

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

Name of Faculty Member: **SHALOM GRACE C. SUGANO**

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	0.50	4.79	2.40
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
Total for Instruction		75%	4.90	3.67
2.	Administration and Support Services	25%	5.00	1.25
<b>TOTAL</b>		<b>100%</b>	<b>TOTAL EQUIVALENT NUMERICAL RATING</b>	<b>4.92</b>

EQUIVALENT NUMERICAL RATING:

4.92

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

**4.92**

ADJECTIVAL RATING:

**OUTSTANDING**

Prepared by:

Reviewed by:

**SHALOM GRACE C. SUGANO**

Name of Faculty

**SHALOM GRACE C. SUGANO**

Department Head

Recommending Approval:

**BAYRON S. BARREDO**

Dean/Director


Approved:


**BEATRIZ S. BELONIAS**

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **SHALOM GRACE C. SUGANO**, a faculty member of the **VSU INTEGRATED HIGH SCHOOL** 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 to June 2023**.

  
**SHALOM GRACE C. SUGANO**  
 Instructor  
 Date: 9/27/2023

Approved:   
**BAYRON S. BARREDO**  
 College Dean  
 Date: 10/3/2023

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							
	PI 8: 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							

	<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							
		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							
	<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							
<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	29.87	5	5	5	5.00	
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	4	5	5	5	5.00	
		<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	0	0					



		<b>A12</b> . Number of trainings attended related to instruction	Attend mandated trainings	0	12	5	5	5	5.00	
		<b>A13</b> . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	8	5	5	5	5.00	
		<b>A14</b> . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	18	5	5	5	5.00	
		<b>A15</b> . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0	0					
	<b>PI 8</b> : Number of students advised: *	<b>A16</b> . Number of students advised:	Acts as academic advisor to students	0						
		<b>A17</b> . Number of students advised on thesis/ field practice/special problem:		0	3	5	5	5	5.00	Thesis SRC Member (BS Hospitality and Management), BSED Science Practice Teachers
		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	2	5	5	5	5.00	
		<b>A18</b> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	120	5	5	5	5.00	Grade 12 (STEM A & B), Grade 10 (Jupiter & Venus)
	<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						
		<b>A20</b> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0	9	5	5	5	5.00	Special Student Onboarding, Third Quarter Honor's Program, Parents-Teachers' Consultation, Career Guidance, Arts Month, Annual Research Congress, Promotional Exercises, Parents-Seniors' Night, Graduation Exercises

	<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	3	2	5	5	5	5.00	Gen Chem II, Science IVB
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	0	2	5	5	5	5.00	Gen Chem II, Science IVB
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	23	5	5	5	5.00	Gen Chem II, Science IVB
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	43	5	5	5	5.00	Gen Chem II, Science IVB
		<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	1	2	5	5	5	5.00	Gen Chem II, Science IVB
		<b>A 24:</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	2	5	5	5	5.00	Gen Chem II, Science IVB
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:		0						
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0	2	5	5	5	5.00	ISO Re-certification, AACUP Accreditation
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0						
		<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						
<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	0						
	<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	0						
	<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-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1	0					
		<i>In refereed int'l journals</i>		1	0					
		<i>In refereed nat'l/regional journals</i>		0						
	<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	1	0					
		<i>In int'l fora/conferences</i>		1	0					
		<i>In nat'l/regional fora/conferences</i>		0						
	<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	0						
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or		0	2	5	5	5	5.00	
		<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	0	2	5	5	5	5.00	
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						

		<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	0						
<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	5	5	5	5.00	
	<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							
	<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	0						
	<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	0						
	<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	1	4	5	5	5	5.00	
	<i>Research Mentoring</i>	<i>Research Mentor</i>		0	2	5	5	5	5.00	
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>		0	2	5	5	5	5.00	
	<i>Resource Persons</i>	<i>Resource Persons</i>		1						



	Convenor/Organizer	Convenor/Organizer		0						
	Consultancy	Consultant		0						
	Evaluator	Evaluator		0						
	<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	0						
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0						
		<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	0						
<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	0	100%	5	5	5	5.00	
		<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	75%						
		On program accreditations								
		On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support Services</b>										



PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	0	90%	5	5	5	5.00	
PI 3: Number of planning sessions, racking and monitoring of targets, meetings, etc. conducted to ensure attainment of department targets			0	6	5	5	5	5.00	
PI 4: Number of monthly/special staff/faculty meetings conducted**			0	6	5	5	5	5.00	
	A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	0	0					Comments & Recommendation for Development Purpose:
Total Over-all Rating								5.00	Be firm and show authority to your faculty and staff.
Average Rating								5.00	
Adjectival Rating									

Evaluated & Rated by:

**BAYRON S. BARREDO**

Dean, College of Education

Date: 11-7-2020

Recommending Approval

**BAYRON S. BARREDO**

Dean, College of Education

Date: 11-7-2020

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date: 11-7-20

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mr. Nelson H. Tejera

Performance Rating: Very Satisfactory

Aim: To produce instructional materials on subjects handled for flexible learning.  
To pursue advanced studies related in the field of specialization.

Proposed Interventions to Improve Performance:

Date: April 2023

Target Date: December 2023

First Step:

To produce at least 1 learning guide per subject taught ready for the new normal instruction.

Result:

Carried out responsibilities as an instructor and utilized the IM's produced to facilitate students' learning.

Date: August 2023

Target Date: August 2024

Next Step:

1. Seek university admissions for advanced studies.
2. Make extension proposals for submission to OVPRE.

Outcome: Achieved goals and objectives in instruction and extension.

Final Step/Recommendation:

1. Continue to carry out responsibilities as an instructor and other designated tasks.
2. To engage more in doing research and extension.

Prepared by:

  
SHALOM GRACE C. SUGANO, Ph.D.

Unit Head

Conforme:

  
NELSON H. TEJARA, MIT

Name of Ratee Faculty/Staff