

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Rating Period: JULY-DECEMBER 2023

Name of Faculty Member:

IANVIE NOREAN A. MIAGA

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating (2x3)
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head (50%)		5.00 x 50% = 2.500	
b. Students (50%)		4.29 x 50% = 2.145	
TOTAL for Instruction	95%	4.65	4.413
2. Research			
a. Client/Director for Research			
b. Dept. Head/Center Director			
TOTAL for Research			
3. Extension			
a. Client/Director for Extension			
b. Dept. Head/Center Director			
TOTAL for Extension			
4. Production			
5. Administration/Other Services	5.0%	5.00 x 0.05 = 0.250	0.250
TOTAL	100%		4.663

EQUIVALENT NUMERICAL RATING: 4.663

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.663

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

IANVIE NOREAN A. MIAGA

Name of Faculty

Reviewed by:

AL FRANJON M. VILLAROYA

Department Head

Recommending Approval:

MA. THERESA P. LORETO

Dean, CAS

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, IANVIE NOREAN A. MIAGA, a faculty member of the DEPARTMENT OF PHILOSOPHY AND SOCIAL SCIENCES, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY-DECEMBER 2023

IANVIE NOREAN A. MIAGA

Instructor I
Date: 1/3/24

Approved:

AL FRANJON M. VILLAROYA

Department Head
Date: 1/19/24

MA. THERESA P. LORETO

College Dean

Date: JAN 19 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
						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	N/A	N/A					
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	N/A	N/A					
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and	N/A	N/A					
		AS GAC Member	Advises and corrects research outline and	N/A	N/A					
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	N/A	N/A					
	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 system	N/A	N/A					
		On-line ready courseware	Prepares instructional module/laboratory guide/textbook etc.	N/A	N/A					
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	N/A	N/A					

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	N/A	N/A						
		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	N/A	N/A						
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	N/A	N/A						
	PI 10 : Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	N/A	N/A						
UMFO 2. HIGHER EDUCATION SERVICES											
OVPI UMFO 3. Higher Education Management Services											
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	18	42.15	5	5	5	5.00		
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	7	5	5	5	5.00		
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5.00		
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	4	5	5	5	5.00		
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	6	5	5	5	5.00		
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	15	16	5	5	5	5.00		
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel								
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	5	5	5	5.00		
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	5	5	5	5	5.00		

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	4	5	5	5	5.00	
		A 23 : Number of on-line course ware	Submits the course ware duly	1	1	5	5	5	5.00	
		A 24 : Number of virtual classroom	Creates virtual classroom using	1	1	5	5	5	5.00	
					AVERAGE				5.00	
UMFO 3 . RESEARCH SERVICES										
					NONE					
UMFO 4. EXTENSION SERVICES										
					NONE					
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	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	zero non-conformity	zero non-conformity	5	5	5	5.00	
		A 45. Compliance to all requirements of	Prepares required documents	100% compliant	100% compliant	5	5	5	5.00	
		On program accreditations		N/A	N/A					
		On institutional accreditations		N/A	N/A					
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	NONE	NONE					
	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	NONE	NONE					
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management	NONE	NONE					
		A. 49. Number of students facilitated in the dormitory	Acts as a dormitory adviser and facilitate students	85	98	5	5	5	5.00	
		A. 50. Number of dormitory financial	Generates financial and	1	1	5	5	5	5.00	
		A. 51. Number of publication materials designed and laid out	Creates layouts for the Department's official Facebook page	1	3	5	5	5	5.00	
					AVERAGE				5.00	
	Total Over-all Rating									
	Average Rating									
	Adjectival Rating									

Average Rating (Total Over-all rating divided by number of entries)	
Additional Points:	
Approved Additional points (with copy of approval)	
FINAL RATING	
ADJECTIVAL RATING	

Evaluated & Rated by:

AL FRANJON M. VILLAROYA

Department Head

Date: 1/4/24

Recommending Approval

MA. THERESA P. LORETO

Dean, College of Arts and Sciences

Date: JAN 19 2024

Comments & Recommendations for Development Purpose: Ms. Miaga is an effective head of the Socio-Cultural Committee, and her dedication to teaching is commendable. It is recommended that she also becomes actively involved in research and extension activities

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 01/24/24

PERFORMANCE MONITORING FORM

Name of Employee: IANVIE NOREAN A. MIAGA


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	Update virtual classroom in E-learning Portal	Active and operational virtual classroom in e-learning Portal for SCSC13n	August 2023	September 2023	October 2023	Impressive	Outstanding	
2	Create Google Chat Space as platform for communication.	Active and operational Google Chat Space for SCSC13n	August 2023	September 2023	September 2023	Impressive	Outstanding	
3	Teach assigned course (s): a. SCSC13n- The Contemporary World b. SCSC11n-Understanding the Self	-Updated virtual classrooms -Grade Sheets -Instructional Materials	August 2023	December 2023	December 2023	Impressive	Outstanding	
4	Participate in all activities conducted by the department, college and the university	Certificate of Participation	August 2023	December 2023	December 2023	Impressive	Outstanding	
5	Participate in the committees assigned, such as: (1) Socio-cultural Committee	Organized events for the Department; Lay-out	August 2023	December 2023	December 2023	Impressive	Outstanding	

	(2) Website and Department News Committee	publication materials and manage posts for DPSS' Facebook Page						
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* Either very impressive, impressive, needs improvement, poor, very poor

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

Prepared by:


AL FRANJON M. VILLAROYA
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: IANVIE NOREAN A. MIAGA

Performance Rating: _____

Aim: To pursue Master's degree for professional growth and development, and improve ways of teaching. Publish paper in a peer-reviewed journal.

Proposed Interventions to Improve Performance:

Enroll in graduate school this semester; Attend webinars and trainings on improving teaching approaches and strategies for the teaching-learning process.

Date: January 2023 Target Date: December 2023

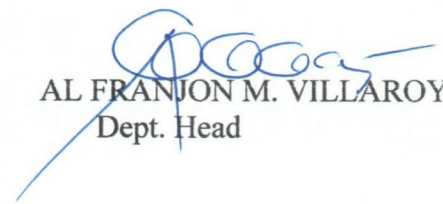
First Step:

Conduct classroom observations and evaluate the areas for improvement on teaching based on the results of the classroom observation. Submit finished research study for publication in a peer-reviewed journal.

Result:

- Attended a seminar workshop to gain new knowledge and upskill.
- Graduated and obtained a Master's Degree.

Prepared by:


AL FRANJON M. VILLAROYA
Dept. Head

Conforme:


IANVIE NOREAN A. MIAGA

Name of Ratee Faculty/Staff