


**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**  
Rating Period: July-December 2021

Name of Faculty Member: JOHN MARTIN A. DIAO


Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating (2x3)
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head (50%)		4.93 x 50% = 2.465	
b. Students (50%)		4.08 x 50% = 2.040	
TOTAL for Instruction	80%	4.51	3.604
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	15%	5.00 x 0.15 = 0.750	
TOTAL for Extension			0.750
4. Production			
5. Administration/Other Services	5%	5.00 x 0.05 = 0.250	0.250
TOTAL	100%		4.604


EQUIVALENT NUMERICAL RATING: 4.604  
Add: Additional Points, if any: \_\_\_\_\_  
TOTAL NUMERICAL RATING: 4.604

ADJECTIVAL RATING: OUTSTANDING

Prepared by:   
JOHN MARTIN A. DIAO  
Name of Faculty

Reviewed by:   
JETT C. QUEBEC  
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, JOHN MARTIN A. DIAO, a faculty member of the DEPARTMENT OF LIBERAL ARTS AND BEHAVIORAL SCIENCES 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 2021

JOHN MARTIN A. DIAO

Instructor I

Date: 12/21/21

Approved:

JETT C. QUEBEC

Department Head

Date: January 5, 2022

MA. THERESA P. LORETO

College Dean

Date: 2/9/2022

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	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		N/A	N/A					
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A	N/A					
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A	N/A					



		<b>A4</b> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	N/A	N/A					
	<b>PI 9</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	N/A	N/A					
		On-line ready courseware	Prepares instructional module/laboratory guide/workbook or a combination thereof	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					
		<b>A 6</b> : 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					
		<b>A 7</b> : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	N/A	N/A					
	<b>PI 10</b> . Additional outputs:	<b>A 8</b> . 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					
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI 5</b> : Total FTE, coordinated, implemented and monitored *	<b>A9</b> . Actual Faculty's FTE	Handles and teaches courses assigned	18 units per semester	39.15	5	5	5	5.00	9 units Phlo 11: Ethics; 15 units ScSc 11n.
		<b>A10</b> . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	12	6	5	5	4	4.67	1 Phil 14: Logic and Critical Thinking; 5 Phlo 11: Ethics
		<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	NONE	10	5	5	4	4.67	10 STUDENTS WHO GOT INC COMPLIED DURING THE 1ST SEMESTER 2020-2021

		<b>A12</b> . Number of trainings attended related to instruction	Attend mandated trainings	2	1	5	5	5	5.00	Extension Training Workshop: Developing Extension Proposal Nov. 9, 2021 - Nov. 12, 2021.
		<b>A13</b> . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	24	186	5	5	5	5.00	35 Phil 14 students submitted their Final Papers; 151 ScSc 11n students submitted their Final paper.
		<b>A14</b> . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	100	2,243	5	5	5	5.00	13 UTS Assessments x 151 students; 8 Phil 14 assessments x 35 Students
		<b>A15</b> . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	NONE	NONE					
	<b>PI 8:</b> Number of students advised: *	<b>A16</b> . Number of students advised:	Acts as academic adviser to students	N/A	N/A					
		<b>A17</b> . Number of students advised on thesis/ field practice/special problem:		N/A	N/A					
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	N/A	N/A					
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	N/A	N/A					
		<b>A18</b> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	50	170					
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19</b> . Number of Student organizations advised	Advises student organizations recognized by USOO	NONE	NONE					
		<b>A20</b> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	NONE	NONE					
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21</b> : 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	2	None					
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	20	5	5	5	5.00	12 Online Recordings; 8 Powerpoint Presentations
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	14	5	5	5	5.00	11 Assessments; 3 Final Papers
		<b>A 23 :</b> 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	2	NONE					
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	12	3	5	5	5	5.00	1 for Phlo 11; 1 for Phil 14; 1 for UTS
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> 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	0					
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	N/A	N/A					
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	2	NONE					
					AVERAGE				4.93	
<b>UMFO 3 . RESEARCH SERVICES</b>										

	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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	NONE					
	<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	NONE					
	<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-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1	NONE					
		<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 for a/conferences	2	NONE					
		<i>In int'l fora/conferences</i>		1						
		<i>In nat'l/regional fora/conferences</i>		1						
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	NONE					
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)		1	NONE					
		<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	NONE					



		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	N/A	N/A					
		<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	NONE					
<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	1; DepEd BAYBAY CITY DIVISION					
	<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	NONE					
	<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	1	5	5	5	5.00	CAPACITY BUILDING FOR THE TEACHING OF INTRODUCTION TO THE PHILOSOPHY OF THE HUMAN PERSON
	<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	30	5	5	5	5.00	CAPACITY BUILDING FOR THE TEACHING OF INTRODUCTION TO THE PHILOSOPHY OF THE HUMAN PERSON
	<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	N/A	N/A					
	Research Mentoring	Research Mentor		NONE	NONE					

	Peer reviewers/Panelists	Peer reviewers/Panelists		NONE	NONE					
	Resource Persons	Resource Persons		1	2	5	5	5	5.00	CAPACITY BUILDING FOR THE TEACHING OF INTRODUCTION TO THE PHILOSOPHY OF THE HUMAN PERSON
	Convenor/Organizer	Convenor/Organizer		1	1	5	5	5	5.00	CAPACITY BUILDING FOR THE TEACHING OF INTRODUCTION TO THE PHILOSOPHY OF THE HUMAN PERSON
	Consultancy	Consultant		1	NONE					
	Evaluator	Evaluator		NONE	NONE					
	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	1	1	5	5	5	5.00	CAPACITY BUILDING FOR THE TEACHING OF INTRODUCTION TO THE PHILOSOPHY OF THE HUMAN PERSON
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		1	NONE					
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1	NONE					
					AVERAGE				5.00	
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of	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	zero non-conformity	zero non-conformity	5	5	5	5.00	
		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							
<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>									
	PI 2: zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients						
	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					
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	None					
					<b>AVERAGE</b>			5.00	
	<b>Total Over-all Rating</b>								
	<b>Average Rating</b>								
	<b>Adjectival Rating</b>								
	Average Rating (Total Over-all rating divided by number of entries)							<b>Comments &amp; Recommendations for Development Purpose:</b> Mr. Diao's work ethic is worth emulating. He is focused and committed to assigned work. Finishing his masters degree is a welcome development.	
	Additional Points:								
	Approved Additional points (with copy of approval)								
	FINAL RATING								
	ADJECTIVAL RATING								

Evaluated & Rated by:

  
JETT C. QUEBEC

Department Head

Date: January 5, 2022

Recommending Approval

  
MA. THERESA P. LORETO

Dean, College of Arts and Sciences

Date: 2/9/2022

Approved by:

  
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 2/15/22

## Exhibit I

**PERFORMANCE MONITORING FORM**Name of Employee: **JOHN MARTIN A. DIAO**

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 four (4) courses (Ethics, Understanding the Self, Introduction to the Philosophy of the Human Person, and Logic and Critical Thinking)	Attendance sheets, midterm and final grade sheets, students' performance evaluation result	July 2021	December 2021	December 2021	Impressive	Outstanding	
2	Assist students' concerns through scheduled consultation	Outstanding students' performance evaluation result	July 2021	December 2021	December 2021	Impressive	Outstanding	
3	Prepare materials and activities for the handled courses	PowerPoint presentations, assessment activities	July 2021	December 2021	December 2021	Impressive	Outstanding	
4	Submit midterm grades and final grades	Submitted grades to the university registrar	July 2021	December 2021	December 2021	Impressive	Outstanding	
5	Publish written essays	Published manuscript and publication incentive form to the department secretary						
6	Participation and attendance in local / international conferences	Certificates of recognition and / or certificate of participation; travel reports	July 2021	December 2021	December 2021	Impressive	Outstanding	
7	Participate in all activities conducted by the department, college, and the university	Attendance sheet; certificates	July 2021	December 2021	December 2021	Impressive	Outstanding	
8	Perform other functions assigned by the department head	Certificate of the trainings and workshops	July 2021	December 2021	December 2021	Impressive	Outstanding	

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

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

Prepared by:

  
**DR. JETT C. QUEBEC.**  
 Department Head



## EMPLOYEE DEVELOPMENT PLAN

**Name of Employee:** JOHN MARTIN A. DIAO

Performance Rating:

AIM: To finish his Thesis to obtain the degree MA in Philosophy this 2022.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2022

Target Date: December 2021

Step/s:

- a) Advised Mr. John Martin Diao to finish his Thesis.
- b) Advised Mr. John Martin Diao to talk with his adviser regarding the prospects of his Thesis.

RESULT: Mr. Diao is currently enrolled at the University of San Carlos and in contact with his Thesis adviser.

Prepared by:

  
**JETT C. QUEBEC, PhD.**  
Department Head

Conformee:

  
**JOHN MARTIN A. DIAO**  
Name of Ratee/Faculty/Staff