

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **MARY CRIS F. PLEÑOS**
Position/Designation: **Instructor I**

Program Involvement	Percentage Weight of	Numerical Rating (Rating	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction	25%		
a. Head/Dean (50%)		4.87	0.609
b. Students (50%)		3.67	0.459
TOTAL for Instruction			1.068
2. Research	40%	4.83	1.932
3. Extension	30%	4.94	1.482
4. Others	5%	4.83	0.242
TOTAL	100%		4.724

EQUIVALENT NUMERICAL RATING:

4.724

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.724

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

MARY CRIS F. PLEÑOS
Name of Staff

Reviewed by:

ROMEL B. ARMECIN
Director, NARC

Recommending Approved:

ROMEL B. ARMECIN
Director, NARC

Approved:

MARIA JULIET C. CENIZA

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MARY CRIS F. PLEÑOS**, Instructor I of the **National Abaca Research Center-Visayas State University** commit to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January 2023 to June 2023**.

MARY CRIS F. PLEÑOS

Ratee

Date: June 22, 2023

Approved: **ROMEL B. ARMECIN**

Head of Unit

Date: _____

MARIA JULIET C. CENIZA

Vice President for RE & I

Date: _____

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO1: Advanced and Higher Education Services		Instruction: At least 30% of the total tasks							
PI1: Full-Time Equivalent (FTE)	Number of course/subjects/sections handled per semester	- Teaches course/subject/section per semester	2 FTE per semester	3 FTE per semester					
	Number of hours spent to student consultation	Entertains student consultation	8 hrs/wk consultation	8 hrs/wk consultation					
PI 2: Number of instructional materials developed	Number of online ready materials	Creates instructional materials for a flexible learning system	1	1	5	5	4.5	4.8	
	Supplemental learning resources	Prepares powerpoint presentations for the different courses taught	8	10	5	5	5	5.0	
	Assessment Tools	Prepares exams, quizzes and problem sets	10	10	5	5	4.5	4.8	
	Number of virtual classroom created and operational	Creates virtual classroom using Google Classroom	3	3	5	5	4.5	4.8	
MFO2: Research Services		Research: At least 40% of the total tasks							
	Number of research proposal submitted for funding	- Develops research proposal for funding output to scientific for a/conferences	2 Research proposal per year	1					
	Number of scientific paper for publication	Prepares and submit research paper in a refereed international/national journal	1	1	5	5	4.5	4.8	
	Number of scientific papers presented in regional/national/international conferences	Presents scientific papers in regional/national/international conferences	1	0					

MFO3: Extension Services		Extension: At least 30% of the total tasks							
PI1: Number of Trainings conducted	Number of person-days trained	- Trains x person for y days	5	25	✓	✓	✓	5.0	
	Number of trainings facilitated	Facilitates the conduct of trainings	3	25	✓	✓	✓	5.0	
	Number of extension programs/projects conducted/implemented	- Conducts/implements extension projects/components	1	1	✓	✓	✓	4.0	
Others	Number of field visits conducted	Conducts field visits	2	2	✓	✓	✓	4.0	
	Number of meetings organized/attended	Organizes/attends meetings	2	2	✓	✓	✓	4.0	
	Number of workshops conducted	Conducts workshops	1	1	✓	✓	✓	4.0	
Total Over-all Rating									
Ave. Rating (Total Over-all rating divided by 4)				-	Comments & Recommendations for Development Purposes: Has to participate training on socio-economic.				
Additional Points:									
Punctuality		-							
Approved Additional points (with copy of approval)		-							
FINAL RATING				4.88					
ADJECTIVAL RATING				OUTSTANDING					

Evaluated and Rated by:

ROMEL B. ARMECIN

Director

Date: _____

Recommending Approval:

ROSA OPHELIA D. VELARDE

Director for Research

Date: _____

Approved by:

MARIA JULIET C. CENIZA

Vice President for RE & I

Date: _____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **MARY CRIS F. PLEÑOS**
Performance Rating: **OUTSTANDING**

Signature: _____

Aim:

To effectively perform expected functions efficient and effective implementation of academic programs in affiliated colleges/departments.

Proposed Interventions to Improve Performance:

Date: January 1, 2023 Target Date: June 30, 2023

First Step:

1. To develop and submit proposals to funding agencies.
2. Implement abaca researches.
3. Perform instruction-related functions like teaching and as adviser to undergraduate and graduate students.

Result:

1. Outstanding research outputs.
2. Submitted grades of students on time.

Date: January 1, 2023 Target Date: June. 30, 2023

Next Step:

1. To develop and submit proposals to funding agencies.
2. Implement abaca researches.
3. Perform instruction-related functions like teaching and as adviser to undergraduate and graduate students.

Outcome:

1. Outstanding research outputs/promising technologies/relevant information generated.
2. Advisees graduated on time.

Final Step/Recommendation:

- Needs to attend training related to socio-economics.

Prepared by:

ROMEL B. ARMECIN
Unit Head