

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **JOEL Q. MABALHIN**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.90	(2.45)
b. Students (50%)		4.67	(2.34)
Total for Instruction	70%	4.79	3.35
2. Research	10%	5.00	0.50
3. Extension	10%	4.93	0.49
4. Administration	10%	5.00	0.50
5. Production			
TOTAL			4.84

EQUIVALENT NUMERICAL RATING: 4.84

Add. Additional Points, if any:

TOTAL NUMERICAL RATING: 4.84

ADJECTIVAL RATING: Outstanding

Prepared by:


JOEL Q. MABALHIN
Name of Faculty

Reviewed by:


BAYRON S. BARREDO
College Dean

Recommending Approval:

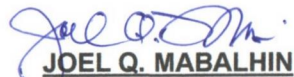

BAYRON S. BARREDO
College Dean


Approved:


BEATRIZ S. BELONIAS
VP for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Joel Q. Mabalhin, a faculty member of the DEPARTMENT OF TEACHER EDUCATION commit to the deliver and agree to be rated on the attainments of the following accomplishments in accordance with the indicated measures for the period July - December, 2022


JOEL Q. MABALHIN
 Asst. Professor 1V
 Date: Dec. 12, 2022

Approved: 
BAYRON S. BARREDO
 College Dean
 Date: 1-8-23

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*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	<u>PI 8:</u> Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		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							

	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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		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							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
	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							
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	24	19.8	5	5	5	5.00	SoSt 120 (16), Fili 111 (38), TEGr 104 (58), Fili 153 (15)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	4	5	5	4	4.67	

		A 11 . 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	10	5	5	5	5.00	
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	1	3	5	5	5	5.00	2nd International Teacher Education Conference , National Training-Seminar for Teachers of Philippine Hhistory , & LIRIP6: Pambangsang Kumperensiya sa Filipino
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	4	5	5	5	5.00	TEGr 104 (2), Fili 153, Fili 111
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	30	5	5	4	4.67	
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0						
	PI 8: Number of students advised: *	A16 . Number of students advised:	Acts as academic adviser to students	10	65	4	5	4	4.33	BECEd (2), BEEd (5), BSEd-Engl (4), BSEd SoSt 1st yr. (9), 2nd yr. (17), 3rd yr. (1), & 4th yr. (2)
		A17 . Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0						
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	0						
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	30	5	5	5	5.00	

	PI 9: Number of student organizations advised/assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO	1						
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1						
	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	2						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	6						
		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	0						
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2						
	PI 11. Additional outputs	A 25. 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	1	5	5	5	5.00	4th ISO Internal Audit
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	1	5	5	5	5.00	DepEd Baybay City Division

	A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 3 . RESEARCH SERVICES									
	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						
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year	1					
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. 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						
		<i>In refereed int'l journals</i>							
		<i>In refereed nat'l/regional journals</i>		1					
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences						
		<i>In int'l fora/conferences</i>							
		<i>In nat'l/regional fora/conferences</i>		1					
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1					
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)			1	5	5	5	5.00
									GAWAD LIRIP 2022 - Paglalathala ng Pananaliksik

		A 33. 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	3	5	5	5	5.00	Corpus Publishers - Current Research in Psychology and Behavioral Science (CRPBS) ISSN: 2833-0986
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output						
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal						
UMFO 4. EXTENSION SERVICES									
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. 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	5	5	4	4.67 DepEd-Baybay City Division
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer						
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects	1	2	5	5	5	5.00 I Can Do it - Plaridel NHS, I Can Do it - Caridad NHS-Baybay City
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. 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	44	5	5	5	5.00
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries						

	<i>Research Mentoring</i>	<i>Research Mentor</i>								
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>			1	5	5	5	5.00	Pambansang Kumperensiya sa Filipino (NPPE/Lumina)
	<i>Resource Persons</i>	<i>Resource Persons</i>			1	5	5	5	5.00	RTU-Manila Benchmarking Activity @ VSU
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>								
	<i>Consultancy</i>	<i>Consultant</i>								
	<i>Evaluator</i>	<i>Evaluator</i>								
	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							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
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 improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	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						<div>Comments & Recommendation Development Purposes: Keep up the good</div>
		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								
		On program accreditations									
		On institutional accreditations									
UMFO 6. General Admin. & Support Services											
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint	5	5	5	5.00	No complaint received	
	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	0	1	5	5	5	5.00	BEEd Program benchmarked by Rizal State University-Taguig	
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal								
Total Over-all Rating									254.00		
Average Rating									4.80		
Adjectival Rating									Outstanding		

Comments & Recommendations for Development Purposes:

Keep up the good work!

Evaluated & Rated by:

BAYRON S. BARREDO

Dean, College of Education

Date: *1-7-23*

Recommending Approval

BAYRON S. BARREDO

Dean, College of Education

Date: *1-7-23*

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: *1-3-2023*

PERFORMANCE MONITORING FORM

Name of Employee: JOEL Q. MABALHIN

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 undergraduate courses	12 FTE	1st week of September, 2022	Before the end of semester	December, 2022	Very Impressive	Outstanding	19.8 FTE
2	Prepares documents and/or program profile and other materials required during program/institutional accreditation and/or evaluation	Prepare at least one documents for accreditation/evaluation	1st week of November, 2022	Before the deadline for submission	November, 2022	Very Impressive	Outstanding	Prepared and submitted filled-out GOOI List for 4 th ISO Internal Audit
3	Conduct Extension Activity	Conduct 1 Extension Activity	1st week of September, 2022	Before end of the Semester	November 25, December 10 and 13, 2022	Very Impressive	Outstanding	Conducted 1 Extension Activity
4	Advise and serve student related activities and organization	Advise and serve 1 organization	1st week of September, 2022	Before end of the semester	December, 2022	Impressive	Very Satisfactory	Advised and served Interact Society

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

** Outstanding, very satisfactory, satisfactory, unsatisfactory

Prepared by:

BAYRON S. BARREDO

Dean

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **JOEL Q. MABALHIN**

Performance Rating: **4.84**

Aim: Increases involvement in research and extension activities
Produces instructional materials on handled
Present & Publish Research

Proposed Interventions to Improve Performance:

Date: December, 2022

Target Date: January-June, 2023

First Step:

Attend Seminars, Trainings, and workshops

Develop at least one Instructional Material

Write Research Proposals for Funding

Result:

Date: December, 2022

Target Date: January-June, 2023

Next Step:

Conduct In-service Trainings

Submit Instructional Materials for ISBN or copyright

Approved Proposals for Funding

Outcome: Published Books/ instructional materials and Research

Final Step/Recommendation:

Conduct Research, Trainings and Extension Activities

Prepared by:


BAYRON S. BARREDO

Unit Head

Conforme:


JOEL Q. MABALHIN

Name of Ratee Faculty/Staff