



VISAYAS
STATE UNIVERSITY



VSU INTEGRATED HIGH SCHOOL
COLLEGE OF EDUCATION
VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **SHALOM GRACE C. SUGANO**, Head of the **VSU Integrated High School**, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July - December 2020**.

SHALOM GRACE C. SUGANO

Principal

Date: 12/18/2020

BAYRON S. BARREDO

College Dean

Date:



INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):

| Personnel | Number (1) | Min. FTE (2) | Total FTE (1x2) | RDE Commitments*** | | |
|--------------------------------------|------------|--------------|-----------------|--------------------|-------------|-----------|
| | | | | Research | Publication | Extension |
| Department Head | 1 | 4 | 4.0 | 0.0 | 0 | 0 |
| Faculty w/ Univ. Designated Position | 3 | 2.5 | 7.5 | 0.0 | 0 | 0 |
| Regular Faculty (VSL)** | 3 | 12 | 36.0 | 1.0 | 1 | 1 |
| Regular Faculty (LLS)** | 15 | 18 | 270.0 | 0.0 | 0 | 0 |
| Part time Faculty | 6 | Actual | 0.0 | 0.0 | 0 | 0 |
| Admin Staff Members | 4 | 0 | 0.0 | | | |
| TOTAL | | | | 1.0 | 1 | 1 |

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor

Note:

* On vacation-sick-leave status. Ratio of Instruction and RDE commitments should determined based on FTE of 18 units

** On Teacher's Leave status. Minimum FTE required is 18 units

*** Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research (UMFO 3) and extension (UMFO 4)

| MFO No. | | | Success/Performance Indicator (PI) | | Units/Persons Responsible | Department Target | Actual | | Rating | | | | Remark (Details of the targetted output indicators with **) | % weight |
|---------|---|----|---|--|---------------------------|-------------------|------------------|----------------------------|---------|------------|------------|---------|---|----------|
| | | | | | | | % Accomplishment | Details of Accomplishments | Quality | Efficiency | Timeliness | Average | | |
| MFO 1 | ADVANCED EDUCATION SERVICES (20%) | | | | | | | | | | | | | |
| | OVPI MFO 1. Graduate Degree Program Management Services | | | | | | | | | | | | | |
| | 1 | | PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following: | | Dept. Head & Faculty | 0 | | | | | | | | 4% |
| | | a. | pursuing advanced research degree program (Ph.D) * | | | 0 | | | | | | | | |

[illegible]

| | | | | | | | | | | | |
|--------------|--|----------------------|-----|---|--|-----|-----|-----|---|--|-------|
| | PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) * | Dept. Head & Faculty | 1 | 1 | | 5.0 | 5.0 | 5.0 | 5 | 1. Abunda, N. D. (2020). Cross Sectional Study on Technological Pedagogical Content Knowledge (TPACK) of Mathematics Teachers. Universal Journal of Education Research. (12)(8)pp.7651 - 7659. | |
| | <i>In refereed int'l journals</i> | | | 1 | | | | | | | 1.50% |
| | <i>In refereed nat'l/regional journals</i> | | | | | | | | | | 0.50% |
| | PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences * | Dept. Head & Faculty | 1 | 1 | | 5.0 | 5.0 | 5.0 | 5 | | |
| | <i>In int'l fora/conferences</i> | | | | | | | | | | 1.50% |
| | <i>In nat'l/regional fora/conferences</i> | | 1 | 1 | | 5.0 | 5.0 | 5.0 | 5 | 1. Oria, R. C. - Network for Professional Researchers and Evaluators | 0.50% |
| | PI 5. Percent of research proposals approved * | Dept. Head & Faculty | 1 | 0 | | 3.0 | 3.0 | 3.0 | 3 | | 0.5% |
| | PI 6. Additional outputs* | Dept. Head & Faculty | | | | | | | | | |
| | No. of research-related awards (research conducted by faculty or student w/ faculty) | | | | | | | | | | 1.50% |
| MFO 4 | EXTENSION SERVICES (10%) | | | | | | | | | | |
| | PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities * | Dept. Head & Faculty | 2 | 1 | | 4.0 | 4.0 | 4.0 | 4 | Department of Education | 2.0% |
| | PI 2. Number of trainees weighted by the length of training * | Dept. Head & Faculty | 100 | 0 | | 3.0 | 3.0 | 3.0 | 3 | | 2% |
| | PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs * | Dept. Head & Faculty | 1 | 0 | | 3.0 | 3.0 | 3.0 | 3 | | 2% |

| | | | | | | | | | | | |
|--------------|---|----------------------|-----|---|--|-----|-----|-----|---|--|--------|
| | PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance* | Dept. Head & Faculty | 80% | 0 | | 3.0 | 3.0 | 3.0 | 3 | | 1% |
| | PI 5. Number of technical/expert services * | Dept. Head & Faculty | 4 | 3 | | 5.0 | 5.0 | 5.0 | 5 | | 1% |
| | Research Mentoring | | 2 | 0 | | | | | | | |
| | Peer reviewers/Panelists | | 0 | 2 | | | | | | 1. Mamolo, L. - Anatolian Journal of Education | |
| | Resource Persons | | 2 | | | | | | | | |
| | Convenor/Organizer | | 0 | | | | | | | | |
| | Consultancy | | 0 | | | | | | | | |
| | Evaluator | | 0 | 1 | | | | | | 1. Desades, Christy M. - National Organization of Science Teachers Educators 2020. | |
| | PI 8. Percent of extension proposals approved * | Dept. Head & Faculty | 0 | 0 | | | | | | | 0.5% |
| | PI 11. Additional outputs * | Dept. Head & Faculty | 0 | 0 | | | | | | | |
| | No. of extension-related awards (extrn. conducted by faculty or student & faculty) * | | | | | | | | | | 1.5% |
| MFO 5 | Support to Operations | | | | | | | | | | |
| | OVPI MFO 1. Faculty Development Services | | | | | | | | | | |
| | PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted * | Dept. Head & Faculty | 5 | 4 | | 5.0 | 5.0 | 5.0 | 5 | Rivera, G., Lambert, M.C., Siarez, M., Gonzaga, E. | 0.625% |

| | | | | | | | | | | | |
|---|--|----------------------------------|-----|------|--|-----|-----|-----|---|--|--------|
| OVPI MFO 2. Faculty Recruitment/Hiring Services | | | | | | | | | | | |
| PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards * | | Dept. Head & Faculty | 3 | 12 | | 5.0 | 5.0 | 5.0 | 5 | 5 Substitute Instructors, 7 Part-time Instructors | 0.125% |
| OVPI MFO 3. Faculty Evaluation Services | | | | | | | | | | | |
| PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university * | | Dept. Head & Faculty | 0 | 0 | | 3.0 | 3.0 | 3.0 | 3 | | 0.25% |
| PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university * | | Dept. Head & Faculty | 1 | 13 | | 5.0 | 5.0 | 5.0 | 5 | | 0.25% |
| PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated * | | Dept. Head & Faculty | 80% | 90% | | 5.0 | 5.0 | 5.0 | 5 | | 0.75% |
| PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted * | | Dept. Head & Faculty | | | | | | | | | 0.25% |
| PI 7: Additional outputs * | | Dept. Head & Faculty | | | | | | | | | |
| Number of faculty/staff awards/honors received related to operations support | | | | | | | | | | | 0.25% |
| 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* | | Dept. Head & Faculty | 75% | 80% | | 5.0 | 5.0 | 5.0 | 5 | Zero non-conformity (No NC) | 2.50% |
| MFO 6 General Admin. & Support Services (GASS) | | | | | | | | | | | |
| PI 1. Number of Submission of College/Department PPMP for the following year within deadline as prescribed by BAC* | | Dept. Head | 80% | 100% | | 5.0 | 5.0 | 5.0 | 5 | | 1% |
| PI 2. Zero percent complaint from clients served | | Dept. Head & all faculty & staff | 80% | 100% | | 5.0 | 5.0 | 5.0 | 5 | | 2% |
| PI 3. Number of coaching sessions among faculty & staff** | | Dept. Head | 2 | 2 | | 5.0 | 5.0 | 5.0 | 5 | Group (IHS Faculty) Individual (Part-time Instructors) | |
| PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets** | | Dept. Head | 2 | 2 | | 5.0 | 5.0 | 5.0 | 5 | Monitoring, Target Setting | |

| | | | | | | | | | | | | | | |
|-----------------------|---|--|--|--|----------------------------------|---|---------|--|-------------|-----|-----|---|--|----|
| | PI 5. Number of monthly/special faculty & staff meetings conducted** | | | | Dept. Head | 5 | 7 | | 5.0 | 5.0 | 5.0 | 5 | Monthly faculty meetings, emergency meetings | |
| | PI 3: Additional Outputs | | | | Dept. Head & all faculty & staff | | | | | | | | | |
| | Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies * | | | | | 0 | 0 | | | | | | | 2% |
| | | | | | | | | | | | | | | |
| Total Over-all Rating | | | | | | | | | 134.000 | | | | | |
| Average Rating | | | | | | | 131.59% | | 4.621 | | | | | |
| Adjectival Rating | | | | | | | | | Outstanding | | | | | |

Received by:

DILBERTO O. FERRAREN

Planning Office
Date:

Calibrated by:

REMBERTO A. PATINDOL

Chairman, PMT
Date:

Recommending Approval:

BEATRIZ S. BELONIAS

Vice Pres. for Instruction
Date: 1/26/21

Approved:

EDGARDO E. TULIN

President
Date:

* To indicate in the remarks column the details of the targetted outputs for easy review and calibration.

** No percentage weight for ranking purposes since these are activities only expected to be performed at the department level