SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **CHRISTY M. DESADES**

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	4.44	2.22
b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
Total for Instruction	75%	4.72	3.54
2. Administration and Support Services	25%	4.67	1.17
TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.71

EQUIVALENT NUMERICAL RATING: 4.71
Add: Additional Points, if any: -
TOTAL NUMERICAL RATING: **4.71**

ADJECTIVAL RATING: |**Outstanding**

Prepared by: Reviewed by:

CHRISTY M. DESADES   **SHALOM GRACE C. SUGANO**
Name of Faculty   Department Head

Recommending Approval:

BAYRON S. BARREDO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, CHRISTY M. DESADES, a faculty member of the VSU Integrated High School commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period JANUARY - JUNE 2022.

Approved:

CHRISTY M. DESADES
Instructor
Date:

SHALOM GRACE C. SUGANO
Department Head
Date:

BAYRON S. BARREDO
College Dean
Date:

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		48.3		5	5	5	5.00	Research I (Grade 9 Emerald, Diamond) (Grade 10 Jupiter, Venus), DRRR (G12 STEM A , STEM B) Science I (G7 Dahlia)
1		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4		7		5	5	5	5.00	Research I (Grade 9 Emerald, Diamond) (Grade 10 Jupiter, Venus), DRRR (G12 STEM A , STEM B) Science I (G7 Dahlia)
		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	0		0		3	3	3	3.00	

	A12. Number of trainings attended related to instruction	Attend mandated trainings	1	2	5	5	5	5.00	TOS Training, Webinar on Typhoon Awareness and Calamity Readiness
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	8	5	5	5	5.00	Research I (Grade 9 Emerald, Diamond) (Grade 10 Jupiter, Venus), DRRR (G12 STEM A , STEM B) Science I (G7 Dahlia)
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	8	42	5	5	5	5.00	Research I (Grade 9 Emerald, Diamond) (Grade 10 Jupiter, Venus), DRRR (G12 STEM A , STEM B) Science I (G7 Dahlia)
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0	0	3	3	3	3.00	
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	0	0	3	3	3	3.00	
	A17. Number of students advised on thesis/ field practice/special problem:		1	7	5	5	5	5.00	BSED major in Science
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0	0	3	3	3	3.00	
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	0	0	3	3	3	3.00	
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	138	5	5	5	5.00	Research I (Grade 9 Emerald, Diamond) (Grade 10 Jupiter, Venus), DRRR (G12 STEM A , STEM B) Science I (G7 Dahlia)
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	1	2	5	5	5	5.00	League of Science Majors and CoEd - Supreme Student Council
	A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	4	5	5	5	5.00	Senior High Enrolment, Commencement Exercises, Promotional, Research Congress
PI 10: Number of instructional materials developed *	A 21 : Number of on-line course were developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	4	5	5	5	5.00	Research I (Grade 9 Emerald, Diamond) (Grade 10 Jupiter, Venus), DRRR (G12 STEM A , STEM B) Science I (G7 Dahlia)

							Q1	Q2	Q3	Ave	Remarks
			On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	4	5	5	5	5.00	Research I (Grade 9 Emerald, Diamond) (Grade 10 Jupiter, Venus), DRRR (G12 STEM A , STEM B) Science I (G7 Dahlia)
			Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	18	5	5	5	5.00	Research I (Grade 9 Emerald, Diamond) (Grade 10 Jupiter, Venus), DRRR (G12 STEM A , STEM B) Science I (G7 Dahlia)
			Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	42	5	5	5	5.00	Research I (Grade 9 Emerald, Diamond) (Grade 10 Jupiter, Venus), DRRR (G12 STEM A , STEM B) Science I (G7 Dahlia)
			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	0	3	3	3	3.00	
			A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	4	5	5	5	5.00	Research I (Grade 9 Emerald, Diamond) (Grade 10 Jupiter, Venus), DRRR (G12 STEM A , STEM B) Science I (G7 Dahlia)
		PI 11. Additional outputs	**A 25**. Number of Additional outputs accomplished:	Computes Honors' List for JHS	0	0					
			Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0	0					
			Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0	0					
			A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0	0	3	3	3	3.00	
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	0	0					
	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	0	0					

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	0	0							
	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	0	0							
	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	0	0							
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		0	0							
	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	0	0							
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0	0							
	A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0	0							
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	0	0					
	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	0	0					
	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	0	0					
	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	0	0					
	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	0	0					
	Research Mentoring	*Research Mentor*		0	0					
	Peer reviewers/Panelists	*Peer reviewers/Panelists*		0	0					
	Resource Persons	*Resource Persons*		0	0					
	Convenor/Organizer	*Convenor/Organizer*		0	1	5	5	5	5.00	NOSTE 2022(National Organization of Science Teachers Educators)
	Consultancy	*Consultant*		0	0					

Evaluator	*Evaluator*		0	1	5	5	5	5.00	
									Bacolod City Division Science Fair
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	0	0					
PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		0	0					
	A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0	0			˝		

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	0	zero non-conformity	5	5	5	5.00	
	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	0	100% compliant	3	3	3	3.00	
	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		
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	0	100%	5	5	4		

										Comments & Recommendation for Development Purpose:
		A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	1			5	5	4	4.67	
	PI 4: Submission of Office PPMP for the following year within deadline as prescribed by BAC			1	100%		5	5	4	4.67	
	PI 5: Number of planning sessions, tracking and monitoring of targets, meeting, etc. cnducted to			1			5	5	4	4.67	
		A 49. Collaboration with the VSU Component College					5	5	5	5.00	
		A 50. Consolidation of review class guidelines to review coordinators.					5	5	4	4.67	
		A 51. Prepares review class proposals for OHURS					5	5	4	4.67	
		A 52. Faciliate and colaborates with SUC's in terms of review class progarms.					5	5	4	4.67	
	Total Over-all Rating										
	Average Rating						4.4	4.4	4.4	4.44	
	Adjectival Rating								Very Satisfactory		

Evaluated & Rated by:

SHALOM GRACE C. SUGANO
Department Head
Date:

Recommending Approval

BAYRON S. BARREDO
Dean, College of Education
Date:

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date:

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dr. Christy M. Desades
Performance Rating: Outstanding

Aim: To publish a research paper out from her conducted dissertation in an international-indexed Journal.
       To produce and instructional materials on subjects handled for flexible learning.

Proposed Interventions to Improve Performance:

Date: April 2022   Target Date: December 2022

First Step:
       Encourage and challenge to submit research articles for publication.
       Attend seminars and trainings on module development.

Result:
       Write a publishable research article for submission to a reputable journal.
       Carried out responsibilities as an instructor and a administrator.

Date: August 2022   Target Date: December 2022

Next Step:
       Decrease teaching load in order to engage in research and produce new instructional materials for flexible learning.

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

Final Step/Recommendation:

1. Mentor young and less experienced faculty.
2. To be one of the proponents in conducting approved research projects of the department.

                                     Prepared by:

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

Conforme:

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