

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **CHRISTY M. DESADES**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.82x50%= 2.41	
b. Students (50%)		5.0x50% = 2.5	
Total for Instruction	60%	4.91	2.94
2. Research			
a. Client/Dir. for Research (50%)		4.33 x 50% = 2.165	
b. Dept. Head/Center Director (50%)		4.33 x 50% = 2.165	
Total for Research	20%	4.33	0.866
3. Extension			
a. Client/Dir. for Extension (50%)		3.62 x 50% = 1.81	
b. Dept Head/Center Director (50%)		3.62 x 50% = 1.81	
Total for Extension	10%	3.62	0.362
4. Administration	10%	5.0	0.5
5. Production	0%	0	0
TOTAL			4.67

EQUIVALENT NUMERICAL RATING:

4.67

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.67

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

  
**CHRISTY M. DESADES**  
Name of Faculty

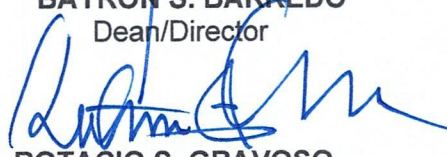
Reviewed by:

  
**ROSARIO P. ABELA**  
Department Head

Recommending Approval:

  
**BAYRON S. BARREDO**  
Dean/Director

Approved:

  
**ROTACIO S. GRAVOSO**

Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, CHRISTY M. DESADES, a faculty member of the **DEPARTMENT OF TEACHER EDUCATION-IHS** commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY- DECEMBER 2024.

CHRISTY M. DESADES

Instructor

Date: 11/9/25

Approved:

ROSARIO P. ABELA

Department Head

Date: 1-14-25

BAYRON S. BARREDO

College Dean

Date: 1-15-25

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										
	<u>PI 4:</u> Total FTE coordinated, implemented & monitored*	<b>A1.</b> Actual Faculty's FTE	Handles subjects/courses assigned	1	10	5	5	5	5.00	BIOL 292 Lec and Lab
	<u>PI 8:</u> Number of graduate students advised *	<b>A2.</b> Number of students advised	Acts as academic adviser to graduate students	1	2	5	5	5	5.00	
		<b>A3.</b> <i>Number of students advised on thesis/special problem/dissertation</i>								
		<i>As GAC Chairman</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		<i>AS GAC Member</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		<b>A4.</b> <i>Number of students entertained for consultation purposes</i>	<i>Entertains students seeking consultation with faculty</i>	1	10	5	5	5	5.00	BIOL 292 Lec and Lab



	<b>PI9:</b> Number of instructional materials developed *	<b>A5 .</b> Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	1	1	5	5	5	5.00	BIOL 292 Lec and Lab
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	15	5	5	5	5.00	BIOL 292 Lec and Lab
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	15	5	5	5	5.00	BIOL 292 Lec and Lab
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	15	5	5	5	5.00	BIOL 292 Lec and Lab
		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	4	5	5	5	5.00	BIOL 292 Lec and Lab
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	4	5	5	5	5.00	BIOL 292 Lec and Lab
	<b>PI 10 .</b> Additional outputs:	<b>A 8. Other outputs implementing the new normal due to covid 19</b>	Designs experiential learning activities and other outputs to implement new normal	1	4	5	5	5	5.00	BIOL 292 Lec and Lab
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	Handles and teaches courses assigned	18	21.85	5	5	5	5.00	Science II Lec and Lab ( Grade 8 Mango Grade 8 Jackfruit), Pred 132n
1		<b>A10 .</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	4	5	5	5	5.00	Science II Lec and Lab ( Grade 8 Mango Grade 8 Jackfruit), Pred 132n
		<b>A 11 .</b> Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1	4	5	5	5	5.00	Science II Lec and Lab ( Grade 8 Mango Grade 8 Jackfruit), Pred 132n

		<b>A12. Number of trainings attended related to instruction</b>	Attend mandated trainings	1	4	5	5	5	5.00	Faculty Onboarding 1st sem AY 2023-2024, 11TH International Conference for Science Educators and Teachers (ISET) 2024
		<b>A13. Number of long examinations administered and checked</b>	Administers and checks long examination for subjects taught	4	40	5	5	5	5.00	Science II Lec and Lab ( Grade 8 Mango % Grade 8 Jackfruit), Pred 132n
		<b>A14. Number of quizzes administered and checked</b>	Prepares and checks quizzes for lec and lab	8	40	5	5	5	5.00	Science II Lec and Lab ( Grade 8 Mango % Grade 8 Jackfruit), Pred 132n
		<b>A15. Number of lab reports and term papers checked and graded</b>	Checks lab reports and term papers submitted as required	1	8	5	5	5	5.00	Science II Lec and Lab ( Grade 8 Mango Grade 8 Jackfruit), Pred 132n
	<b>PI 8:</b> Number of students advised: *	<b>A16. Number of students advised:</b>	<i>Acts as academic adviser to students</i>	1	1	5	5	5	5.00	GRADE 8 Mango
		<b>A17. Number of students advised on thesis/ field practice/special problem:</b>		1	4	5	5	5	5.00	Grade 10 students
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	1	2	5	5	5	5.00	Grade 10 Students
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	1	2	5	5	5	5.00	Grade 10 students
		<b>A18. Number of students entertained for consultation purposes</b>	Entertains students consulting on subject taught, thesis and grades	20	120	5	5	5	5.00	Science II Lec and Lab ( Grade 8 Mango % Grade 8 Jackfruit), Pred 132n, BIOL 292
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19. Number of Student organizations advised</b>	<i>Advises student organizations recognized by USOO</i>	1	2	5	5	5	5.00	Graduate Student Organization , League of Science Major
		<b>A20. Number of Student organizations assisted on student related activities</b>	<i>Assists student organizations in implementing student related activities</i>	1	2	5	5	5	5.00	Science II Lec and Lab ( Grade 8 Mango Grade 8 Jackfruit), Pred 132n
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course were developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	1	5	5	5	5.00	Grade 10 Students



		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	4	5	5	5	5.00	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	10	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	40	5	5	5	5.00	
		A 23 : 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	4	5	5	5	5.00	
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	4	5	5	5	5.00	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:	Computes Honors' List for JHS	1	1	5	5	5	5.00	
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	0	3	3	3		
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	0	3	3	3		
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	0	3	3	3		
<b>UMFO 3 . RESEARCH SERVICES</b>										
	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	1	5	5	5	5.00	

	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year	1	1	5	5	5	5.00	
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1	1	5	5	5	5.00	
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences	1	0	4	4	4	4.00	
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	0	4	4	4	4.00	
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or		1	0	4	4	4	4.00	
		<b>A 33.</b> Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	1	0	4	4	4	4.00	
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	1	0	4	4	4	4.00	
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	0	4	4	4	4.00	
<b>UMFO 4. EXTENSION SERVICES</b>										



	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> 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	1	0	3	3	3	3.00	
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	1	0	3	3	3	3.00	
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implementes duly approved extension projects	1	0	3	3	3	3.00	
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> 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	1	0	3	3	3	3.00	
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	<i>Research Mentoring</i>	<i>Research Mentor</i>		1	2	5	5	5	5.00	
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>		1	1	5	5	5	5.00	NOSTE 2024
	<i>Resource Persons</i>	<i>Resource Persons</i>		1	0	3	3	3	3.00	
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>		1	1	5	5	5	5.00	NOSTE 2024
	<i>Consultancy</i>	<i>Consultant</i>		1	0	3	3	3	3.00	

	Evaluator	Evaluator		1	1	5	5	5	5.00	NOSTE 2024
	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	1	0	3	3	3	3.00	
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extn. conducted by faculty or student & faculty) *		1	0	3	3	3	3.00	
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1	0	3	3	3	3.00	
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										
	<b>PI 8.</b> Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	<b>A 44.</b> 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	1	1	5	5	5	5.00	CCE, URS, CPD
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	1	1	5	5	5	5.00	CCE, URS, CPD
		On program accreditations								
		On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support Services</b>										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients	1	100	5	5	5	5.00	CCE, URS, CPD
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice	1	100%	5	5	5	5.00	CCE, URS, CPD

3.62



		<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	1	100%	5	5	5	5.00		
	<b>PI 4:</b> Submission of Office PPMP for the following year within deadline as prescribed by BAC			1	100%	5	5	5	5.00		
	<b>PI 5:</b> Number of planning sessions, tracking and monitoring of targets, meeting, etc. conducted to			1	100%	5	5	5	5.00		
		<b>A 49.</b> Collaboration with the VSU Component College									
		<b>A 50.</b> Consolidation of review class guidelines to review coordinators.		1	100%	5	5	5	5.00		
		<b>A 51.</b> Prepares review class proposals for OHURS		1	100%	5	5	5	5.00		
		<b>A 52.</b> Faciliate and colaborates with SUC's in terms of review class programs.								Comments & Recommendation for Development Purpose: <i>- publish your disertation on time</i>	
	<b>Total Over-all Rating</b>								286.00		
	<b>Average Rating</b>								4.61		
	<b>Adjectival Rating</b>										

Evaluated & Rated by:

*Rosario P. Abela*  
**ROSARIO P. ABELA**

Department Head

Date: *1-14-25*

Recommending Approval

*Bayron S. Barredo*  
**BAYRON S. BARREDO**

Dean, College of Education

Date: *1-15-25*

Approved by:

*Rotacio S. Gravoso*  
**ROTACIO S. GRAVOSO**

Vice President for Academic Affairs

Date: *1/20/25*

## PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: VSU Integrated High School

Head of Office: Dr. Rosario P. Abela

Number of Personnel: 15


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<b>Monitoring</b>  Review and Finalization of HIS Individual Targets (January to December 2024) and Accomplishments (July-December 2024)		Faculty Meeting -August 02, 2024 -September 18, 2024)  Consolidation of IPCR Accomplishments (January 9, 2025)			Each faculty finalize their IPCR Targets (January to-December 2024) and Accomplishments (July-December 2024)
<b>Coaching</b>  Review the need support to facilitate the attainment of the IHS targets		Faculty Meeting -August 02, 2024 -September 18, 2024)			Submitted list if support needed to attain targets.

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

Conducted by:

  
**ROSARIO P. ABELA**  
Department Head

Noted by:

  
**BAYRON S. BARREDO**  
Dean, College of Education



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dr. Christy M. Desades

Performance Rating: Outstanding

Aim: To publish a research paper out from her conducted dissertation in an international-indexed Journal.

To produce and instructional materials on subjects handled for flexible learning

To be involved in research and extension projects.

Proposed Interventions to Improve Performance:

Date: January 2025

Target Date: June 2025

First Step:

Encourage and challenge to submit research articles for publication.

Attend seminars and trainings on module development.

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Result:

Write a publishable research article for submission to a reputable journal.

Carried out responsibilities as an instructor and a administrator.

Date: January 2025

Target Date: June 2025

Next Step:


Decrease teaching load in order to engage in research and produce new instructional materials for flexible learning.

Outcome: A better schedule that will allow time for research and instruction.

Final Step/Recommendation:

1. Mentor young and less experienced faculty.
2. To be one of the proponents in conducting approved research projects of the department.

Prepared by:

  
**ROSARIO P. ABELA**  
Unit Head

Conforme:

  
**CHRISTY M. DESADES, Ph.D.**

Name of Ratee Faculty/Staff



**TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATINGS**

2<sup>nd</sup> Semester AY 2023 - 2024

Name of Faculty : CHRISTY M. DESADES

Department: VSU Integrated High School

College: College of Education

	Course No. & Descriptive Title	Lec./Lab.	RATING		% Evaluation Rating
			Numerical	Adjectival	
ScTs 11b	Science, Technology and Society	Lec	5.00	O	100.00 %
Science IIIIB	Introduction to College Biology	Lec	5.00	O	100.00 %
Research II	Analysis, Implementation, Documentation	Lec	5.00	O	100.00 %
	Disaster, Readiness and Risk Reduction	Lec	5.00	O	99.00 %
<b>Average Rating</b>			<b>5.00</b>	<b>O</b>	<b>99.75 %</b>

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: 10-30-2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: 10-31-2024

Received by:

CHRISTY M. DESADES

Name and Signature of Faculty

Date: Nov. 28, 2024

Distribution of copies: IEO, College, Department, Faculty (all in original signature)

