5	Publish Journal (International)	Publish 1 journal	1 st week of January	Before end of the semester	June, 2020	Very Impressive	Outstanding	Published 2 research articles @ JME & IJSS

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

** Outstanding, very satisfactory, satisfactory, unsatisfactory

Prepared by:


BAYRON S. BARREDO

Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MA. RACHEL KIM L. AURE

Performance Rating: 4.65

Aim: Increases involvement in research and extension activities
Produces instructional materials on handled
Present & Publish Research

Proposed Interventions to Improve Performance:

Date: December 2020

Target Date: January-June, 2021

First Step:

Attend Seminars, Trainings, and workshop

Develop at least one Instructional Materials

Write Research Proposals for Funding

Result:

Date: December 2020

Target Date: January - June, 2021

Next Step:

Submit Research Proposals for Funding

Conduct Research

Outcome: Approved Research Proposals

Final Step/Recommendation:

Publish Research Output

Conducts Research Trainings

Prepared by:



BAYRON S. BARREDO

Unit Head

Conforme:



MA. RACHEL KIM L. AURE

Name of Ratee Faculty/Staff