SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: FLORENCIO JOHN S. SALADAGA

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	4.46	2.23
b. Student (50%) from Teaching Performance Eval'n. By	0.50	5.00	2.50
Total for Instruction	100%	4.73	4.97
2. Administration and Support Services	0%	0.00	0.00
TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.73

EQUIVALENT NUMERICAL RATING: 4.73
Add: Additional Points, if any: -
TOTAL NUMERICAL RATING: **4.73**
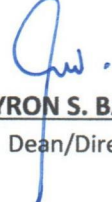
ADJECTIVAL RATING: **Outstanding**

Prepared by:

FLORENCIO JOHN S. SALADAGA
Name of Faculty

Reviewed by:

SHALOM GRACE S. VEGA
Department Head

Recommending Approval:

BAYRON S. BARREDO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, FLORENCIO JOHN S. SALADAGA, 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 JULY-DECEMBER 2023.

Approved:

FLORENCIO JOHN S. SALADAGA
Instructor
Date: 12/23/2023

SHALOM GRACE C. SUGANO
Department Head
Date: 02-27-24

BAYRON S. BARREDO
College Dean
Date: 02-27-2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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							

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 Moddle 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	18	47.85	5	5	5	5.00	PEHM 07 Petunia; Agriculture 08-Atis; Agriculture 08 Chico; Agricuture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. CAT Assistant Commandant

										Remarks
		A10. *Number of grade sheets submitted within prescribed period*	Prepares gradesheet and submits on or before deadline	*3*	*8*	4	4	4	4.00	PEHM 07 Petunia; Agriculture 08-Atis; Agriculture 08 Chico; Agricuture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. CAT Assistant Commandant
		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	*2*	*2*	4	4	4	4.00	PEHM 07 Petunia; Agriculture 08-Atis; Agriculture 08 Chico; Agricuture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production.
		A12. *Number of trainings attended related to instruction*	Attend mandated trainings	*2*	*2*	5	4	4	4.33	VSU Faculy Onboarding AY 2022-2023, VSUFA Membership Seminar
		A13. *Number of long examinations administered and checked*	Administers and checks long examination for subjects taught	*2*	*2*	4	4	4	4.00	PEHM 07 Petunia; Agriculture 08-Atis; Agriculture 08 Chico; Agricuture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. CAT Assistant Commandant
		A14. *Number of quizzes administered and checked*	Prepares and checks quizzes for lec and lab	*20*	*20*	4	4	4	4.00	PEHM 07 Petunia; Agriculture 08-Atis; Agriculture 08 Chico; Agricuture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. CAT Assistant Commandant
		A15. *Number of lab reports and term papers checked and graded*	Checks lab reports and term papers submitted as required	*1*	*1*	4	4	4	4.00	PEHM 07 Petunia; Agriculture 08-Atis; Agriculture 08 Chico; Agricuture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 12 Crop Production. CAT Assistant Commandant
PI 8: Number of students advised: *		A16. Number of students advised:	*Acts as academic adviserto students*	*30*	*12*	5	4	4	4.33	Agriculture 08 Jackfruit
		A17. *Number of students advised on thesis/ field practice/special problem:*		*5*	*5*	5	5	4	4.67	PEHM 07 Petunia; Agriculture 08-Atis; Agriculture 08 Chico; Agricuture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. CAT Assistant Commandant
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		A18. *Number of students entertained for consultation purposes*	Entertains students consulting on subject taught, thesis and grades	*30*	*160*	5	5	4	4.67	PEHM 07 Petunia; Agriculture 08-Atis; Agriculture 08 Chico; Agricuture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. CAT Assistant Commandant

	PI	Activity	Description							Remarks
	PI 9: Number of student organizations advised/ assisted *	*A19. Number of Student organizations advised*	Advises student organizations recognized by USOO	1	3	5	4	4	4.33	
		A20. *Number of Student organizations assisted on student related activities*	Assists student organizations in implementing student	1	4	5	4	4	4.33	FFP, FAHP, College Tree Planting and Clean and Green
	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	5	8	5	4	4	4.33	PEHM 07 Petunia; Agriculture 08-Atis; Agriculture 08 Chico; Agricuture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. CAT Assistant Commandant
		On-line ready courseware	*Prepares Instructional module/laboratory guide/workbook or a combination thereof*	2	8	5	4	4	4.33	PEHM 07 Petunia; Agriculture 08-Atis; Agriculture 08 Chico; Agricuture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. CAT Assistant Commandant
		Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	1	20	5	5	5	5.00	PEHM 07 Petunia; Agriculture 08-Atis; Agriculture 08 Chico; Agriculture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. CAT Assistant Commandant
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	24	5	5	5	5.00	PEHM 07 Petunia; Agriculture 08-Atis; Agriculture 08 Chico; Agriculture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. CAT Assistant Commandant
		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	3	8	5	5	5	5.00	PEHM 07 Petunia; Agriculture 08-Atis; Agriculture 08 Chico; Agricuture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. CAT Assistant Commandant
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	8	5	5	5	5.00	PEHM 07 Petunia; Agriculture 08-Atis; Agriculture 08 Chico; Agricuture 10-Venus; Agriculture 10-Jupiter; TVL-CAP Grade 11 Crop Production. CAT Assistant Commandant
	PI 11. Additional outputs	**A 25**. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or							

		Agency/firm/Industry linkages	Coordinates with potential firms							
		A 26. Other outputs implementing	Designs experiential learning							

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							
	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							
		In refereed int'l journals								
		In refereed nat'l/regional journals								
	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							
		In int'l fora/conferences								
		In nat'l/regional fora/conferences								
	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							
	PI 6. Additional outputs*	**A 32**. No. of research-related awards (research conducted by								

		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							
		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								
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								
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								

	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						
	Research Mentoring	_Research Mentor_							
	Peer reviewers/Panelists	_Peer reviewers/Panelists_							
	Resource Persons	_Resource Persons_							
	Convenor/Organizer	_Convenor/Organizer_							
	Consultancy	_Consultant_							
	Evaluator	_Evaluator_							
	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 (extn. 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 theQMS 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					
		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		100% compliant					
		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					
	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 performfing functions resulting to best practice							
		A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							Comments & Recommendation for Development Purpose:
	Total Over-all Rating								80.32	ⓐ Be involved in research + extension project of the department.
	Average Rating								4.46	
	Adjectival Rating						Very Satisfactory			

Evaluated & Rated by: Recommending Approval   Approved by:

SHALOM GRACE S. VEGA
Department Head
Date: 02-23-2024

BAYRON S. BARREDO
Dean, College of Education
02-27-2024

BEATRIZ S. BELONIAS
Vice President for Instruction
Date: 03-15-2024

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Florencio John Saladaga
Performance Rating: Very satisfactory

Aim: To improve teaching, effectiveness and enhance students learning.
       To publish Research (thesis) in a reputable journey

Proposed Interventions to Improve Performance:

Date: February 2024   Target Date: December 2024

First Step:

1. Revise and develop OBEdized syllabus and learning materials.
2. To produce at least one (1) evaluated learning guide to be used for flexible learning.

Result:
1. Developed OBEdized syllabus and learning materials utilized in the new normal.

Date: July 2024   Target Date: December 2024

Next Step:

1. Attend trainings, writeshop and conferences related to instruction and research
2. Attend relevant seminars and trainings for professional development.

Outcome: Achieved goals and objectives in instruction.
               To submit a paper article for publication in a reputable journal
Final Step/Recommendation:

1. Continue to carry out responsibilities as an instructor and with other designated functions.
2. Be involved in doing research and extension projects.

Prepared by:

SHALOM GRACE S. VEGA, Ph.D.
Unit Head

Conforme:

FLORENCIO JOHN SALADAGA, MS.
Name of Ratee Faculty/Staff