

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS


Name of Faculty Member: PAULA NADREA M. PAQUIBULAN

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating (2x3)
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head (50%)		4.95 x 75% = 3.713	
b. Students (50%) (NO TPES in the 1st sem. 2020-2021 because she was on maternity leave)*			
TOTAL for Instruction	95%	3.713	3.527
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%	4.67 x 5% = 0.234	0.234
TOTAL	100%		3.760

\* Twenty-five (25) of percentage weight for Students was added to the rating of the Head since she has been assigned to finish the second half of the remaining modules of ELSt 104 (English Phonology and Morphology) learning guide.

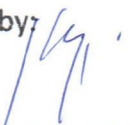
EQUIVALENT NUMERICAL RATING: 3.760  
Add: Additional Points, if any:  
TOTAL NUMERICAL RATING: 3.760

ADJECTIVAL RATING: VERY SATISFACTORY

Prepared by:  
  
PAULA NADREA M. PAQUIBULAN  
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

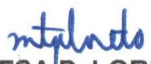
"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, PAULA NADREA M. PAQUIBULAN, 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 accomplishments in accordance with the indicated measures for the period JANUARY-JUNE 2021

  
**PAULA NADREA M. PAQUIBULAN**  
Instructor I  
Date: July 15, 2021

Approved:   
**JETT C. QUEBEC**  
Department Head  
Date: July 30, 2021

  
**MA. THERESA P. LORETO**  
College Dean  
Date: Aug. 10, 2021

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
						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						
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	0						
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	0						
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	0						
	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 systems	NA						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	NA						



		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	NA						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	NA						
		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						
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	N/A						
	<u>PI 10</u> . Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	Designs experiential learning activities and other outputs to implement new normal	N/A						
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<u>PI 5</u> : Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	Handles and teaches courses assigned	18 units per semester	32.85	5	5	5	5.00	ELSt 103, Litr. 135 ( 4 sections), and Litr. 132 ( 2 sections)
		<u>A10</u> . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	7	5	5	4.5	4.83	Gradesheets for ELSt 103, Litr. 135 ( 4 sections), and Litr. 132 ( 2 sections)
		<u>A 11</u> . 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	0					
		<u>A12</u> . Number of trainings attended related to instruction	Attend mandated trainings	0	0					
		<u>A13</u> . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	15	36	5	5	5	5.00	Administered and checked exams for ELSt 103, Litr. 132, Litr. 135
		<u>A14</u> . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	15	32	5	5	5	5.00	Prepared and checked learning tasks for ELSt 103, Litr. 132, Litr. 135
		<u>A15</u> . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	N/A						
	<u>PI 8</u> : Number of students advised: *	<u>A16</u> . Number of students advised:	Acts as academic advisor to students	1	12	5	5	5	5.00	ABELS students
		<u>A17</u> . Number of students advised on thesis/ field practice/special problem:		0	0					
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0	0					
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	0	0					
		<u>A18</u> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	200	5	5	5	5.00	Students enrolled in ELSt 103, Litr. 132, Litr. 135



	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USOO	0	0					
		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0	0					
	<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	1	1	5	5	5	5.00	ELSt 103
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	5	5	5	5	5.00	Powerpoint presentation for ELSt 103, Video clips for ELSt 103 and Litr. 132, and Reading texts for ELSt 103
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	24	5	5	5	5.00	Prepared learning tasks, assessments, and term
		<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							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	3	5	5	5	5.00	Virtual classrooms for ELSt 103, Litr. 132, Litr. 135
	<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	0	1	4.5	5	4.5	4.67	Prepared documents to support HEI-Industry partnership and records of graduates for RQAT ( MS Language Teaching)
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	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	0						
									4.95	
					AVERAGE					
<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	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							



	<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	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 fora/conferences	none						
		<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							
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)								
		<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							
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<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							
<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	none						
	<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	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	Implements duly approved extension projects	none						

	<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	N/A						
	<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						
	Research Mentoring	Research Mentor								
	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	<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							
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		<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							
<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		zero non-conformity					
		<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		100% compliant					
		On program accreditations		0	1	4.5	5	4.5	4.67	Prepared documents to support HEI-Industry partnership and records of graduates for RQAT ( MS Language Teaching)
		On institutional accreditations								
					<b>AVERAGE</b>				<b>4.67</b>	



UMFO 6. General Admin. & Support Services (GASS)											
<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		Zero % complaint							
<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									
	<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									
<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)	
Additional Points:	
Approved Additional points (with copy of approval)	
FINAL RATING	
ADJECTIVAL RATING	

**Comments & Recommendations for Development Purpose:** Mrs. Paquibulan serves the department with integrity and commitment. She is intellectual and motivated which makes her a valuable member of DLABS' workforce. Finishing her masters degree is of utmost importance.

Evaluated & Rated by:

Recommending Approval

Approved by:



**JETT C. QUEBEC**

Department Head

Date: July 30, 2021



**MA. THERESA P. LORETO**

Dean,

Date: Aug. 10, 2021



**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

8/13/21

# PERFORMANCE MONITORING FORM

Name of Employee: PAULA NADREA MORALES-PAQUIBULAN

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 one (1) major course of AB English Language Studies: ELSt 103 ( 1 sections), (2) cognate courses: Litr 132 (2 sections), and Litr. 135 (4 sections)	Regular attendance in the assigned classes, grade sheet per courses taught, and good result of student performance evaluation	January 2021	June 2021	ongoing	Impressive	Outstanding	
2.	Create virtual classrooms	Virtual Classrooms in the eLearning site for ELSt 103, Litr. 132, and Litr. 135	January 2021	June 2021	February 2021	Impressive	Outstanding	
3.	Prepare course syllabi updates	Approved course syllabi in ELSt 103, and Litr. 135	January 2021	June 2021	February 2021	Impressive	Outstanding	
4.	Prepare Instructional Materials	Developed and utilized module for ELSt 103; Prepared IMs and assessments tools for virtual classes for ELSt 013, Litr. 132, and Litr. 135	January 2021	June 2021	June 2021	Impressive	Outstanding	
5.	Allot time for student consultation	Spent 8-10 hrs. a week for online consultation	January 2021	June 2021	Ongoing	Impressive	Outstanding	
6.	Submit midterm grades and final grades	Grades submitted to registrar	January 2021	July 2021	Ongoing	Impressive	Outstanding	
7.	Participate in all activities conducted by the department, college and the university	Attendance in CAS month virtual celebration, Departmental meetings, Languages and Literature Section meetings, and Virtual Academic Adviser Orientation	January 2020	June 2021	June 2021	Impressive	Outstanding	

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

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

Prepared by:

  
**JETT C. QUEBEC**  
 Unit Head



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Paula Nadrea Morales-Paquibulan

Performance Rating: Outstanding

Aim: To finish her thesis for the degree Master of Arts major in Language and Literacy Education; Enroll in a doctoral degree program

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

Date: July 2021

Target Date: One year from today

First Step:

- a) Encouraged her to finish her Master's degree

Result:

She reinstated and resumed teaching while writing her Master's thesis.

Date: June 2020

Target Date: End of second semester

Next Step:

She was advised to participate in conferences and training as presenter/resource speaker as well as encouraged her to pursue a doctor's degree in line with her field.


Outcome: NA

Final Step/Recommendation: NA

Prepared by:

  
JETT C. QUEBEC  
Department Head

Conforme:

  
PAULA NADREA M. PAQUIBULAN  
Faculty/Ratee