

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: REYMAR C. ORIA

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	3.22	1.61
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	3.00	1.50
	Total for Instruction	100%	3.11	3.11
2.	Administration and Support Services	0%	0.00	0.00
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	3.11

EQUIVALENT NUMERICAL RATING:

3.11

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

3.11

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:


REYMAR C. ORIA

Name of Faculty

Reviewed by:


ROSARIO P. ABELA

Department Head

Recommending Approval:


ALELI A. VILLOCINO

Dean/Director

Approved:



BEATRIZ S. BELONIAS

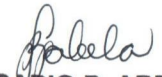
Vice President

Visayas State University
College of Education
VISAYAS STATE UNIVERSITY INTEGRATED HIGH SCHOOL

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, REYMAR C. ORIA, **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.


REYMAR C. ORIA
Instructor


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						
	1.5 - 2.0 = 4.8 > 2 = 5.0	PI 2: Total FTE monitored		NA						
	0-25% = 3.0 26 - 90% = 4.5 >90% = 5.0	PI 3: Percentage of students who graduated within the prescribed period		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						
	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						

	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	0	0	3	3	3	3.00	
		a. Pursuing advanced research degree program	VSUIHS Faculty							
		b. Actively pursuing in the last three years (investigative research, basic and applied scientific research, policy research, social science research)	VSUIHS Faculty							
		c. Producing technologies for commercialization or livelihood improvement	VSUIHS Faculty							
		d. Whose research work resulted in an extension program	VSUIHS Faculty							
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	48	48.65	5	5	5	5.00	
	0= 3% 1-25%= 4 26-100% = 5.0	PI 2: Percentage of undergraduate curricular program compliant to CMO, approved and offered		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						
		PI 4: Percentage of first time licensure exam takers who passed the licensure exam		NA						
	0 graduate = 3.0 100% or more = 5.0	PI 5: Number of graduates who graduated within prescribed period		NA						
	No increase = 4 1 - 10% = 4.5	PI 6: Percentage increase in the number of undergraduate students who graduated within prescribed period		NA						

	> 10% = 5.0	PI 7: Percentage of graduates (two years prior) who are employed and/or pursuing graduate studies		NA						
	0 linkage = 3.0 1 - 2 linkage = 4.5 >2 = 5.0	PI 8: Number of academe/industry linkages established		NA						
	100% = 5.0	PI 9: Number of thesis/special problem students:	VSUIHS Faculty	0	0	3	3	3	3.00	
		a. Thesis outline/manuscript/Case Studies/Special Problems/OJT Narrative Reports/Engineering Projects/Portfolios advised	VSUIHS Faculty							
		b. Thesis outline/manuscript/Case Studies/Special Problems/OJT Narrative Reports/Engineering Projects/Portfolios approved	VSUIHS Faculty							
	0 organization = 3.0 1 organization = 4.0 2 or more = 5.0	PI 10: Number of student organizations advised/ assisted	VSUIHS Faculty	1	2	5	5	5	5.00	
	0 IEC = 3.0 1 IEC = 4.0 2 or more = 5.0	PI 11: Number of instructional materials developed/revised	VSUIHS Faculty	1	6	5	5	5	5.00	
		a. OBE-compliant syllabi	VSUIHS Faculty							
		b. Teaching guides/Student guides/ Laboratory Manuals	VSUIHS Faculty							
		c. Complete sets of teacher-developed audio visual materials (powerpoints, videos, computer games, etc)	VSUIHS Faculty							
		d. On-line interactive learning resources per subject	VSUIHS Faculty							
		PI 12: Number of instruction-related awards	VSUIHS Faculty	0	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 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	0	3	3	3	3.00	
	PI 5. Number of research proposals submitted	VSUIHS Faculty	0	0	3	3	3	3.00	
	PI 6. Number of research proposals approved	Research Committee	0	0	3	3	3	3.00	
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					
	PI 8. Amount of research money generated from institutional funding (Thousand PHP)	VSUIHS Faculty		None					
	PI 9. Number of research outputs in the last three years utilized by the industry or other beneficiaries	VSUIHS Faculty	0	0	3	3	3	3.00	

	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	0	3	3	3	3.00	
		PI 11. Number of research-related awards (research conducted by faculty or student w/ faculty)	VSUIHS Faculty	0	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	0	3	3	3	3.00	
		PI 2: Number of trainings conducted	VSUIHS Faculty	0	0	3	3	3	3.00	
		PI 3. Number of IEC materials/techno-guides developed/used	VSUIHS Faculty	0	0	3	3	3	3.00	
	0 group/ind = 3.0 1 grp/ind = 4.0 > 2 or more = 5.0	PI 4. Number of beneficiaries served	VSUIHS Faculty	0	0	3	3	3	3.00	
		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	0	0	3	3	3	3.00	
		Research Mentoring			0					
		Peer reviewers/Panelists			0					
		Resource Persons			0					
		Convenor/Organizer			0					
		Consultancy			0					
		Evaluator			0					
	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	0	3	3	3	3.00	
		PI 7. Number of extension proposals submitted	VSUIHS Faculty	0	0	3	3	3	3.00	
PI 8. Number of extension proposals approved		VSUIHS Faculty	0	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	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	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	0	3	3	3	3.00	
		PI 12. No. of extension-related awards (extrn. conducted by faculty or student & faculty)	VSUIHS Faculty	0	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							
	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							

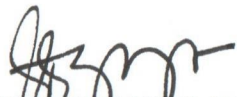
	3. Faculty Evaluation Services									
	0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	PI 3: Number of seminars/trainings/conventions/workshops organized/coordinated for the entire university	OVPRE							

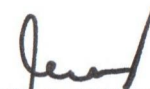
Total Over-all Rating		87.00	
Average Rating (Total Over-all rating)		3.22	
Additional Points:			Comments & Recommendations for Development Purpose: <i>He imposes discipline to the students well. His significant contribution to the school's CAT program is noteworthy.</i>
Punctuality			
Approved Additional points (with copy of approval)			
FINAL RATING			
ADJECTIVAL RATING		Satisfactory	


Evaluated & Received by:

Recommending Approval:

Approved by:


SHALOM GRACE C. SUGANO
 Department Head
 Date:


ALED 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

Exhibit I

PERFORMANCE MONITORING FORMName of Employee: REYMAR C. ORIA

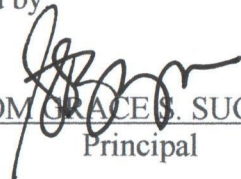
Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Teach Fili 8, Fili 10, Fili 12 and CAT	Deliver quality learning to students in the Junior and Senior High School program	January 2019	June 2019	June 2019	Very Impressive	Outstanding	
2	Revised syllabi and syllabus for Fili 8 and Fili 10 within school year	OBE syllabus that addresses the needs of learners	January 2019	June 2019	June 2019	Impressive	Very Satisfactory	
3	Develop power point in Fili 8, Fili 10, Fili 12 and CAT	A more comprehensive power point presentation	January 2019	June 2019	June 2019	Impressive	Very Satisfactory	
4	Develop evaluation and assessment tools to rate students' performance	Collect projects, assignments, check, develop rubrics to assess students in	January 2019	June 2019	June 2019	Very Impressive	Outstanding	

		designing and creating innovative activities for the students special needs						
5	Number of student related activities assisted	Assisted six (7) student related activities	January2019	June 2019	June 2019	Very Impressive	Outstanding	
6	Practice Teachers mentored and evaluated	Assiusted, mentored and evaluated two(1) Filipino Major students	January2019	June 2019	June 2019	Very Impressive	Outstanding	
7	Field study students assisted	Assisted eight (5) field study students from the College of Education	January2019	June 2019	June 2019	Very Impressive	Outstanding	
8	Special Assignment from the Principal	-Chairman Disciplinary Committee	January2019	June 2019	June 2019	Very Impressive	Outstanding	

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

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

Prepared by:


SHALOM GRACE S. SUGANO, Ph.D.
Principal

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mr. Reymar C. Oria

Performance Rating: Very Satisfactory

Aim: To change the employment status of the faculty from substitute to a regular faculty.

Proposed Interventions to Improve Performance:

Date: January 2019

Target Date: February 2019- August 2020

First Step:

Complete a relevant Master's Degree.

Result:

The faculty will be recommended from a substitute to a regular faculty.

Date: May 2020

Target Date: August 2020

Next Step:

Prepare an obedized syllabus.

Outcome: Carry out responsibilities as an instructor.

Final Step/Recommendation:

Attend seminars and trainings related to the field.

Prepared by:


SHALOM GRACE C. SUGANO, Ph.D.

Unit Head

Conforme:


REYMAR C. ORIA

Name of Ratee Faculty/Staff