SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

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	3.20	1.60
b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
Total for Instruction	100%	4.10	4.10
2. Administration and Support Services	0%	0.00	0.00
TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.10

EQUIVALENT NUMERICAL RATING: 4.10

Add: Additional Points, if any: -
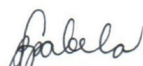
TOTAL NUMERICAL RATING: **4.10**

ADJECTIVAL RATING: **Very Satisfactory**

Prepared by:

CHRISTY M. DESADES
Name of Faculty

Reviewed by:

ROSARIO P. ABELA
Department Head

Recommending Approval:

ALELI A. VILLOCINO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

Visayas State University
College of Education
VISAYAS STATE UNIVERSITY INTEGRATED HIGH SCHOOL

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, CHRISTY M. DESADES, **Instructor of VSUIHS,** commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January, 2019 to June, 2019.**

CHRISTY M. DESADES
Instructor

ROSARIO P. ABELA
Principal, VSUIHS

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
MFO 1	**Advanced Education Services 20%**									
	1. Graduate Degree Program Management Services									
	0 = 3 1 = 4.8 ≥2 = 5.0	**PI 1:** Number of graduate degree specializations offered and monitored		NA						
	1.5 - 2.0 = 4.8 > 2 = 5.0	**PI 2:** Total FTE monitored		NA						
	0-25% = 3.0 26 - 90% = 4.5 >90% = 5.0	**PI 3:** Percentage of students who graduated within the prescribed period		NA						
	2. Graduate Student Management Services									
	0-25%= 3.0 26-50% = 4.5 >50% = 5.0	**PI 1:** Percentage of graduate students awarded with honors/distinction		NA						
	0-25%= 3.0 26-50% = 4.5 >50% = 5.0	**PI 2:** Percentage of graduate students advised who rated the adviser/GAC member at least very satisfactory		NA						

		PI 3: Percentage of graduate school faculty engaged in research work applied in any of the ff:	VSUIHS Faculty		0	3	3	3	3.00	
		a. Pursuing advanced research degree program	VSUIHS Faculty		0	3	3	3	3.00	
	0-25% = 3.0 26-50% = 4.5 >50% = 5.0	b. Actively pursuing in the last three years (investigative research, basic and applied scientific research, policy research, social science research)	VSUIHS Faculty		0	3	3	3	3.00	
		c. Producing technologies for commercialization or livelihood improvement	VSUIHS Faculty		0	3	3	3	3.00	
		d. Whose research work resulted in an extension program	VSUIHS Faculty		0.00	3	3	3	3	
MFO 2	**Higher Education Services**									
	1. Curriculum Program Management Services									
	<15 = 4.0 *15 - 17.99 = 4.5* *18 & above = 5.0*	**PI 1:** Total FTE monitored (Higher Ed and Basic Ed)	VSUIHS Faculty	30	54.50	5	5	5	5.00	
	0= 3% *1-25%= 4* *26-100% = 5.0*	**PI 2:** Percentage of undergraduate curricular program compliant to CMO, approved and offered		NA						
	below nat'l = 4.0 *above nat'l up to 75% = 4.5* *76 - 100% = 5.0*	**PI 3:** Average percentage passing in licensure exam		NA						
		PI 4: Percentage of first time licensure exam takers who passed the licensure exam		NA						
	0 graduate = 3.0 *100% or more = 5.0*	**PI 5:** Number of graduates who graduated within prescribed period		NA						
	No increase = 4 *1 - 10% = 4.5*	**PI 6:** Percentage increase in the number of undergraduate students who graduated within prescribed period		NA						

	> 10% = 5.0	**PI 7:** Percentage of graduates (two years prior) who are employed and/or pursuing graduate studies		NA						
	0 linkage - 3.0 **1 - 2 linkage = 4.5** **>2 = 5.0**	**PI 8.** Number of academe/industry linkages established		NA						
		PI 9: Number of thesis/special problem students:	VSUIHS Faculty		0	3	3	3	3.00	
	100% = 5.0	a. Thesis outline/manuscript/Case Studies/Special Problems/OJT Narrative Reports/Engineering Projects/Portfolios advised	VSUIHS Faculty		0	3	3	3	3.00	
		b. Thesis outline/manuscript/Case Studies/Special Problems/OJT Narrative Reports/Engineering Projects/Portfolios approved	VSUIHS Faculty		0	3	3	3	3.00	
	0 organization = 3.0 **1 organization = 4.0** **2 or more = 5.0**	**PI 10:** Number of student organizations advised/ assisted	VSUIHS Faculty		1	4	4	4	4.00	
		PI 11: Number of instructional materials developed/revised	VSUIHS Faculty		2	5	5	5	5.00	
		a. OBE-compliant syllabi	VSUIHS Faculty							
	0 IEC = 3.0 **1 IEC = 4.0** **2 or more = 5.0**	b. Teaching guides/Student guides/ Laboratory Manuals	VSUIHS Faculty							
		c. Complete sets of teacher-developed audio visual materials (powerpoints, videos, computer games, etc)	VSUIHS Faculty		1	4	4	4	4.00	
		d. On-line interactive learning resources per subject	VSUIHS Faculty		0	3	3	3	3.00	
		PI 12. Number of instruction-related awards	VSUIHS Faculty		0	3	3	3	3.00	
MFO 3	**Research Services**									
		PI 1. Number of published papers in peer-reviewed journals	VSUIHS Faculty		0	3	3	3	3	

					3	3	3	3.00	
	In refereed int'l journals								
	In refereed nat'l journals								
	In institutional journals								
0 output = 3.0 *1 - 2 output = 4.0* *3 - 5 output = 4.5* *> 5 output = 5.0*	**PI 2.** Number of patents/Utility Models/copyrights filed and registered	VSUIHS Faculty		0	3	3	3	3.00	
	PI 3. Number of research papers (oral presentation, posters, keynote speaker, plenary speaker) presented in regional/national/ int'l scientific/professional fora and conferences	VSUIHS Faculty		2	4	4	4	4.00	
	In int'l fora/conferences								
	In nat'l fora/conferences								
	In reg'l fora/conferences								
	In institutional fora/conferences								
0 prop/proj = 3.0 *1 - 2 prop/proj = 4.5* *3 or more prop/proj = 5.0*	**PI 4.** Number of research studies conducted	VSUIHS Faculty		0	3	3	3	3.0	
	PI 5. Number of research proposals submitted	VSUIHS Faculty		0	3	3	3	3.00	
	PI 6. Number of research proposals approved	Research Committee		0	3	3	3	3.00	
None = 3.0 *100K - 1M = 4.0* *1.1M - 5M = 4.5* *>5M = 5.0*	**PI 7.** Amount of research money generated from external funding (Thousand PHP)	VSUIHS Faculty		None					
None = 3.0 *50K = 4.5* *>50K = 5.0*	**PI 8.** Amount of research money generated from institutional funding (Thousand PHP)	VSUIHS Faculty		None					
	PI 9. Number of research outputs in the last three years utilized by the industry or other beneficiaries	VSUIHS Faculty		0	3	3	3	3.00	

	0 awards = 3.0 1 award =4.5 2 or more = 5.0	PI 10. Number of research projects/studies completed within the year	VSUIHS Faculty		0		3	3	3	3.00	
		PI 11. Number of research-related awards (research conducted by faculty or student w/ faculty)	VSUIHS Faculty		0		3	3	3	3.00	
MFO 4	**Extension Services**										
	0 pds = 3.0 100 - 500 pds = 4.5 >500 pds = 5.0	PI 1. Number of trainees weighted by the length of training	VSUIHS Faculty		0		3	3	3	3.00	
	0 training = 3.0 1 training = 4.0 2 or more = 5.0	PI 2: Number of trainings conducted	VSUIHS Faculty		0		3	3	3	3.00	
	0 IEC = 3.0 1 IEC = 4.0 2 or more = 5.0	PI 3. Number of IEC materials/techno-guides developed/used	VSUIHS Faculty		0		3	3	3	3.00	
	0 group/ind = 3.0 1 grp/ind = 4.0 > 2 or more = 5.0	PI 4. Number of beneficiaries served	VSUIHS Faculty		0		3	3	3	3.00	
		Groups									
		Individuals									
	0 services = 3.0 1 - 10 services = 4.0 10 - 20 services = 4.5 >20 services = 5.0	PI 5. Number of technical/expert services provided/rendered	VSUIHS Faculty		0		3	3	3	3.00	
		Research Mentoring			0						
		Peer reviewers/Panelists			0						
		Resource Persons			0						
		Convenor/Organizer			0						
		Consultancy			0						
		Evaluator			0						
	0 proposal = 3.0 1 - 2 proposals = 4.5 3 or more prop = 5.0	PI 6. Number of extension projects conducted	VSUIHS Faculty		0		3	3	3	3.00	
		PI 7. Number of extension proposals submitted	VSUIHS Faculty		0		3	3	3	3.00	
		PI 8. Number of extension proposals approved	VSUIHS Faculty		0		3	3	3	3.00	

	None = 3.0 *100K - 1M = 4.0* *1.1M - 5M = 4.5* *>5M = 5.0*	**PI 9**. Amount of extension money generated from external funding (Thousand PHP)	VSUIHS Faculty		0		3	3	3	3.00	
	None = 3.0 *50K = 4.5* *>50K = 5.0*	**PI 10**. Amount of extension money generated from institutional funding (Thousand PHP)	VSUIHS Faculty		0		3	3	3	3.00	
	0 awards = 3.0 *1 award =4.5* *2 or more = 5.0*	**PI 11** Percentage of beneficiaries who rated the training course and advisory services as satisfactory or higher in terms of quality and relevance	VSUIHS Faculty		0		3	3	3	3.00	
		PI 12. No. of extension-related awards (extn. conducted by faculty or student & faculty)	VSUIHS Faculty		0		3	3	3	3.00	
MFO 5	*Support to Operations (STO)*										
	1. Faculty Development Services										
	0 faculty = 4 *1 - 2 faculty = 4.5* *>3 faculty = 5.0*	**PI 1:** Number of faculty pursuing advanced degree programs	OVPI, ODAHRD, SFAC, Department								
	2. Faculty Recruitment/Hiring Services										
	0 faculty = 4 *1 - 2 faculty = 4.5* *>3 faculty = 5.0*	**PI 2:** Number of faculty recruited/hired aligned with university RSP policy and competency-based HRM	VSULHS Personnel committee & APB								

	3. Faculty Evaluation Services										
	0 event = 3.0 *1 - 2 events = 4.5* *3 or more events = 5.0*	**PI 3:** Number of seminars/trainings/conventions/workshops organized/coordinated for the entire university	OVPRE								

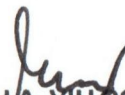|												
	0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	**PI 4:** Number of seminars/trainings/conventions/workshops organized/coordinated outside the university	OVPRE		0							
	90 - 100% = 5.0 60 - 89% = 4.5 <60% = 4.0	**PI 5:** Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated	OVPI, Department, admin staff		80							
	0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	**PI 6:** Number of college/department-level seminars/trainings/workshops/reviews conducted/ attended/ facilitated	OVPRE		1							
	4. Program and Institutional Accreditation Services											
	100% programs = 5.0 <100% programs = 4.5	<u>PI 1:</u> Number of degree programs which passed accreditation/evaluation at least Level 1		NA								
	100% compliant = 5.0 <100% compliant = 4.5	<u>PI 2:</u> Degree program compliant with CHED requirements		NA								
MFO 6	**General Admin. & Support Services (GASS)**											
	0 complaint = 5.0 1 or more = 4.5	<u>PI 1</u>. Zero complaint from clients (complaints dropped in suggestion boxes, complaints on change of grades and other complaints)	OVPI, College, Department, Units		0							
		<u>PI 2</u>. Number of complaints addressed within the prescribed time	OVPI, College, Department, Units		0							
		<u>PI 3</u>: Additional Outputs										
	No initiative = 3.0 1 initiative = 4.5 2 or more initiatives = 5.0	Best practices/new initiatives/innovations	OVPI, College, Department, Units		1							
		Values Restoration Program										

Total Over-all Rating		112.00	
Average Rating (Total Over-all rating)		3.20	
Additional Points:			Comments & Recommendations for Development Purpose:
Punctuality			*Your compassion to the students is praiseworthy.*
Approved Additional points (with copy of approval)			*She teaches the students passionately.*
FINAL RATING			*Needs to be engaged more in research and*
ADJECTIVAL RATING		Satisfactory	*extension. She is dependable and a team player.*

Evaluated & Received by:

SHALOM GRACE C. SUGANO
Department Head
Date:

Recommending Approval:

ALELI A. VILLOCINO
Dean, College of Education
Date:

Approved by:

BEATRIZ S. BELONIAS
Vice Pres. for Instruction
Date:

Legend:

Q^1 - Quality
E^2 - Efficiency
T^2 - Timeliness
A^4 - Average

Rating Scale:

4.6 - 5.0 Outstanding
3.8 - 4.5 Very Satisfactory
3.0 - 3.7 Satisfactory
2.2 - 2.9 Unsatisfactory
2.1 - & below Poor

PERFORMANCE MONITORING FORM

Name of Employee: <u>CHRISTY M. DESADES</u>

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 Science II (General Biology both lec. & lab.) to Grade 8 students	Deliver quality learning on basic concepts in Science specifically in Biology to students in the secondary level	January 2019	June 2019	June 2019	Very impressive	Outstanding	
2	Teach Research I to Grade 9 students	Deliver quality learning on basic concepts in research to students in the secondary level	January 2019	June 2019	June 2019	Very impressive	Outstanding	
3	Revise course outline in Science II	Couse outline contains updated topics	January 2019	June 2019	June 2019	Very impressive	Outstanding	
4	Revise course syllabus in Research I	OBE syllabus that addresses the needs of learners	January 2019	June 2019	June 2019	Very impressive	Outstanding	
5	Revise laboratory manual for Science II	Use updated laboratory experiments	January 2019	June 2019	June 2019	Very impressive	Outstanding	
6	Develop ppt in Science II and Research I	A more comprehensive ppt presentation	January 2019	June 2019	June 2019	Very Impressive	Outstanding	
7	Submit reports and other requirements	Sign DTR, submit grade sheets, clearance	January to June 2019			Very Impressive	Outstanding	
8	Assist in school-related activities	Assist in checking attendance/monitoring of students in activities like Conference with Parents, Acquaintance party, Buwan ng Wika, Sports Intramurals for Studets/Faculty, English Month, Math and Science Month, Science Fair and Research Congress, World Teachers' day, Career guidance Day, Division Science Fair,	January 2019 to June 2019			Very Impressive	Outstanding	

		Regional Science Fair, SCUAA Meet				
9	Assist the Math and Science Club	Assist the activities conducted by Math and Science Club (Math and Science Culmination, Local Research Congress, Math and Science Quiz show)	January 2019 to June 2019	Very Impressive	Outstanding	
10	Attend seminars/conferences/trainings	Attend as poster presenter in the 4th National Conference of DOST-SEI held at PICC Manila, paper present in the 1st UPY International Conference held at Indonesia.	January 2019 to June 2019	Very Impressive	Outstanding	

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

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

Prepared by:

SHALOM GRACE C. SUGANO, Ph.D.
Unit Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dr. Christy M. Desades
Performance Rating: Very Satisfactory

Aim: To publish a research paper out from her conducted dissertation in an international-indexed Journal.

Proposed Interventions to Improve Performance:

Date: January 2019   Target Date: March – June 2019

First Step:
        Attend a workshop in writing on Peer-reviewed Journal.

Result:
        Write a published research article.

Date: March 2019   Target Date: June 2020

Next Step:
        Decrease teaching load in order to engage in research and produce new IM's.

Outcome: A better schedule that will allow time for extension and instruction.

Final Step/Recommendation:

        Mentor young and less experienced faculty.

Prepared by:

SHALOM GRACE C. SUGANO, Ph.D.
Unit Head

Conforme:

CHRISTY M. DESADES, Ph.D.
Name of Ratee Faculty/Staff