

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

Name of Faculty Member: AL FRANJON M. VILLAROYA


Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating (2x3)
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head (50%)		5.00 x 50% = 2.500	
b. Students (50%)		4.00 x 50% = 2.000	
TOTAL for Instruction	70%	4.50	3.150
2. Research	5%		
a. Client/Director for Research			
b. Dept. Head/Center Director		5.00 x 5% = 0.250	0.250
TOTAL for Research			
3. Extension	15%		
a. Client/Director for Extension			
b. Dept. Head/Center Director		5.00 x 15% = 0.750	0.750
TOTAL for Extension			
4. Production			
5. Administration/Other Services	10%	5.00 x 10% = 0.500	0.500
TOTAL	100%		4.650


EQUIVALENT NUMERICAL RATING: 4.650

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.650

ADJECTIVAL RATING: OUTSTANDING

Prepared by:  
  
AL FRANJON M. VILLAROYA  
Name of Faculty


Reviewed by:  
  
JETT C. QUEBEC  
Department Head

Recommending Approval:  
  
MA. THERESA P. LORETO  
Dean, CAS


Approved by:  
  
BEATRIZ S. BELONIAS  
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, AL FRANJON M. VILLAROYA, a faculty member of the DEPARTMENT OF LIBERAL ARTS AND BEHAVIORAL SCIENCES commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY-JUNE 2021

  
**AL FRANJON M. VILLAROYA**  
 Instructor III  
 Date: July 15, 2021

Approved:  
  
**JETT C. QUEBEC**  
 Department Head  
 Date: July 30, 2021

  
**MA. THERESA P. LORETO**  
 College Dean  
 Date: Aug. 10, 2021

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	Efficiency	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	NA						
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	NA						
		A3. Number of students advised on thesis/special problem/dissertation		NA						
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	NA						
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	NA						



		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	NA						
	<u>PI 9</u> : Number of instructional materials developed *	<u>A5</u> . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	NA						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	NA						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	NA						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	NA						
		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	NA						
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	NA						
	<u>PI 10</u> . Additional outputs:	<u>A 8</u> . Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	NA						
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	<u>PI 5</u> : Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	Handles and teaches courses assigned	18 units per semester	27.3	5	5	5	5.00	Phlo 11
		<u>A10</u> . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	8	6	5	5	5	5.00	6 sections Phlo 11 Ethics

		<u>A 11 . Number of INC forms with grade submitted within prescribed period</u>	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1	2	5	5	5	5.00	Complied under Phlo 11 Ethics
		<u>A12 . Number of trainings attended related to instruction</u>	Attend mandated trainings	2	1	5	5	5	5.00	
		<u>A13 . Number of long examinations administered and checked</u>	Administers and checks long examination for subjects taught	5	18	5	5	5	5.00	
		<u>A14 . Number of quizzes administered and checked</u>	Prepares and checks quizzes for lec and lab	25	24	5	5	5	5.00	
		<u>A15 . Number of lab reports and term papers checked and graded</u>	Checks lab reports and term papers submitted as required	None						
	<u>PI 8:</u> Number of students advised: *	<u>A16.</u> Number of students advised:	Acts as academic advisor to students	NA						
		<u>A17 . Number of students advised on thesis/ field practice/special problem:</u>		NA						
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	NA						
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	NA						
		<u>A18 . Number of students entertained for consultation purposes</u>	Entertains students consulting on subject taught, thesis and grades	10	50	5	5	5	5.00	
	<u>PI 9:</u> Number of student organizations advised/ assisted *	<u>A19 . Number of Student organizations advised</u>	Advises student organizations recognized by USOO	None						
		<u>A20 . Number of Student organizations assisted on student related activities</u>	Assists student organizations in implementing student related activities	None						
	<u>PI 10:</u> Number of instructional materials developed *	<u>A 21 :</u> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	2	5	5	5	5.00	Phlo 11 Ethics Fola 11
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	5	5	5	5	5.00	



		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	4	5	5	5	5.00	
		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	3	3	5	5	5	5.00	Phlo Logic and Critical Thinking SocSci 13 The Contemporary World
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	8	12	5	5	5	5.00	6 Phlo 11 Ethics (Moodle) Phlo 11 Ethics Goole Classroom
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	NA	1	5	5	5	5.00	Area VI Extension AACUP evaluation for MSLT and BAEls program of DLABS
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	NA						
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	2	2	5	5	5	5.00	Online materials fro students Online trainings for teachers
					AVERAGE				5.00	
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	1	2	5	5	5	5.00	Socioecological Study of Local Communities Along Major River Systems in Leyte Introduction to the Philosophy of the Human Person
	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	1	1	5	5	5	5.00	Socioecological Study of Local Communities Along Major River Systems in Leyte
	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							
		In refereed int'l journals								

		<i>In refereed nat'l/regional journals</i>		1	2	5	5	5	5.00	1) Sartean Freedom Responsibility in Rousseau's Emile; 2) Introduction to Philosophy o the Human Person
	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		5	5	5	5.00	upcoming paper presentation, July 21-24, 2021 @ USAPP
		<i>In int'l fora/conferences</i>		None						
		<i>In nat'l/regional fora/conferences</i>		None						
	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	None						
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		None						
		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	1		5	5	5	5.00	upcoming call for papers for PHAVISMINDA November 2021
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	NA						
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	1	5	5	5	5.00	Online materials for Ethics and Foreign Language
					AVERAGE				5.00	
<b>UMFO 4. EXTENSION SERVICES</b>										
	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	1	5	5	5	5.00	Department of Education Baybay City, Leyte Division
	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	1	none for Jan-June 2021					Upcoming Seminar-Worshop on Writing LIS and LAS for the IPHP July 21-24, 2021



	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	Implements duly approved extension projects	1	1	5	5	5	5.00	Capacity Building for the Teaching of Introduction to the Philosophy of the Human Person
	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	1						
	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	NA						
	Research Mentoring	Research Mentor		None						
	Peer reviewers/Panelists	Peer reviewers/Panelists		None						
	Resource Persons	Resource Persons		1	None for Jan-June					Upcoming Seminar-Worshop on Writing LIS and LAS for the IPHP July 21-24, 2021
	Convenor/Organizer	Convenor/Organizer		1	None for Jan-June					Upcoming Seminar on PHAVISMINDA November 2021
	Consultancy	Consultant		1						
	Evaluator	Evaluator		1						
	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	1	1	5	5	5	5.00	Capacity Building for the Teaching of Introduction to the Philosophy of the Human Person
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		1	NONE					
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1	None for Jan-June					ONLINE Upcoming Seminar-Worshop on Writing LIS and LAS for the IPHP July 21-24,
					AVERAGE				5.00	
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									





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

**Comments & Recommendations for Development Purpose:** Mr. Villaroya serves the department with commitment and integrity. He is highly intellectual and academic. His presence provides a steady source of guidance and motivation. A doctorate degree is a welcome development.

Evaluated & Rated by:

  
**JETT C. QUEBEC**

Department Head

Date: July 30, 2020


Recommending Approval

  
**MA. THERESA P. LORETO**

Dean, College of Arts and Sciences

Date: Aug. 10, 2021

Approved by:

  
**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date: 8/3/21

# PERFORMANCE MONITORING FORM

Name of Employee: Al Franjon M. Villaroya

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 one (2) courses (Phlo 11 Ethics ) and Foreign Language	Will provide attendance sheets of assigned classes, midterm and final gradesheets per course, and achieve an outstanding result in students' performance evaluation	January 2021	Dec 2021	June 2021	Impressive	Outstanding	
2	Assist students' concerns through students consultation	Will improve students' performance	January 2021	Dec 2021	June 2021	Impressive	Outstanding	
3	Class preparation	Will prepare visual aids, quizzes, and activities	January 2021	Dec 2021	June 2021	Impressive	Outstanding	
4	Submission of midterm grades and final grades	Grades will be submitted to the university registrar	January 2021	Dec 2021	June 2021	Impressive	Outstanding	
5	Participate in all activities conducted by the department, college and the university	Attendance sheet; will present certificates if possible	January 2021	Dec 2021	June 2021	Impressive	Outstanding	
6	Perform other functions assigned by the department head	Certificate of the trainings and workshops	January 2021	Dec 2021	June 2021	Impressive	Outstanding	
7	Write publishable articles and submit for publication	Publish in refutable journals.	January 2021	Dec 2021	June 2021	Impressive	Outstanding	

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

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

Prepared by:

  
**JETT C. QUEBEC**  
 Department Head



**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: Al Franjon M. Villaroya

Performance Rating: Outstanding

Aim: To continue in research or extension projects and improve teaching strategies

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 27, 2021

Target Date: One year from today

First Step:

- a) Required him to be involved in research and/or extension projects
- b) As Philosophy coordinator, he is tasked to head the crafting AB Philosophy program proposal and attend on matters concerning the Philosophy Subjects.

Result:

1. He is being appointed as project leader in an Extension project entitled "Faculty Training and Workshop for Teaching of the Introduction to the Philosophy of the Human Person."
2. Headed the drafting and revising of the AB Philosophy program proposal.
3. Conducted meetings and attended pieces of training in relation with the offering of the AB Philosophy program proposal.

Date: January 27, 2021

Target Date: End of 2021

Next Step:

He was advised to focus and finish his Doctoral,


Outcome: NA

Final Step/Recommendation: NA

Prepared by:

  
JETT C. QUEBEC  
Department Head

Conforme:

  
AL FRANJON M. VILLAROYA  
Employee [Faculty]