

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

Name of Faculty Member: NOEMI ELISA L. OQUIAS

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	3.28	1.64
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
Total for Instruction		100%	4.14	4.14
2.	Administration and Support Services	0%	0.00	0.00
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.14

EQUIVALENT NUMERICAL RATING:

4.14

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:


4.14

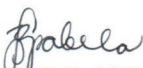
ADJECTIVAL RATING:

Very Satisfactory


Prepared by:

Reviewed by:

  
**NOEMI ELISA L. OQUIAS**  
 Name of Faculty

  
**ROSARIO P. ABELA**  
 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, **NOEMI ELISA L. OQUIAS**, **Instructor of VSUIHS**, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January, 2019 to June, 2019**.

  
**NOEMI ELISA L. OQUIAS**  
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						
		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	

	0-25% = 3.0 26-50% = 4.5 >50% = 5.0	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	28.25	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					



	<b>No increase = 4</b> <b>1 - 10% = 4.5</b> <b>&gt; 10% = 5.0</b>	<b>PI 6:</b> Percentage increase in the number of undergraduate students who graduated within prescribed period		NA						
		<b>PI 7:</b> Percentage of graduates (two years prior) who are employed and/or pursuing graduate studies		NA						
	<b>0 linkage = 3.0</b> <b>1 - 2 linkage = 4.5</b> <b>&gt;2 = 5.0</b>	<b>PI 8.</b> Number of academe/industry linkages established		NA						
	<b>100% = 5.0</b>	<b>PI 9:</b> Number of thesis/special problem students:	VSUIHS Faculty		0	3	3	3	3.00	
		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	
	<b>0 organization = 3.0</b> <b>1 organization = 4.0</b> <b>2 or more = 5.0</b>	<b>PI 10:</b> Number of student organizations advised/ assisted	VSUIHS Faculty		3	5	5	5	5.00	
	<b>0 IEC = 3.0</b> <b>1 IEC = 4.0</b> <b>2 or more = 5.0</b>	<b>PI 11:</b> Number of instructional materials developed/revised	VSUIHS Faculty		3	5	5	5	5.00	
		a. OBE-compliant syllabi	VSUIHS Faculty		1	4	4	4	4.00	
		b. Teaching guides/Student guides/ Laboratory Manuals	VSUIHS Faculty		1	4	4	4	4.00	
		c. Complete sets of teacher-developed audio visual materials (powerpoints, videos, computer games, etc)	VSUIHS Faculty		1	4	4	4	4.00	
		d. On-line interactive learning resources per subject	VSUIHS Faculty		0	3	3	3	3.00	
		<b>PI 12.</b> Number of instruction-related awards	VSUIHS Faculty		0	3	3	3	3.00	
<b>MFO 3</b>	<b>Research Services</b>									
		<b>PI 1.</b> Number of published papers in peer-reviewed journals	VSUIHS Faculty		0	3	3	3	3	
		<i>In refereed int'l journals</i>								

<b>0 output = 3.0</b> <b>1 - 2 output = 4.0</b> <b>3 - 5 output = 4.5</b> <b>&gt; 5 output = 5.0</b>	<i>In refereed nat'l journals</i>								
	<i>In institutional journals</i>								
	<b>PI 2.</b> Number of patents/Utility Models/copyrights filed and registered	VSUIHS Faculty		0	3	3	3	3.00	
	<b>PI 3.</b> 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	
	<i>In int'l fora/conferences</i>								
	<i>In nat'l fora/conferences</i>								
	<i>In reg'l fora/conferences</i>								
	<i>In institutional fora/conferences</i>								
	<b>PI 4.</b> Number of research studies conducted	VSUIHS Faculty		0	3	3	3	3.0	
	<b>PI 5.</b> Number of research proposals submitted	VSUIHS Faculty		0	3	3	3	3.00	
<b>0 prop/proj = 3.0</b> <b>1 - 2 prop/proj = 4.5</b> <b>3 or more prop/proj = 5.0</b>	<b>PI 6.</b> Number of research proposals approved	Research Committee		0	3	3	3	3.00	
	<b>PI 7.</b> Amount of research money generated from external funding (Thousand PHP)	VSUIHS Faculty		None					

	<b>None = 3.0</b> <b>50K = 4.5</b> <b>&gt;50K = 5.0</b>	<b>PI 8.</b> Amount of research money generated from institutional funding (Thousand PHP)	VSUIHS Faculty		None					
	<b>0 awards = 3.0</b> <b>1 award =4.5</b> <b>2 or more = 5.0</b>	<b>PI 9.</b> Number of research outputs in the last three years utilized by the industry or other beneficiaries	VSUIHS Faculty		0	3	3	3	3.00	
		<b>PI 10.</b> Number of research projects/studies completed within the year	VSUIHS Faculty		0	3	3	3	3.00	
		<b>PI 11.</b> Number of research-related awards (research conducted by faculty or student w/ faculty)	VSUIHS Faculty		0	3	3	3	3.00	
<b>MFO 4 Extension Services</b>										
	<b>0 pds = 3.0</b> <b>100 - 500 pds = 4.5</b> <b>&gt;500 pds = 5.0</b>	<b>PI 1.</b> Number of trainees weighted by the length of training	VSUIHS Faculty		0	3	3	3	3.00	
	<b>0 training = 3.0</b> <b>1 training = 4.0</b> <b>2 or more = 5.0</b>	<b>PI 2:</b> Number of trainings conducted	VSUIHS Faculty		0	3	3	3	3.00	
	<b>0 IEC = 3.0</b> <b>1 IEC = 4.0</b> <b>2 or more = 5.0</b>	<b>PI 3.</b> Number of IEC materials/techno-guides developed/used	VSUIHS Faculty		0	3	3	3	3.00	
	<b>0 group/ind = 3.0</b> <b>1 grp/ind = 4.0</b> <b>&gt; 2 or more = 5.0</b>	<b>PI 4.</b> Number of beneficiaries served	VSUIHS Faculty		0	3	3	3	3.00	
		Groups								
		Individuals								
	<b>0 services = 3.0</b> <b>1 - 10 services = 4.0</b> <b>10 - 20 services = 4.5</b> <b>&gt;20 services = 5.0</b>	<b>PI 5.</b> Number of technical/expert services provided/rendered	VSUIHS Faculty		0	3	3	3	3.00	
		Research Mentoring			0					
		Peer reviewers/Panelists			0					
		Resource Persons			0					
		Convenor/Organizer			0					
		Consultancy			0					
		Evaluator			0					
	<b>0 proposal = 3.0</b> <b>1 - 2 proposals = 4.5</b> <b>3 or more prop = 5.0</b>	<b>PI 6.</b> Number of extension projects conducted	VSUIHS Faculty		0	3	3	3	3.00	
		<b>PI 7.</b> Number of extension proposals submitted	VSUIHS Faculty		0	3	3	3	3.00	



	3 or more prop = 5.0	<b>PI 8.</b> 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	<b>PI 9.</b> 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	<b>PI 10.</b> 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	<b>PI 11.</b> 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	
		<b>PI 12.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty)	VSUIHS Faculty		0	3	3	3	3.00	
MFO 5	<b>Support to Operations (STO)</b>									
	<b>1. Faculty Development Services</b>									
	0 faculty = 4 1 - 2 faculty = 4.5 >3 faculty = 5.0	<b>PI 1:</b> Number of faculty pursuing advanced degree programs	OVPI, ODAHRD, SFAC, Department		0					
	<b>2. Faculty Recruitment/Hiring Services</b>									
	0 faculty = 4 1 - 2 faculty = 4.5 >3 faculty = 5.0	<b>PI 2:</b> Number of faculty recruited/hired aligned with university RSP policy and competency-based HRM	VSULHS Personnel committee & APB		0					

<b>3. Faculty Evaluation Services</b>									
0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	<b>PI 3:</b> 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	<b>PI 4:</b> Number of seminars/trainings/ conventions/workshops organized/coordinated outside the university	OVPRE		0					
90 - 100% = 5.0 60 - 89% = 4.5 <60% = 4.0	<b>PI 5:</b> Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated	OVPI, Department, admin staff		99	5	5	5	5.00	
0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	<b>PI 6:</b> Number of college/department- level seminars/trainings/workshops/ reviews conducted/ attended/ facilitated	OVPRE		0	3	3	3	3.00	
<b>4. Program and Institutional Accreditation Services</b>									
100% programs = 5.0 <100% programs = 4.5	<b>PI 1:</b> Number of degree programs which passed accreditation/evaluation at least Level 1		NA						
100% compliant = 5.0 <100% compliant = 4.5	<b>PI 2:</b> Degree program compliant with CHED requirements		NA						

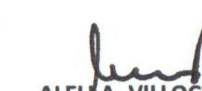


MFO 6 General Admin. & Support Services (GASS)									
<b>0 complaint = 5.0</b> <b>1 or more = 4.5</b>	<b>PI 1.</b> Zero complaint from clients (complaints dropped in suggestion boxes, complaints on change of grades and other complaints)	OVPI, College, Department, Units		0					
	<b>PI 2.</b> Number of complaints addressed within the prescribed time	OVPI, College, Department, Units		0					
	<b>PI 3:</b> Additional Outputs								
<b>No initiative = 3.0</b> <b>1 initiative = 4.5</b> <b>2 or more initiatives = 5.0</b>	Best practices/new initiatives/innovations	OVPI, College, Department, Units		0					
	Values Restoration Program								
Total Over-all Rating			128.00						
Average Rating (Total Over-all rating)			3.28						
Additional Points:					Comments & Recommendations for Development Purpose: <i>You are a hardworking teacher.</i>				
Punctuality									
Approved Additional points (with copy of approval)									
FINAL RATING									
ADJECTIVAL RATING			Satisfactory						


Evaluated & Received by:

  
**SHALOM GRACE C. SUGANO**  
 Department Head  
 Date:

Recommending Approval:

  
**AREL A. VILLOCINO**  
 Dean, College of Education  
 Date:

Approved by:

  
**BEATRIZ S. BELONIAS**  
 Vice Pres. for Instruction  
 Date:

Legend:

Q<sup>1</sup> - Quality  
 E<sup>2</sup> - Efficiency  
 T<sup>2</sup> - Timeliness  
 A<sup>4</sup> - 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

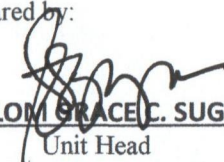
Name of Employee: NOEMI ELISA L. OQUIAS

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	Teach English I, English III	Deliver quality learning to students in the junior high school	Jan. 2019	June 2019	June 2019	Very Impressive	Outstanding	
2	Revised syllabi in English III within the school year	Revised syllabi that addresses the needs of learners	Jan. 2019	June 2019	June 2019	Very Impressive	Very Satisfactory	
3	Develop teaching aid in English I and English III	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	Very Satisfactory	
5	Number of student-related activities assisted	Assisted eleven (11) student related activities	Jan. 2019 to June 2019			Very Impressive	Outstanding	
6	Field study students assisted	Assisted six (6) field study students from the college of education	Jan. 2019 to June 2019			Very Impressive	Outstanding	

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

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

Prepared by:

  
**SHALOM GRACE C. SUGANO, Ph.D.**  
Unit Head

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ms. Noemi Elisa L. Oquias

Performance Rating: Very Satisfactory

Aim: To produce instructional materials on subjects handled.

Proposed Interventions to Improve Performance:

Date: January 2019

Target Date: January – June 2019

First Step:

To produce at least 1 IM/subject.

Result:

Carry out responsibilities as an instructor and use the IM's produced to facilitate students' learning.

Date: January 2019

Target Date: March 2019

Next Step:

Attend seminars related to the field of specialization.

Outcome: Attended seminars organized by the college or university.

Final Step/Recommendation:


Carry out responsibilities as an instructor.

Prepared by:

  
SHALOM GRACE C. SUGANO, Ph.D.

Unit Head

Conforme:

  
NOEMI ELISA L. OQUIAS, M.Ed.

Name of Ratee Faculty/Staff