



**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. 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): Total FTE (1x2, RDE Commitments\*\*\* Number (1) Min. FTE (2) Personnel Research Publication Extension рерактием неад Faculty W/ Univ. Designated Position 2.5 12 18 3 7.5 36.0 0.0 Requiar Faculty (VSL) 3 1.0 Regular Faculty (ILS)" 15 270.0 0 Part time Faculty 6 0.0 Actual 0.0 0 Admin Statt Members TOTAL 1.0

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)

					Department	Actual				Rating			Т
MFO No.		,	Success/Performance Indicator (PI)	Units/Person s Responsible		% Accom- plishment	Details of Accom- plishments	Jalit	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)	% weight
MFO 1			CATION SERVICES (20%) aduate Degree Program Management Services		y .		¥.						
	1	research v	entage of graduate school faculty engaged in work applied in any of the following:	Dept. Head & Faculty	0	14	\						4%
		a.	pursuing advanced research degree program (Ph.D) *		0	72	(						

	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)		0				
	C.	producing technologies for commercialization or livelihood improvement		0				
	d.	whose research resulted in an extension program		0			4 4 E	
	OVPI MFO 2. Gra	aduate Student Management Services						
	PI1: Percentage of degree programs	of graduate students enrolled in research		0				2%
		of accredited graduate programs *		0				2%
	monitored *	raduate degree specializations offered and		0				2%
	PI 4: Total FTE co	pordinated, implemented & monitored*		0				2%
	PI 5: Percentage enrolled *	increase in number of graduate students		0				2%
	PI 6: Percentage within prescribed p	increase in number of students who graduated period *		0				2%
	PI7: Number of g honors/distinction	raduate students awarded with *		0				2%
	PI 8: Number of g	raduate students advised *		0				2%
	PI 9: Number of in	structional materials developed *		0				
	On-line ready co	ourseware						
	Flexible instructi	onal materials						
	Assessment tool	İs						
	PI 10: Number of v	virtual classrooms created and operationalized						
MFO 2	HIGHER EDUCAT	TION SERVICES (50%)	,	,				
	PI 1. Percentage of licensure exams *	of first time licensure exam takers that pass the		0				7.5%
	Pl 2. Percentage of	of graduates (2 years prior) that are employed *		0			-	2.5%

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	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		0							2.5%
	PI 4. Percentage of undergraduate programs with accreditations *		0							2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *		18	602.85	5	5	5	5	Basic Education (JHS and SHS)	20%
	PI 8: Number of students advised: *									
	On thesis/ field practice/special problem									1%
	No. of approved manuscript submitted within prescribed period									1%
	On consultation		100	3086	5.0	5.0	5.0	5	JHS and SHS students	0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty	10	25	5.0	5.0	5.0	5	VSU and IHS student-related activities	
	Student organizations advised		7	21						1.25%
	Student organizations assisted on student related activities		3	4						1.25%
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty	17	78	5.0	5.0	5.0	5	Google Classrooms and Moodle	10%
	On-line ready courseware	Dept. Head & Faculty	10	78	5.0	5.0	5.0	5		
	Flexible instructional materials	Dept. Head & Faculty	50	300	5.0	5.0	5.0	5		
	Assessment tools	Dept. Head & Faculty	200	672	5.0	5.0	5.0	5	LearningTasks, Learning Checks, Midterm Exam, First Quarter Exam	
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	10	78	5.0	5.0	5.0	5		
	PI 11: Additional Outputs	Dept. Head & Faculty	0	1	5.0	5.0	5.0	5	VSUIHS Learning Continuity Plan	
MFO 3	RESEARCH SERVICES (10%)									
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty								2%
5	P12. Number of research outputs completed within the year *	Dept. Head & Faculty								2%

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	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 Pedagogocal Content Knowledge (TPACK) of Mathematics Teachers. Universal Journal of Education Research. (12)(8)pp.7651 - 7659.	
	In refereed int'l journals			1						1.50%
	In refereed nat'l/regional journals								1	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		
	In int'l fora/conferences									1.50%
	In nat'l/regional fora/conferences		1	1	5.0	5.0	5.0	5	Oria, R. C Network for Professional Researchers and Evaluators	0.50%
	PI 5. Percent of research proposals approved *	Dept. Head & Fa	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%)								7	
	<u>PI 1</u> . 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	Dept. Head &	80%	0	3.0	3.0	3.0	3		1%
	and relevance*	Faculty								
	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					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 (extn. conducted by faculty or student & faculty) *									1.5%
MFO 5	Support to Operations									
	OVPI MFO 1. Faculty Development Services									
	Pl 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%

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	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%
	P16 : 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%
	Pl 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**  PI 3: Additional Outputs			Dept. Head	5	7	5.0	5.0	5.0	5	Monthly faculty meetings, emergency meetings	
	PI 3: A				Dept. Head & all faculty & staff								
			actices/new initiatives in academic units' cated/benchmarked by other depts/agencies *			0	0						2%
Total Over	r-all Rati	ing						 134.000					
Average R	Average Rating					131.59%	4.621						
Adjectival	Adjectival Rating							Out	standi	ng			

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 2

Approved:

DGARDO E. TULIN

President Date:

<sup>\*</sup> To indicate in the remarks column the details of the targetted outputs for easy review and calibration.

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