SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **SHALOM GRACE C. SUGANO**

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	4.76	2.38
	b. Student (50%) from Teaching Performance Eval'n. By-Student	0.50	5.00	2.50
	Total for Instruction	50%	4.88	2.44
2.	Administration and Support Services	25%	5.00	1.25
3	Research	25%	5.00	1.25
	TOTAL	100%	**TOTAL EQUIVALENT NUMERICAL RATING**	4.94

EQUIVALENT NUMERICAL RATING: 4.94
Add: Additional Points, if any: -
TOTAL NUMERICAL RATING: | **4.94** |

ADJECTIVAL RATING: **Outstanding**
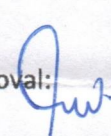
Prepared by: Reviewed by:

SHALOM GRACE C. SUGANO   **SHALOM GRACE C. SUGANO**
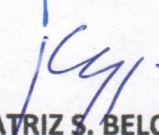Name of Faculty   Department Head

Recommending Approval:

BAYRON S. BARREDO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **SHALOM GRACE C. SUGANO**, 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 **January to June 2022**.

Approved:

SHALOM GRACE C. SUGANO
Instructor

Date:

for **BAYRON S. BARREDO**
College Dean

Date:

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	Eficiency	Timeliness	Average	
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	32.4	5	5	5	5.00	General Chemistry II (STEM A & B), Organic and Biochemistry (Jupiter & Venus)
	A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	6	5	5	5	5.00	General Chemistry II (STEM A & B), Organic and Biochemistry (Jupiter & Venus)
	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	2	4	4	4	4.00	Deferred Forms (PrEd 141n)

		A12. Number of trainings attended related to instruction	Attend mandated trainings	0	2	4	4	4	4.00	Faculty Onboarding, Research and Extension Planning College of Education
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	8	5	5	5	5.00	General Chemistry II (STEM A & B), Organic and Biochemistry (Jupiter & Venus)
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	20	5	5	5	5.00	General Chemistry II, Organic and Biochemistry
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0	0					
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviserto students	0						
	A17. Number of students advised on thesis/ field practice/special problem:		0	12	5	5	5	5.00	PrEd 400 Practice Teaching
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0						
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	0						
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	162	5	5	5	5.00	General Chemistry II (STEM A & B), Organic and Biochemistry (Jupiter & Venus)
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	0	0					
	A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0	5	4	4	4	4.00	Annual Research Congress, Creer Guidance Day, Work Immersion Culmination, Consultative Meeting on Limited F2F Classes
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	3	84	5	5	5	5.00	

										Science IV B
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	0	1	4	4	4	4.00	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	20	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	64	5	5	5	5.00	Learning Tasks, Learning Checks, Quarter Exams
		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	1	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	2	4	4	4	4.00	General Chemistry II, Organic and Biochemistry
PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:			0						
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0	1	4	4	4	4.00	Institutional Accreditation Document
		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	1	5	5	5	5.00	VSUIHS IMPLEMENTATION PLAN FOR THE OPENING OF LIMITED FACE-TO-FACE, EXPANSION, AND TRANSITIONING TO NEW NORMAL
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	Activity	Task Description							
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						
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		0	0					
	In refereed nat'l/regional journals		0	0					
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	1	0	3	3	3	3.00	
	In int'l fora/conferences		1	0					
	In nat'l/regional fora/conferences		0						
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	1	5	5	5	5.00	Spatial Characterization and Matching of SHS, HEIs and Industry in Region VIII
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by		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	1	2	5	5	5	5.00	Department of Education, SLSU
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					
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	1	4	5	5	5	5.00	
Research Mentoring	*Research Mentor*		0	4					Grade 10 Students
Peer reviewers/Panelists	*Peer reviewers/Panelists*		0	0					
Resource Persons	*Resource Persons*		1	0					
Convenor/Organizer	*Convenor/Organizer*		0	0					
Consultancy	*Consultant*		0	0					

	Evaluator	Evaluator		0	1					DepEd Baybay City Division Hiring of Teachers (Teaching Demo and Interview)
	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	0					
		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	75%						
		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	0	100	5	5	5	5.00	
	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	1	5	5	5	5.00	Implementation of SHS Voucher Program (benchmarked by SLSU Laboratory High School)

		A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	0	1	5	5	5	5.00	VSUIHS IMPLEMENTATION PLAN FOR THE OPENING OF LIMITED FACE-TO-FACE, EXPANSION, AND TRANSITIONING TO NEW NORMAL
	Total Over-all Rating								110.00	
	Average Rating								4.58	
	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: