SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **MARY CRIS F. PLEÑOS**
Position/Designation: **Instructor I, NARC**

Program Involvement	Percentage Weight of	Numerical Rating (Rating x%)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction	25%		
a. Head/Dean (50%)		5.00	0.625
b. Students (50%)		4.00	0.500
TOTAL for Instruction			1.125
2. Research	35%	4.67	1.635
3. Extension	30%	4.55	1.365
4. Others	10%	4.67	0.467
TOTAL	100%		4.592

EQUIVALENT NUMERICAL RATING: 4.592

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.592

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

MARY CRIS F. PLEÑOS
Name of Staff

Reviewed by:

ROBELYN T. PIAMONTE
Director, NARC

Recommending Approved:

ROBELYN T. PIAMONTE
Director, NARC

Approved:

MARIA JULIET C. CENIZA
Vice-President for Research, Extension and Innovation

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MARY CRIS F. PLEÑOS**, Instructor I of the **National Abaca Research Center-Visayas State University** commit to deliver and agree

to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January 2022 to June 2022**.

MARY CRIS F. PLENOS
Ratee
Date: _June 6, 2022_

Approved: **MARIA HAZEL I. BELLEZAS**
Head of Unit, DOE
Date: ____6/7/22____

MOISES NEIL V. SERIÑO
Dean, CME
Date: ____6/10/22____

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q[1]	E[2]	T[3]	A[4]	
MFO1: Advanced and Higher Education Services		Instruction: At least 30% of the total tasks							
PI1: Full-Time Equivalent (FTE)	Number of course/subjects/sections handled per semester	- Teaches course/subject/section per semester	2 FTE per sem.	3 FTE per	5	5	5	5	
	Number of hours spent to student consultation	Entertains student consultation	8 hrs/wk consultation	8 hrs/wk	5	5	5	5	
PI 2: Number of instructional materials developed	Number of online ready materials	Creates instructional materials for a flexible learning system	1	5	5	5	5	5	
	Supplemental learning resources	Prepares powerpoint presentations for the different courses taught	8	8	5	5	5	5	
	Assessment Tools	Prepares exams, quizzes and problem sets	10	10	5	5	5	5	
	Number of virtual classrom created and operational	Creates virtual classroom using Google classroom	2	2	5	5	5	5	

Ave. Rating (Total Over-all rating) divided				Comments & Recommendations
Additional Points:				for Development Purposes:
Punctuality	~			she is willing to teach
Approved Additional points	~			when requested.
(with copy of approval)				Congrats!
FINAL RATING			5	
ADJECTIVAL RATING				

Evaluated and Rated by:

MARIA HAZEL I. BELLEZAS
Head of Unit, DOE

Date: ___10/7/22___

Recommending Approval:

MOISES NEIL V. SERIÑO
Dean, College of Mgt. & Economics

Date: ___10/26/22___

Approved by:

BEATRIZ S. BELONIAS
Vice President for Instruction

Date: ___7/7/2022___

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MARY CRIS F. PLEÑOS**, Instructor I of the **National Abaca Research Center-Visayas State University** commit to deliver and agree

to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January 2022 to June 2022**.

MARY CRIS F. PLEÑOS
Ratee
Date: 6/6/22

Approved: **ROBELYN T. PIAMONTE**
Head of Unit
Date: 6/6/22

MARIA JULIET C. CENIZA
Vice President for RE & I
Date: July 7, 2022

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q^1	E^2	T^3	A^4	
MFO2: Research Services		Research: At least 35% of the total tasks							
	Number of research proposal submitted for funding	- Develops research proposal for funding output to scientific for a/conferences	**2 Research proposal per year**	2	4	5	5	4-67	
	Number of scientific paper for publication	Prepares and submit research paper in a referreed internationa/national journal	1	1	4	5	5	4-47	
	Number of scientific papers presented in regional/nationaal/international conferences	Presents scientific papers in regional/national/interational conferences	1	0	-	-	-	0	
MFO3: Extension Services		Extension: At least 30% of the total tasks							
PI1: Number of Trainings conducted	Number of person-days trained	- Trains x person for y days	5	20	5	5	5	5.0	
	Number of trainings facilitated	Facilitates the conduct of trainings	3	1	3	5	5	4.33	
	Number of extension programs/projects conducted/implemented	- Conducts/implements extension projects/components	1	1	3	5	5	4.33	
Others (10%)	Number of field visits conducted	Conducts field visits	2	4	5	5	5	5.0	

	Number of meetings organized/attended	Organizes/attends meetings	2	3	4	5	5	4.47	
	Number of workshops conducted	Conducts workshops	1	1	3	5	5	4.33	
	Ave. Rating (Total Over-all rating divided by 4)			-					
	Additional Points:								
	Punctuality	-							
	Approved Additional points	-							
	(with copy of approval)								
	FINAL RATING								
	ADJECTIVAL RATING								

Comments & Recommendations for Development Purposes:

Works with less supervision. Must write/draft more proposals especially on economics aspect of abaca production.

Evaluated and Rated by:

ROBELYN T. PIAMONTE
NARC Director
Date: 07/6/22

Recommending Approval:

ROSA OPHELIA D. VELARDE
Director for Research
Date: JULY 6, 2022

Approved by:

MARIA JULIET C. CENIZA
Vice President for RE & I
Date: JULY 7, 2022

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **MARY CRIS F. PLEÑOS**   Signature: _____

Performance Rating: **OUTSTANDING**

Aim:

To effectively perform expected functions
Efficient and effective implementation of academic programs in affiliated colleges/departments.

Proposed Interventions to Improve Performance:

Date: <u>January 1, 2022</u>   Target Date: <u>June 30, 2022</u>

First Step:

1. **To develop and submit proposals to funding agencies.**
2. **Implement abaca researches.**
3. **Perform instruction-related functions like teaching and as adviser to undergraduate and graduate students.**

Result:

1. **Outstanding research outputs.**
2. **Submitted grades of students on time.**

Date: <u>July 1, 2022</u>   Target Date: <u>December 31, 2022</u>

Next Step:

1. **To develop and submit proposals to funding agencies.**
2. **Implement abaca researches.**
3. **Perform instruction-related functions like teaching and as adviser to undergraduate and graduate students.**
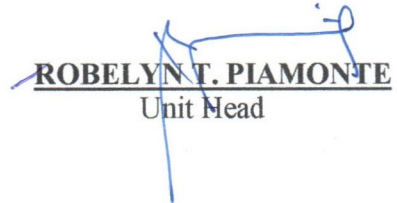
Outcome:
1. **Outstanding research outputs/promising technologies/relevant information generated.**
2. **Advisees graduated on time.**

Final Step/Recommendation:
Works with less supervision. Must write/draft more proposals especially on economics aspect of abaca production.
For promotion.

Prepared by:

ROBELYN T. PIAMONTE
Unit Head