

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

Name of Faculty Member: CHRISTY M. DESADES

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equival ent Numeri cal Rating (2x3)
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		4.75x50%=2.38	
b. Students (50%)		4.83 x 50%=2.41	
TOTAL for Instruction	70%	4.88	3.42
2. Research	0%		
3. Extension	15%	5	0.75
4. Administration and Support Services	15%	4	0.60
TOTAL	100%		4.77

EQUIVALENT NUMERICAL  
RATING:

4.77

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.77

ADJECTIVAL RATING:

Outstanding

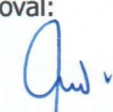
Prepared by:

  
CHRISTY M. DESADES  
Name of Faculty

Reviewed by:

  
SHALOM GRACE S. VEGA  
Department Head

Recommending Approval:

  
BAYRON S. BARREDO  
Dean

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 JULY-DECEMBER 2023.

CHRISTY M. DESADES

Instructor

Date: 02-20-2024

Approved:

SHALOM GRACE S. VEGA

Department Head

Date: 02-23-2024

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	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										
	<u>PI 4:</u> Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	<u>PI 8:</u> 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 Moddle 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	78.34	5	5	5	5.00	Science IIIB( Grade 9 Emerald, Diamond) , Research II ( Grade 10 Jupiter, Venus), Pred 132n , BIOL 292 lec and lab, SHS Life Science - TVL CAP
1		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	7	5	5	5	5.00	Science IIIB( Grade 9 Emerald, Diamond) , Research II ( Grade 10 Jupiter, Venus), Pred 132n , BIOL 292 lec and lab, SHS Life Science - TVL CAP
		<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	1	1	5	5	5	5.00	3 Day Curriculum and Instruction Review of the College of Education
	<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	24	5	4	4	4.33	Science IIIB( Grade 9 Emerald, Diamond) , Research II ( Grade 10 Jupiter, Venus), Pred 132n , BIOL 292 lec and lab, SHS Life Science -TVL CAP
	<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	8	40	5	5	5	5.00	Science IIIB( Grade 9 Emerald, Diamond) , Research II ( Grade 10 Jupiter, Venus), Pred 132n , BIOL 292 lec and lab, SHS Life Science -TVL CAP
	<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0	4	5	5	5	5.00	BIOL 292 lab
<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to students	0	8	5	4	4	4.33	Graduate School - M.Ed Biology
	<b>A17.</b> Number of students advised on thesis/ field practice/special problem:		1	3	5	5	5	5.00	G10 Junior High School Students
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0	0					
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	0	1	5	5	5	5.00	BSHM Student
	<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	138	5	5	5	5.00	Science IIIB( Grade 9 Emerald, Diamond) , Research II ( Grade 10 Jupiter, Venus), Pred 132n , BIOL 292 lec and lab, SHS Life Science -TVL CAP
<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USOO	1	2	5	5	5	5.00	League of Science Majors and OGS Society
	<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	4	5	5	5	5.00	Student onboarding, Parents' orientation, Buwan ng wika, Intramurals, Scuaa, Mathsci culmi, English Culmi, Socstud Culmi, Honors Program, Cluster Meet, Division Science Fair, Christmas Party



	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> 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	Science IIIB( Grade 9 Emerald, Diamond) , Research II ( Grade 10 Jupiter, Venus), Pred 132n , BIOL 292 lec and lab, SHS Life Science -TVL CAP
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	3	5	4	5	4.66	Science IIIB( Grade 9 Emerald, Diamond) , Research II ( Grade 10 Jupiter, Venus), Pred 132n , BIOL 292 lec and lab, SHS Life Science -TVL CAP
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	16	5	5	5	5.00	Science IIIB( Grade 9 Emerald, Diamond) , Research II ( Grade 10 Jupiter, Venus), Pred 132n , BIOL 292 lec and lab, SHS Life Science -TVL CAP
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	32	5	5	5	5.00	Science IIIB( Grade 9 Emerald, Diamond) , Research II ( Grade 10 Jupiter, Venus), Pred 132n , BIOL 292 lec and lab, SHS Life Science -TVL CAP
		<b>A 23 :</b> Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor	0	0	3	3	3	3.00	
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	3	5	5	5	5.00	Science IIIB( Grade 9 Emerald, Diamond) , Research II ( Grade 10 Jupiter, Venus), Pred 132n , BIOL 292 lec and lab, SHS Life Science -TVL CAP
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> 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					
		<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	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	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 oroject within the year	0	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	0	0						
		<i>In refereed int'l journals</i>									
		<i>In refereed nat'l/regional journals</i>									
	<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 scienfic for a/conferences	0	0						
		<i>In int'l fora/conferences</i>									
		<i>In nat'l/regional fora/conferences</i>									
	<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	0						
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by		0	0						
		<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	0						
		<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	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	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	0	0					
	<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	0	0					
	<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	Implementes duly approved extension projects	0	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	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	0	0					
	<i>Research Mentoring</i>	<i>Research Mentor</i>		0	0					
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>		0	1	5	5	5	5.00	NOSTE 2023( National Organization of Science Teachers Educators)
	<i>Resource Persons</i>	<i>Resource Persons</i>		0	0					



	Convenor/Organizer	Convenor/Organizer		0	0	0	0	0		
	Consultancy	Consultant		0	0					
	Evaluator	Evaluator		0	2	5	5	5	5.00	
	<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	1	5	5	5	5.00	BCAEd Action Research Exploring Teachers Flexible Learning
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0	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	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	zero non-conformity	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	0	100% compliant	3	3	3	3.00	
		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		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 performing 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: She needs to submit her dissertation or any research projects for publication. Prioritize this!
Total Over-all Rating					4.6	4.5	4.5	4.75	
Average Rating					Outstanding				
Adjectival Rating									

Evaluated & Rated by:

Recommending Approval

Approved by:



## 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.\

To be involved in research and extension projects

Proposed Interventions to Improve Performance:

Date: February 2024

Target Date: December 2024

First Step:

Encourage and challenge to submit research articles for publication.

Attend seminars and trainings on module development.

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Result:

Write a publishable research article for submission to a reputable journal.

Carried out responsibilities as an instructor and a administrator.

Date: July 2024

Target Date: December 2024

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, extension and instruction and administration

Final Step/Recommendation:

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

Prepared by:

  
SHALOM GRACE S. VEGA, Ph.D.

Unit Head

Conforme:

  
CHRISTY M. DESADES, Ph.D.

Name of Ratee Faculty/Staff