

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	0.50	3.23	1.62
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
Total for Instruction		100%	4.12	4.12
2.	Administration and Support Services	0%	0.00	0.00
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.12

EQUIVALENT NUMERICAL RATING:

4.12

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

4.12

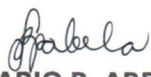
ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

Reviewed by:


GIRLINA P. GOGO
Name of Faculty


ROSARIO P. ABELA
Department Head

Recommending Approval:



ALELI A. VILLOCINO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President

Visayas State University
College of Education
VISAYAS STATE UNIVERSITY INTEGRATED HIGH SCHOOL
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **GIRLINA P. GOGO**, instructor of VSUIHS, 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, 2019 to June, 2019.


GIRLINA P. GOGO
Instructor, VSUIHS


ROSARIO P. ABELA
Principal, VSUIHS

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
MFO 1	Advanced Education Services 20%									
	1. Graduate Degree Program Management Services									
	0 = 3 1 = 4.8 ≥2 = 5.0	PI 1: Number of graduate degree specializations offered and monitored		NA	NA					
	1.5 - 2.0 = 4.8 > 2 = 5.0	PI 2: Total FTE monitored		NA	NA					
	0-25% = 3.0 26 - 90% = 4.5 >90% = 5.0	PI 3: Percentage of students who graduated within the prescribed period		NA	NA					
	2. Graduate Student Management Services									
	0-25%= 3.0 26-50% = 4.5 >50% = 5.0	PI 1: Percentage of graduate students awarded with honors/distinction		NA	NA					
	0-25%= 3.0 26-50% = 4.5 >50% = 5.0	PI 2: Percentage of graduate students advised who rated the adviser/GAC member at least very satisfactory		NA	NA					

0-25% = 3.0 50% = 4.5 26-50% = 5.0	PI 3: Percentage of graduate school faculty engaged in research work applied in any of the ff:	VSUIHS Faculty	NA	NA						
	a. Pursuing advanced research degree program	VSUIHS Faculty	NA	NA						
	b. Actively pursuing in the last three years (investigative research, basic and applied scientific research, policy research, social science research)	VSUIHS Faculty	NA	NA						
	c. Producing technologies for commercialization or livelihood improvement	VSUIHS Faculty	NA	NA						
	d. Whose research work resulted in an extension program	VSUIHS Faculty	NA	NA						
MFO 2	Higher Education Services									
	1. Curriculum Program Management Services									
	<15 = 4.0 15 - 17.99 = 4.5 18 & above = 5.0	PI 1: Total FTE monitored (Higher Ed and Basic Ed)	VSUIHS Faculty	36	47.70	5	5	5	5.00	Math 2a, Math2b, Gen Chem 2
	0= 3% 1-25%= 4 26-100% = 5.0	PI 2: Percentage of undergraduate curricular program compliant to CMO, approved and offered		NA	NA					
	below nat'l = 4.0 above nat'l up to 75% = 4.5 76 - 100% = 5.0	PI 3: Average percentage passing in licensure exam		NA	NA					
		PI 4: Percentage of first time licensure exam takers who passed the licensure exam		NA	NA					
	0 graduate = 3.0 100% or more = 5.0	PI 5: Number of graduates who graduated within prescribed period		NA	NA					
	No increase = 4 1 - 10% = 4.5	PI 6: Percentage increase in the number of undergraduate students who graduated within prescribed period		NA	NA					

	> 10% = 5.0	PI 7: Percentage of graduates (two years prior) who are employed and/or pursuing graduate studies		NA	NA					
	0 linkage = 3.0 1 - 2 linkage = 4.5 >2 = 5.0	PI 8: Number of academe/industry linkages established		NA	NA					
	100% = 5.0	PI 9: Number of thesis/special problem students:	VSUIHS Faculty	0	0					
		a. Thesis outline/manuscript/Case Studies/Special Problems/OJT Narrative Reports/Engineering Projects/Portfolios advised	VSUIHS Faculty	0	0					
		b. Thesis outline/manuscript/Case Studies/Special Problems/OJT Narrative Reports/Engineering Projects/Portfolios approved	VSUIHS Faculty	0	0					
	0 organization = 3.0 1 organization = 4.0 2 or more = 5.0	PI 10: Number of student organizations advised/ assisted	VSUIHS Faculty	1	1	4	4	4	4.00	Gr, 11 STEM-A
	0 IEC = 3.0 1 IEC = 4.0 2 or more = 5.0	PI 11: Number of instructional materials developed/revised	VSUIHS Faculty	3	3	5	5	5	5.00	Math 2a, Math2b, Gen Chem 2
		a. OBE-compliant syllabi	VSUIHS Faculty	2	2					Math 2a, Math2b
		b. Teaching guides/Student guides/ Laboratory Manuals	VSUIHS Faculty	1	1					Gen Chem 2
		c. Complete sets of teacher-developed audio visual materials (powerpoints, videos, computer games, etc)	VSUIHS Faculty	3	3					Math 2a, Math2b, Gen Chem 2
		d. On-line interactive learning resources per subject	VSUIHS Faculty	0	0					
		PI 12: Number of instruction-related awards	VSUIHS Faculty		0	3	3	3	3.00	
MFO 3	Research Services									
		PI 1: Number of published papers in peer-reviewed journals	VSUIHS Faculty	0	0	3	3	3	3	

	0 awards = 3.0 1 award = 4.5 2 or more = 5.0	PI 10. Number of research projects/studies completed within the year	VSUIHS Faculty		0	3	3	3	3.00	
		PI 11. Number of research-related awards (research conducted by faculty or student w/ faculty)	VSUIHS Faculty		0	3	3	3	3.00	
MFO 4 Extension Services										
	0 pds = 3.0 100 - 500 pds = 4.5 >500 pds = 5.0	PI 1. Number of trainees weighted by the length of training	VSUIHS Faculty		0	3	3	3	3.00	
		PI 2: Number of trainings conducted	VSUIHS Faculty		0	3	3	3	3.00	
	0 IEC = 3.0 1 IEC = 4.0 2 or more = 5.0	PI 3. Number of IEC materials/techno-guides developed/used	VSUIHS Faculty		0	3	3	3	3.00	
		PI 4. Number of beneficiaries served	VSUIHS Faculty		0	3	3	3	3.00	
	0 group/ind = 3.0 1 grp/ind = 4.0 > 2 or more = 5.0	Groups								
		Individuals								
	0 services = 3.0 1 - 10 services = 4.0 10 - 20 services = 4.5 >20 services = 5.0	PI 5. Number of technical/expert services provided/rendered	VSUIHS Faculty		2	4	4	4	4.00	
		Research Mentoring			1					
		Peer reviewers/Panelists			0					
		Resource Persons			0					
		Convenor/Organizer			0					
		Consultancy			0					
		Evaluator			1					
					0	3	3	3	3.00	
0 proposal = 3.0 1 - 2 proposals = 4.5 3 or more prop = 5.0	PI 6. Number of extension projects conducted	VSUIHS Faculty		0	3	3	3	3.00		
	PI 7. Number of extension proposals submitted	VSUIHS Faculty		0	3	3	3	3.00		
	PI 8. Number of extension proposals approved	VSUIHS Faculty		0	3	3	3	3.00		

0 output = 3.0 1 - 2 output = 4.0 3 - 5 output = 4.5 > 5 output = 5.0	<i>In refereed int'l journals</i>								
	<i>In refereed nat'l journals</i>								
	<i>In institutional journals</i>								
	PI 2. Number of patents/Utility Models/copyrights filed and registered	VSUIHS Faculty	0	0	3	3	3	3.00	
	PI 3. Number of research papers (oral presentation, posters, keynote speaker, plenary speaker) presented in regional/national/ int'l scientific/professional fora and conferences	VSUIHS Faculty	0	0	3	3	3	3.00	
	<i>In int'l fora/conferences</i>								
	<i>In nat'l fora/conferences</i>								
	<i>In reg'l fora/conferences</i>								
	<i>In institutional fora/conferences</i>								
0 prop/proj = 3.0 1 - 2 prop/proj = 4.5 3 or more prop/proj = 5.0	PI 4. Number of research studies conducted	VSUIHS Faculty		0	3	3	3	3.0	
	PI 5. Number of research proposals submitted	VSUIHS Faculty		0	3	3	3	3.00	
	PI 6. Number of research proposals approved	Research Committee		0					
None = 3.0 100K - 1M = 4.0 1.1M - 5M = 4.5 >5M = 5.0	PI 7. Amount of research money generated from external funding (Thousand PHP)	VSUIHS Faculty		None	3	3	3	3.00	
None = 3.0 50K = 4.5 >50K = 5.0	PI 8. Amount of research money generated from institutional funding (Thousand PHP)	VSUIHS Faculty		None	3	3	3	3.00	
	PI 9. Number of research outputs in the last three years utilized by the industry or other beneficiaries	VSUIHS Faculty		0	3	3	3	3.00	

None = 3.0 100K - 1M = 4.0 1.1M - 5M = 4.5 >5M = 5.0	PI 9. Amount of extension money generated from external funding (Thousand PHP)	VSUIHS Faculty		0	3	3	3	3.00	
None = 3.0 50K = 4.5 >50K = 5.0	PI 10. Amount of extension money generated from institutional funding (Thousand PHP)	VSUIHS Faculty		0	3	3	3	3.00	
0 awards = 3.0 1 award = 4.5 2 or more = 5.0	PI 11 Percentage of beneficiaries who rated the training course and advisory services as satisfactory or higher in terms of quality and relevance	VSUIHS Faculty		0	3	3	3	3.00	
	PI 12. No. of extension-related awards (extn. conducted by faculty or student & faculty)	VSUIHS Faculty		0	3	3	3	3.00	

MFO 5 Support to Operations (STO)

1. Faculty Development Services									
0 faculty = 4 1 - 2 faculty = 4.5 >3 faculty = 5.0	PI 1: Number of faculty pursuing advanced degree programs	OVPI, ODAHRD, SFAC, Department		5					
2. Faculty Recruitment/Hiring Services									
0 faculty = 4 1 - 2 faculty = 4.5 >3 faculty = 5.0	PI 2: Number of faculty recruited/hired aligned with university RSP policy and competency-based HRM	VSULHS Personnel committee & APB		0					

3. Faculty Evaluation Services									
0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	PI 3: Number of seminars/trainings/conventions/workshops organized/coordinated for the entire university	OVPRE		0					

	0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	PI 4: Number of seminars/trainings/conventions/workshops organized/coordinated outside the university	OVPRE		0					
	90 - 100% = 5.0 60 - 89% = 4.5 <60% = 4.0	PI 5: Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated	OVPI, Department, admin staff		80					
	0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	PI 6: Number of college/departement-level seminars/trainings/workshops/reviews conducted/ attended/ facilitated	OVPRE		1					
4. Program and Institutional Accreditation Services										
	100% programs = 5.0 <100% programs = 4.5	PI 1: Number of degree programs which passed accreditation/evaluation at least Level 1		NA						
	100% compliant = 5.0 <100% compliant = 4.5	PI 2: Degree program compliant with CHED requirements		NA						
MFO 6	General Admin. & Support Services (GASS)									
	0 complaint = 5.0 1 or more = 4.5	PI 1. Zero complaint from clients (complaints dropped in suggestion boxes, complaints on change of grades and other complaints)	OVPI, College, Department, Units		0					
		PI 2. Number of complaints addressed within the prescribed time	OVPI, College, Department, Units		0					
		PI 3: Additional Outputs								
	No initiative = 3.0 1 initiative = 4.5 2 or more initiatives = 5.0	Best practices/new initiatives/innovations	OVPI, College, Department, Units		1					
		Values Restoration Program								


Total Over-all Rating		84.00	Comments & Recommendations for Development Purpose: <i>She is a dedicated employee.</i>
Average Rating (Total Over-all rating)		3.23	
Additional Points:			
Punctuality			
Approved Additional points (with copy of approval)			
FINAL RATING			
ADJECTIVAL RATING		Satisfactory	

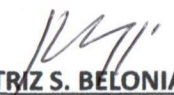
Evaluated & Received by:

Recommending Approval:

Approved by:


SHARON GRACE C. SUGANO
 Department Head
 Date:


AREL A. VILLOCINO
 Dean, College of Education
 Date:


BEATRIZ S. BELONIAS
 Vice Pres. for Instruction
 Date:

Legend:

Q¹ - Quality
 E² - Efficiency
 T² - Timeliness
 A⁴ - Average

Rating Scale:

4.6 - 5.0 Outstanding
 3.8 - 4.5 Very Satisfactory
 3.0 - 3.7 Satisfactory
 2.2 - 2.9 Unsatisfactory
 2.1 - & below Poor

PERFORMANCE MONITORING FORM

Name of Employee: GIRLINA P. GOGO


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 MathIIA (Geometry) to Grade 8 students	Deliver quality learning on basic concepts in Mathematics to students in the secondary level	January 2019	June 2019	June 2019	Very impressive	Outstanding	
2	Teach Math IIB (Introduction to College Algebra) to Grade 8 students	Deliver quality learning on basic concepts in Mathematics to students in the secondary level	January 2019	June 2019	June 2019	Very impressive	Outstanding	
3	Teach General Chemistry to Grade 12 students	Deliver quality learning on basic concepts in Chemistry to students in the secondary level	January 2019	June 2019	June 2019	Very impressive	Outstanding	
4	Revise course outline in Math IIA, Math IIB, General Chemistry	Couse outline contains updated topics	January 2019	June 2019	June 2019	Very impressive	Outstanding	
5	Revise course syllabus in Math IIA, Math IIB, General Chemistry	OBE syllabus that addresses the needs of learners	January 2019	June 2019	June 2019	Very impressive	Outstanding	
6	Revise laboratory manual for Science II	Use updated laboratory experiments	January 2019	June 2019	June 2019	Very impressive	Outstanding	
7	Develop ppt in Math IIA, Math IIB, General Chemistry	A more comprehensive ppt presentation	January 2019	June 2019	June 2019	Very Impressive	Outstanding	
8	Submit reports and other requirements	Sign CSR, submit grade sheets	January 2019 to June 2019			Very Impressive	Outstanding	
9	Assist in school-related activities	Assist in checking attendance/monitoring of students in activities like Conference with Parents, Acquaintance party, Buwan ng Wika, Sports Intramurals for Studets/Faculty, English Month, Math and Science Month, Science Fair and Research	January 2019 to June 2019			Very Impressive	Outstanding	

		Congress, World Teachers' day, Career guidance Day, Division Science Fair, Regional Science Fair, SCUAA Meet				
10	Assist the Math and Science Club	Assist the activities conducted by Math and Science Club (Math and Science Culmination, Local Research Congress, Math and Science Quiz show)	January 2019 to June 2019	Very Impressive	Outstanding	
11	Attend seminars/conferences/trainings	Attend International Seminar-Workshop in Science, Technology, & Mathematics in Baguio city.	January 2019 to June 2019	Very Impressive	Outstanding	

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

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

Prepared by:


SHALOM GRACE C. SUGANO, Ph.D.
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Girlina P. Gogo
Performance Rating: Very Satisfactory

Aim: To level up teaching effectiveness and enrich knowledge related to instruction.

Proposed Interventions to Improve Performance:

Date: January 2019

Target Date: March – June 2019

First Step:

Revise and develop OBEdized syllabus and teaching materials.

Result:

Developed OBEdized syllabus and teaching materials.

Date: March 2019

Target Date: June 2019

Next Step:


Attend seminars and trainings for self-enhancement.

Outcome: Attended seminars organized by the college or university.

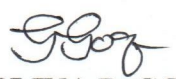
Final Step/Recommendation:

Carry out responsibilities as an instructor.

Prepared by:


SHALOM GRACE C. SUGANO, Ph.D.
Unit Head

Conforme:


GIRLINA P. GOGO
Name of Ratee Faculty/Staff