

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

Name of Faculty Member:

PRECIOUS C. DOMINGO

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Faculty	100%	4.87	4.87
b. Students	0%		0.00
TOTAL for Instruction	<del>90.95%</del> 92.5		<del>4.38</del> 4.63 ✓ 4.514
2. Research	2.5%	<del>5.00</del> 4.50	0.11 <del>0.13</del> ✓
3. Extension	<del>2.5%</del>		<del>0.00</del>
4. Production			
5. Administration/Other Services	5.0%	5.00	0.25
TOTAL			<del>4.744</del> 4.752 ✓ 4.864

EQUIVALENT NUMERICAL RATING:

✓ ~~4.752~~ ~~4.744~~ 4.864

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

✓ ~~4.752~~ ~~4.744~~ 4.864

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

PRECIOUS C. DOMINGO

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, PRECIOUS C. DOMINGO, a faculty member of the DEPARTMENT OF LIBERAL ARTS AND BEHAVIORAL SCIENCES commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY-DECEMBER 2020

PRECIOUS C. DOMINGO

Instructor I

Date:

Approved:

JETT C. QUEBEC

Department Head

Date: 1-2-21

MA. THERESA P. LORETO

College Dean

Date: 2/15/2021

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	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	N/A	N/A					N/A
	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students	N/A	N/A					N/A
		A3 . Number of students advised on thesis/special problem/dissertation									
		As GAC Chairman		Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A	N/A					N/A
		AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A	N/A					N/A
		A4 . Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty	N/A	N/A					N/A
	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	N/A	N/A					N/A
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	N/A	N/A					N/A



		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	N/A	N/A					N/A
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	N/A	N/A					N/A
		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	N/A	N/A					N/A
		A 7 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom	N/A	N/A					N/A
	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	N/A	N/A					N/A
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	21	44.4	5	5	5	5.00	Comm 11, Humn12n, ELSt 111, TEGr112, NSTP
		A10. Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	14	12	5	5	5	5.00	Comm 11(3 sections), Humn12n (1section), ELSt 111 (1 section), TEGr112
		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	none	none					none
		A12. Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings	1	3	5	5	5	5.00	Google classroom training, Moodle training, Assessment and making of TOS
		A13. Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	14	8	5	5	5	5.00	Comm 11, Humn12n, ELSt 111, TEGr112, NSTP
		A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec	25	16	5	5	5	5.00	Comm 11, Humn12n, ELSt 111, TEGr112, NSTP
		A15. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	2	10	5	5	5	5.00	Comm11
	PI 8: Number of students advised: *	A16. Number of students advised:		Acts as academic adviser to students	2	12	5	5	5	5.00	ABELS student



	<u>A17</u> . Number of students advised on thesis/ field practice/special problem:			2	2	5	5	5	5.00	Engl 200 (2 advisees)- Rowena Senerpida, Heather Camello
	As SRC Chairman	Advising/correction	Advises, and corrects research outline and thesis/SP manuscript	2	2	5	5	5	5.00	Engl 200- Undergraduate Thesis
	As SRC Member	Advising/correction	Advises and corrects research outline and thesis/SP manuscript	2	2	5	5	5	5.00	Engl 200- Undergraduate Thesis
	<u>A18</u> . Number of students entertained for consultation purposes		Entertain students consulting on subject taught, thesis and grades	10	10	5	5	5	5.00	Comm 11, Humn12n, ELSt 111, TEGr112, NSTP (synchronous and asynchronous)
	<u>PI 9</u> : Number of student organizations advised/ assisted *	<u>A19</u> . Number of Student organizations advised	Advises student organizations recognized by USOO	none	none					none
		<u>A20</u> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	4	4	4	4.00	NSTP (Civic Welfare Training Service)
	<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	5	5	5	5	5	5.00	Comm 11, Humn12n, ELSt 111, TEGr112, NSTP
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	3	5	5	5	5.00	Comm 11, ELSt111, TEGr112, NSTP
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	7	5	5	5	5.00	Comm 11, ELSt111, TEGr112, NSTP
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	10	5	5	5	5.00	Comm 11, Humn12n, ELSt 111, TEGr112, NSTP
		<u>A 23</u> : 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	2	5	5	5	5.00	ELSt111, TEGr 112
		<u>A 24</u> : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	3	5	5	5	5	5.00	Comm 11, Humn12n, ELSt 111, TEGr112, NSTP
	<u>PI 11</u> . Additional outputs	<u>A 25</u> . 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	2	2	5	4	4	4.33	prepared personal documents and ID incase needed for accreditation/ evaluation/ prepared syllabus, TOS for ISO audit
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	N/A	N/A					N/A
		<u>A 26</u> . Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	3	2	4	4	4	4.00	contacted students through messenger and other platform to inform them of their academic status
UMFO 3 . RESEARCH SERVICES										

97.93/20 =  
4.89



	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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	none	none						none
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *		Conducts and completes research project within the year	1	1	4	4	4	4.00		English Language Teaching and Learning in Visayas State Unoversity: Where Are They?
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> 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	1	1	5	5	5	5.00		English Language Exposure of Students in Visayas State University (September 2020)
		<i>In refereed int'l journals</i>										
		<i>In refereed nat'l/regional journals</i>										
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> 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						none
		<i>In int'l fora/conferences</i>										
		<i>In nat'l/regional fora/conferences</i>										
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved		Prepares research proposals, submits and follows up its approval for immediate implementation	none	none						none
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)			none	none						none
		<b>A 33.</b> 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	N/A	N/A						N/A
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	UM preparation	Prepares and submits application for UM of technology generated out of research output	N/A	N/A						N/A
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19		Designs research related activities and other outputs to implement new normal	none	none						none
<b>UMFO 4. EXTENSION SERVICES</b>												
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> 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	N/A	N/A						N/A
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training		Conducts trainings among beneficiaries of technologies for transfer	N/A	N/A						N/A



	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	N/A	N/A						N/A
	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	N/A	N/A						N/A
	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	N/A	N/A						N/A
	Research Mentoring	Research Mentor			N/A	N/A						N/A
	Peer reviewers/Panelists	Peer reviewers/Panelists			N/A	N/A						N/A
	Resource Persons	Resource Persons			N/A	N/A						N/A
	Convenor/Organizer	Convenor/Organizer			N/A	N/A						N/A
	Consultancy	Consultant			N/A	N/A						N/A
	Evaluator	Evaluator			N/A	N/A						N/A
	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	N/A	N/A						N/A
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *			N/A	N/A						N/A
		A 43. Other outputs implementing the new normal due to covid 19		Designs extension related activities and other outputs to implement new normal	N/A	N/A						N/A
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 the QMS 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	zero non-conformity		5	5	5	5.00	zero % non-conformity	
		A 45. Compliance to all requirements of the program and institutional accreditations:	Minutes Preparation	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant		5	5	5	5.00	100% compliant	
		On program accreditations	Pilot Plant Manager									
		On institutional accreditations	SSF Rootcrop facility									



# UMFO 6. General Admin. & Support Services (GASS)

	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	Zero % complaint	5	5	5	5.00	Zero % complaint
	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 performing functions resulting to best practice							
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
	Total Over-all Rating									
	Average Rating									
	Adjectival Rating									

Average Rating (Total Over-all rating divided by number of entries)	4.85
Additional Points:	
Approved Additional points (with copy of approval)	
FINAL RATING	4.85
ADJECTIVAL RATING	OUTSTANDING

**Comments & Recommendations for Development Purpose:** Ms. Domingo is the epitome of hardwork and dedication. Her contribution to the department is worth praise and recognition. Finishing her doctorate degree would surely benefit the department.

Evaluated & Rated by:

**JETT C. QUEBEC**

Department Head

Date:

1-20-21

Recommending Approval

**MA. THERESA P. LORETO**

Dean, College of Arts and Sciences

Date:

2/15/2021

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Instruction

Date:

2/19/21



# PERFORMANCE MONITORING FORM


Name of Employee: **PRECIOUS C. DOMINGO**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Ren Recomm
1	Teach courses: <ul style="list-style-type: none"> <li>Purposive Communication</li> <li>Teaching Arts to Elementary Grade</li> <li>Reading Visual Arts</li> <li>Language of Non-Literary Texts</li> <li>NSTP/CWTS</li> </ul>	Conducted classes (synchronous and Asynchronous), computed grades per course, and achieve an outstanding result in students' performance evaluation	September 2020	December 2020	September to December 2020	Very Impressive	Outstanding	
2	Assist students' concerns through students consultation	Aid in students' concerns on the subject (Comm11, ELSt 111, TEGr 12, Humn12n, NSTP)	September 2020	December 2020	September to December 2020	Very Impressive	Outstanding	
3	Class preparation	Prepared modules, learning materials, videos, and virtual classroom	July 2020	September 2020	October 2020	Very Impressive	Outstanding	
4	Checked student outputs	Collated and checked students submitted output (Comm11, ELSt 111, TEGr 12, Humn12n, NSTP)	September 2020	December 2020	September to December 2020	Very Impressive	Outstanding	
5	Publish written essays	The published manuscript submitted to the department secretary	July 2020	December 2020	September 2020	Impressive	Outstanding	
6	Participate in all activities conducted by the department, college and the university	Attendance sheet; Present certificates if possible	July 2020	December 2020	July-December 2020	Very Impressive	Outstanding	
7	Perform other functions assigned by the department head	Certificate of the trainings and workshops	July 2020	December 2020	July-December 2020	Very 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: **PRECIOUS C. DOMINGO**

Performance Rating:

## Aim:

- To develop flexible classroom management and teaching strategies appropriate to the new normal
- To progress professionally by completing the content course in Doctor of Arts in Language Teaching
- To connect internationally through presentations and participation in seminars and conferences in national and international

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

Date: JULY 2020

Target Date: DECEMBER 2020

## First Step:

- Attend conferences and webinars that focus on the new normal scheme
- Review the content of the modules and make necessary revisions to improve the instructional materials and learning modules
- Submit research study to a peer-reviewed, Scopus indexed journals
- Enroll units in graduate study

## Result:

- gained theoretical knowledge from the attended conferences
- Attended webinars conducted by the university, national and international organization
- Earned units in graduate study
- submitted one research study in an international, peer-reviewed, indexed journal.

Date: JANUARY 2021

Target Date: JUNE 2021


## Next Step:

- Review teaching effectiveness and evaluate teaching aids and instructional materials
- Take the comprehensive examination
- Submit research study to a peer-reviewed, Scopus indexed journals

Outcome: NA


Final Step/Recommendation: NA

Prepared by:

  
**JETT C. QUEBEC**

Department Head

Conforme:

  
**PRECIOUS C. DOMINGO**  
Employee