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: Reviewed by:

ANTHONY P. LAMBERT   **ROSARIO P. ABELA**
Name of Faculty   Department Head

Recommending Approval:

ALELI A. VILLOCINO
Dean/Director
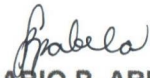
Approved:

BEATRIZ S. BELONIAS
Vice President

Visayas State University

College of Education

VISAYAS STATE UNIVERSITY INTEGRATED HIGH SCHOOL

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ANTHONY P. LAMBERT , **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**.

ANTHONY P. LAMBERT

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						

		Rating Scale									
		0-25% = 3.0 26-50% = 4.5 >50% = 5.0	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	
			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		22.80	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		0	3	3	3	3.00	
			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							
			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	

		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		0	3	3	3	3.00
		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		1	4	4	4	4.00	
	Research Mentoring			0					
	Peer reviewers/Panelists			0					
	Resource Persons			1					
	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 | | 0 | | | | | |

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 | | 0 | | | | | |

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 | | | | | |

	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	5	5	5	5.00		

	No initiative = 3.0 1 initiative = 4.5 2 or more initiatives = 5.0	Best practices/new initiatives/innovations	OVPI, College, Department, Units		1	5	5	5	5.00	
		Installation of CCTV in VSUIHS, Creation of Faculty Room, Internet Connectivity for every building in VSUIHS								
		Values Restoration Program								

Total Over-all Rating		112.00
Average Rating (Total Over-all rating)		3.20

		Comments & Recommendations for Development Purpose:
Additional Points:		
Punctuality		*The teacher is resourceful.*
Approved Additional points (with copy of approval)		*He is dependable and is willing to extend*
FINAL RATING		*more what is required of him.*
ADJECTIVAL RATING	**Satisfactory**	

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
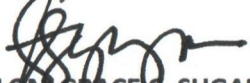2.1 - & below Poor

PERFORMANCE MONITORING FORM

Name of Employee: <u>ANTHONY P. LAMBERT</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/ Recomme ndation
1	Teach Economics, Marketing and Entrepreneurship	Deliver quality learning to students in the junior high school, senior high and college	Jan. 2019	June 2019	June 2019	Very impressive	Outstanding	
2	Revised syllabi in Economics, Marketing and Entrepreneurship	Revised syllabi that addresses the needs of learners	Jan. 2019	June 2019	June 2019	Very impressive	Outstanding	
3	Develop teaching aid in Economics, Marketing and Entrepreneurship	A more comprehensive ppt presentation	Jan. 2019	June 2019	June 2019	Very Impressive	Outstanding	
4	Develop teaching guide/ handouts	Develop teaching guide and handouts suitable to junior high school students	Jan. 2019 to June 2019			Very impressive	Outstanding	
6	Technical/Expert service provided/rendered	Participated in TBI as Mentor to aspiring entrepreneurs.	Jan. 2019 to June 2019			Very Impressive	Outstanding	
7	Number of student-related activities assisted	Assisted eleven (11) student related activities	Jan. 2019 to March 2019			Very Impressive	Outstanding	
8	Submit reports and other requirements	Submit grade sheets on time	July 2018 to December 2018			Very Impressive	Outstanding	
9	Building/facility improvement	Improvement of computer room and Creation of Faculty Room	Jan. 2019 to March 2019			Very impressive	Outstanding	
10	Special assignments from the principal	Building design and blueprint of Senior High Building	Jan. 23, 24, 25, 2019			Very impressive	Outstanding	

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

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

Prepared by:

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

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Anthony P. Lambert
Performance Rating: Very Satisfactory

Aim: To improve teaching, effectiveness and enhance students learning.

Proposed Interventions to Improve Performance:

Date: January 2019   Target Date: March – June 2019

First Step:
        Revise and develop OBEdized syllabus.

Result:
        Developed OBEdized syllabus.

Date: March 2019   Target Date: June 2019

Next Step:

        Attend seminars and trainings for self-enhancement.

Outcome: Attended seminars organized by the college or university.

Final Step/Recommendation:

        Carry out responsibilities as an instructor.

Prepared by:

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

Conforme:

ANTHONY P. LAMBERT, M.M
Name of Ratee Faculty/Staff