

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **MARIANE U. DELA PEÑA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5.0x50%= 2.50	
b. Students (50%)		4.20x50% = 2.10	
Total for Instruction	45%	4.60	2.07
2. Research			
a. Client/Dir. for Research (50%)		5.0x 50% = 2.50	
b. Dept. Head/Center Director (50%)		5.0x 50% = 2.50	
Total for Research	30%	5.0	1.50
3. Extension			
a. Client/Dir. for Extension (50%)		5.0x 50% = 2.50	
b. Dept Head/Center Director (50%)		5.0x 50% = 2.50	
Total for Extension	15%	5.0	0.75
4. Administration	10%	5.0	0.50
TOTAL			4.82

EQUIVALENT NUMERICAL RATING: 4.82

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.82

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

MARIANE U. DELA PEÑA

Name of Faculty

Reviewed by:

CHRISTINA A. GABRILLO

Department Head

Recommending Approval:

VICTOR B. ASIO

College Dean

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Mariane U. Dela Peña**, of the **Department of Development Communication** commits to deliver and agreed to be rated on the attainment of the following **accomplishments** in accordance with the indicated measures for the period **July-December 2023**.

MARIANE U. DELA PEÑA

Ratee

8-8-2024

Approved:

CHRISTINA A. GABRILLO

Department Head, DDC

8-8-2024

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO 1. Higher Education Management Services									
Curricular Program Management Services	PI 1. Total Full-time Teaching Equivalent (FTE)	Handles subjects/ courses assigned	7.74	21.25	5	5	5	5	DevC 122, DevC 134, DevC 149 subjects
	PI 2. Number of students advised on thesis/ field practice/special problem:								
	2.1 On thesis/ field practice		1	7	5	5	5	5	All thesis advisees
	PI 3. Student organizations assisted on student related activities		1	2	5	5	5	5	DeCSo, SBC
	PI 4. Number of instructional materials developed								
	4.1 Revised syllabi	Handles subjects/courses assigned	1	3	5	5	5	5	DevC 122, DevC 134, DevC 149 subjects

	4.2 Revised Powerpoint lect. presentation (per course)	Handles subjects/courses assigned	3	8	5	5	5	5	DevC 122, DevC 134, DevC 149 subjects
Total Rating for Instruction									25
Average Rating for Instruction									5.0
MFO 2: Research Services									
Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	PI 5. 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	1	3	5	5	5	5	<ul style="list-style-type: none"> - Cultural Heritage Mapping of Properties of the Visayas State University in Baybay City, Leyte - Development of Learning Guides on Instructional Materials Development - Strengthening Teachers' Capability to Use ICT in the Teaching-Learning Process
Number of research outputs presented in regional/national/ int'l fora/conferences	PI 6. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/ conferences	2	3	5	5	5	5	Attended and facilitated ADCEP and SUC-ACAP Biennial Conference and General Assembly
Total Rating for Research									10
Average Rating for Research									5.0
MFO 3. EXTENSION SERVICES									
Number of trainees weighted by the length of training	PI 7. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	7.1 Groups	SUC/Govt. Agencies	2	10	5	5	5	5	


	7.2 Individuals	Info officers/faculty	2	15	5	5	5	5	Served as Facilitator to DYDC Workshops; Student Broadcasters Circle's Workshops
Total Rating for Extension									10
Average Rating for Extension									5.0
MFO 4. General Admin. & Support Services (GASS)									
Zero percent complaint from clients served	PI 8. Customarily friendly frontline services	Provides customer friendly frontline services to clients	100% zero compliant	100% zero compliant	5	5	5	5	100% zero compliant
Total Rating for GASS									5
Average Rating for GASS									5.0
Total Over-all Rating									50

Average Rating (Total Over-all rating divided by 4)	5.0
Additional Points:	
Approved Additional points (with copy of approval)	
FINAL RATING	5.0
ADJECTIVAL RATING	OUTSTANDING

Comments & Recommendations for Development Purpose:

Good job!


Evaluated & Rated by:


CHRISTINA A. GABRILLO
 Immediate Supervisor
 Date: 8-8-2024

Recommending Approval:


VICTOR B. ASIO
 Dean/Director
 Date: 8-9-2024

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date: 8-9-2024

PERFORMANCE MONITORING FORM

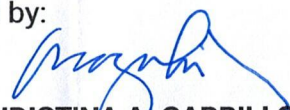
Name of Employee: **MARIANE U. DELA PEÑA**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Continue to conduct classes on undergraduate subjects check exams and requirements; submit grades	Very Satisfactory to Outstanding teaching performance as evaluated by students.	August 2023	December 2023	December 2023	Very impressive	Outstanding	Keep it up!
2	Update Syllabi and PowerPoints presentations in undergraduate subjects and teach those subjects.	Very Satisfactory to Outstanding teaching performance as evaluated by students.	August 2023	December 2023	December 2023	Very Impressive	Outstanding	Keep it up!
3	Conduct research and extension activities and present papers in RDE reviews and/or scientific conferences.	Research and extension activities undertaken and papers presented.	January 2023	December 2023	December 2023	Very Impressive	Outstanding	Keep it up!

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

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

Prepared by:


CHRISTINA A. GABRILLO
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **MARIANE U. DELA PEÑA**
Performance Rating: **OUTSTANDING**

Aim: To improve/enhance capabilities in instruction, research and extension.

Proposed Interventions to Improve Performance:

Date: **July 2023** Target Date: **December 2023**

First Step:

1. Explore ways to grow academically
2. Finish MS studies and look for scholarship for PhD studies preferably abroad.

Result:

Professional Advancement

Date: **January 2024** Target Date: **June 2024**

Next Step:

To get involved in more research opportunities.

Outcome:

Have high-quality research experiences.

Final Step/Recommendation:

Professional Advancement and enhanced teaching capability.

Prepared by:


CHRISTINA A. GABRILLO
Department Head

Conforme:


MARIANE U. DELA PEÑA
Name of Ratee Faculty/Staff