

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

Name of Faculty Member: **ISABELLE MAE J. AMORA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$5.0 \times 50\% = 2.50$	
b. Students (50%)		<del><math>4.07 \times 50\% = 2.04</math></del> $4.17$	
Total for Instruction	45%	$4.54$	$2.04$
2. Research			
a. Client/Dir. For Research (50%)		$5.0 \times 50\% = 2.50$	
b. Dept. Head/Center Director (50%)		$5.0 \times 50\% = 2.50$	
Total for Research	30%	5.0	1.50
3. Extension			
a. Client/Dir. For Extension (50%)		$4.78 \times 50\% = 2.39$	
b. Dept Head/Center Director (50%)		$4.78 \times 50\% = 2.39$	
Total for Extension	15%	4.78	0.72
4. Administration	10%	5.00	0.50
<b>TOTAL</b>			<del>4.76</del> $4.79$


EQUIVALENT NUMERICAL RATING:  $4.76$   $4.79$

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:  $4.76$   $4.79$

ADJECTIVAL RATING: **OUTSTANDING**


Prepared by:

  
**ISABELLE MAE J. AMORA**  
Name of Faculty


Reviewed by:

  
**EDITHA G. CAGASAN**  
OIC-Department Head

Recommending Approval:


  
**VICTOR B. ASIO**  
Dean/Director

Approved:

  
**BEATRIZ S. BELONIAS**  
VP for Academic Affairs

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ISABELLE MAE J. AMORA**, a faculty member of the **DEPARTMENT OF DEVELOPMENT COMMUNICATION** commit to the deliver and agreed to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **JANUARY TO APRIL 2022.**

  
**ISABELLE MAE J. AMORA**  
 Instructor I

Approved:

  
**EDITHA G. CAGASAN**  
 Department Head

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplish-ment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. HIGHER EDUCATION SERVICES										
MFO 1: Higher Education Services										
	Curricular Program Management Services	PI 1.Total Full-time Teaching Equivalent (FTE)	Handles subjects/courses assigned	3.00	16.00	5.0	5.0	5.0	5.0	DevC 126, DevC 200An, EIng 120
		PI 2.Number of students								
		On thesis/ field practice	As Adviser/SRC Member	3.00	10.00	5.0	5.0	5.0	5.0	DevC 200: Undergraduate Thesis
		PI 3. Number of instructional materials developed								
		Revised syllabi	Handles subjects/courses assigned	1.00	2.00	5.0	5.0	5.0	5.0	DevC 126, DevC 200An, EIng 120
		Revised Powerpoint lect. presentation (per course)	Handles subjects/courses assigned	1.00	3.00	5.0	5.0	5.0	5.0	DevC 126, DevC 200An, EIng 120



Total Rating for Instruction									20.0	
Average Rating for Instruction									5.0	
MFO 2: Research Services										
	Research Services	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences								
		<i>In institutional fora/conferences</i>		1.00	4.00	5.0	5.0	5.0	5.0	AMIC, ADCEP, PACE, RTSPC
	Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	PI 17. 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	1.00	3	5	5	5	5.00	Research outputs for. the following research projects: 1) Designing Learning Guides on Instructional Materials Development; 2) Documenting Scientific Gatherings Organized by the Office of the Director for Research Programs; 3)Tracking Down the Flow and Adoption of VSU-Generated Technologies
Total Rating for Research									16.0	
Average Rating for Research									5.0	
MFO 3: Extension Services										
	Extension Services	PI 5. Number of person-days trained weighted by length of training	To serve as resource person/paper presenter in trainings/seminar-workshops	5.00	50.00	5.0	5.0	4.0	4.67	
		PI 6. Number of beneficiaries served								
		<i>Groups</i>	SUCs/Govt. Agencies	3.00	4.00	5.0	5.0	4.0	4.67	

		Individuals	officers/faculty	3.00	6.00	5.0	5.0	5.0	5.0	
Total Rating for Extension									14.34	
Average Rating for Extension									4.78	
MFO 4: Support to Operations										
		PI 7. Number of seminars/trainings/conventions/workshops coordinated for entire university	To conduct trainings related to our field of expertise (as coordinator or facilitator)	1.00	4.00	5.0	5.0	5.0	5.0	
Total Rating for Support to Organizations									5.0	
Average Rating for Support to Organizations									5.0	
MFO 5: General Administration and Support Services										
	Zero percent complaint from clients served	PI 8. Zero percent complaint from clients served	Good rapport to clients	100% complaint	zero complaint	5.0	5.0	5.0	5.0	100% no complaint
Total Rating for GASS									5.0	
Average Rating for GASS									5.0	
TOTAL OVER-ALL RATING									54.34	

Average Rating		4.94
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.94
ADJECTIVAL RATING		OUTSTANDING

<b>Comments &amp; Recommendations for Development Purpose:</b>  <i>Good job!</i>
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Evaluated & Rated by:

  
EDITHA G. CAGASAN

Department Head

Date:


Recommending Approval

  
VICTOR B. ASIO

Dean, CAFS

Date:

Approved by:

  
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:



**PERFORMANCE MONITORING FORM**  
(January to April 2022)

Name of Employee: **ISABELLE MAE J. AMORA**

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 virtual classes on DevC 126, DevC200a and EIng 120 and check exams and requirements; submit grades	Very Satisfactory to Outstanding teaching performance as evaluated by students.	January 2022	February 2022	February 2022	Very impressive	Outstanding	Keep it up!
4	Conduct research and extension activities and present papers in RDE reviews and/or scientific conferences.	Research and extension activities undertaken and papers presented.	January 2022	April 2022	June 2022	Very Impressive	Outstanding	Keep it up!

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

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

Prepared by:



**EDITHA G. CAGASAN**  
OIC-Head, DDC

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **ISABELLE MAE AMORA**

Performance Rating: **OUTSTANDING**

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

Proposed Interventions to Improve Performance:

Date: **January 2022** Target Date: **April 2022**

**First Step:**

1. Attend trainings to enhance capabilities in instruction, research and extension.
2. Finish MS studies and look for PhD scholarship preferably abroad.

**Result:**

Professional Advancement.

Date: **September 2022** Target Date: **December 2022**

**Next Step:**

To get involved in more research opportunities.

**Outcome:**

Have high-quality research experiences.

**Final Step/Recommendations:**

Professional Advancement and enhanced teaching capability.

Prepared by:



**EDITHA G. CAGASAN**

OIC-Head, DDC

Conforme:



**ISABELLE MAE J. AMORA**

Ratee Faculty/Staff