



VISAYAS
STATE UNIVERSITY



COLLEGE OF EDUCATION
VISAYAS STATE UNIVERSITY



OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **BAYRON S. BARREDO**, Dean of the College of Education, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January - June 2023.

BAYRON S. BARREDO

Dean, CoEd

Date: 7-14-23

BEATRIZ S. BELONIAS

VP for Academic Affairs

Date: 7-14-23

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

Personnel	Number (1)	Min. FTE (2)	Total FTE (1x)		RDE Commitments***		
					Research	Publication	Extension
Dean	1		0.0	0.0	0	0	0
Faculty w/ Univ. Designated Position	10		0.0	0.0	0	0	0
Regular Faculty (VSL)*	11		0.0	5.0	10	3	
Regular Faculty (ILS)*	26		0.0	0.0	0	0	
Part time Faculty	27		0.0	0.0	0	0	
Admin Staff members	5	Actual	0.0	0.0	0	0	
		0	0	0	5.0	10	3
TOTAL							

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 be 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	College 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									10%
		a.	pursuing advanced research degree program (Ph.D) *			4	4		4	4	4	4	Bellen, Gatchalian, Sapan, Mazo	

	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)				8		5	5	5	5	Aure, Manaig, Barredo, Sugano, Limbo, Mamolo, Abela, Desades	3%
	c.	producing technologies for commercialization or livelihood improvement											3%
	d.	whose research resulted in an extension program											
OVPI MFO 2. Graduate Student Management Services													
PI 1: Percentage of graduate students enrolled in research degree programs *					N/A								
PI 2: Percentage of accredited graduate programs *			Dept. Head & Faculty	1	1			4	4	4	4	M.Ed. Level I AACCUP	1%
PI 3: Number of graduate degree specializations offered and monitored *			Dept. Head & Faculty	4	4			5	5	5	5	M.Ed -English, Biology, Chemistry and Physical Education	4%
PI 4: Total FTE coordinated, implemented & monitored*			Dept. Head & Faculty	18.0	9.35			3	3	3	3	DTE- 5.0, IHK- 4.35, & IHS - 0	2%
PI 5: Percentage increase in number of graduate students enrolled *			Dept. Head & Faculty	200%				3	3	3	3	50 students 1st sem S.Y 2022-2023 48 students 2nd sem S.Y 2022-2023	2%
PI 6: Percentage increase in number of students who graduated within prescribed period *				200%				3	3	3	3	50 students 1st sem S.Y 2022-2023 48 students 2nd sem S.Y 2022-2023	2%
PI 7: Number of graduate students awarded with honors/distinction *													2%
PI 8: Number of graduate students advised *			Dept. Head & Faculty	50	48			4	4	4	4	M.Ed Students enrolled 1st sem and 2nd Sem S.Y. 2021-2022	2%
PI 9: Number of instructional materials developed *													
On-line ready courseware			Dept. Head & Faculty	5	7			5	5	5	5	Aure, Barredo, Desades, Tabudlong, Sugano, Vega & Abela	
Flexible instructional materials			Dept. Head & Faculty	5	7			5	5	5	5	Aure, Barredo, Desades, Tabudlong, Sugano, Vega & Abela	
Assessment tools			Dept. Head & Faculty	5	7			5	5	5	5	Aure, Barredo, Desades, Tabudlong, Sugano, Vega & Abela	
PI 10: Number of virtual classrooms created and operationalized			Dept. Head & Faculty	3	7			5	5	5	5	Aure, Barredo, Desades, Tabudlong, Sugano, Vega & Abela	

MFO 2	HIGHER EDUCATION SERVICES (50%)											
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *		Dept. Head & Faculty	61%	BEEd 55/56-98.21% BSEd 164/176-93.18%		5	5	5	5	BEEd 55/56-98.21% BSEd 164/176-93.18%	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty	82.08%	60.00%						No data gathered within the evaluation period	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		Dept. Head & Faculty	70%	100%		5	5	5	5	BEEd, BSEd, BCAEd, BECEd, & BPEd	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *		Dept. Head & Faculty	80%	100%		5	5	5	5	BEEd & BSEd (Math & Science), the 3 new programs just started last 2018. PSV October 2023	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *		Dept. Head & Faculty	1000	1378.53		5	5	5	5	DTE- 284.70, IHK-481.65, & VIHS-612.18	20%
	PI 8: Number of students advised: *		Dept. Head & Faculty									
	On thesis/ field practice/special problem			50	236		5.0	5.0	5.0	5	All 4th year Graduating Student who enrolled in PrEd 200 (Action Research)	1%
	No. of approved manuscript submitted within prescribed period											1%
	On consultation		Dept. Head & Faculty	800	4286		5	5	5	5	DTE-1550, IHK- 598, VIHS- 2138	0.5%
	PI 9: Number of student organizations advised/ assisted *		Dept. Head & Faculty									
	Student organizations advised			10	28		5	5	5	5	DTE-6 Orgs, IHK 3 Orgs, VIHS-19 Orgs	1.25%
	Student organizations assisted on student related activities			10	24		5	5	5	5	DTE-10, IHK-8, VIHS-6	1.25%
	PI 10: Number of instructional materials developed *		Dept. Head & Faculty									10%
	On-line ready courseware		Dept. Head & Faculty	10	124		5.0	5.0	5.0	5	DTE-43, IHK-29, VIHS-52	
	Flexible instructional materials		Dept. Head & Faculty	10	674		5.0	5.0	5.0	5	DTE-198, IHK-150, VIHS-326	
	Assessment tools		Dept. Head & Faculty	10	1047		5.0	5.0	5.0	5	DTE-334, IHK-143, VIHS-570	
	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	20	132		5.0	5.0	5.0	5	DTE-47, IHK-56, VIHS-29	

	PI 11: Additional Outputs		Dept. Head & Faculty		19		5.0	5.0	5.0	5	DTE-19	
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		1		5.0	5.0	5.0	5	VIHS-1	2%
	PI 2. Number of research outputs completed within the year *		Dept. Head & Faculty	2	2		4.0	4.0	4.0	4	DTE-1, IHK-1, VIHS-0	2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *		Dept. Head & Faculty	5								
	<i>In refereed int'l journals</i>				10		5.0	5.0	5.0	5	DTE-1, IHK-5, VIHS-4	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	5	4							
	<i>In int'l fora/conferences</i>				4		4.0	4.0	4.0	4	DTE-0, IHK-2, VIHS-2	1.50%
	<i>In nat'l/regional fora/conferences</i>											0.50%
	PI 5. Percent of research proposals approved *		Dept. Head & Faculty	2	100% (5)		5.0	5.0	5.0	5	Aure, Barredo, Manaig, Abela, Abunda, Bansale, Bellen, Desades, Limbo, Mamolo, Degorio, Tabudlong	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	3	4		5.0	5.0	5.0	5	DepEd Baybay City Division/ Banahao National High School, Pangasugan, Guadalupe, & Bunga	2.0%

[illegible]

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	500%	0%		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 and Individual Coaching	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	2	6		5.0	5.0	5.0	5		
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	3	15		5.0	5.0	5.0	5		
	PI 3: Additional Outputs	Dept. Head & all faculty & staff		2		5.0	5.0	5.0	5		
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *			1	2	5.0	5.0	5.0	5	Benchmarking of Laguna Polytechnic State University and Surigao del Norte State University on the Implementation of BEEd, BSEd, BCAEd, and BPED Programs, Management of Research and Extension Services and Administration, Budget proposals for sports programs	2%
	Percentage of NCs received and acted		0		0	5.0	5.0	5.0	5		
	Percentage of CARs received and acted		0		1	4.0	5.0	5.0	4.67	DTE-Syllabus-2nd Sem 2022-2023	
Total Over-all Rating						249.00					
Average Rating				164.30%		4.79					
Adjectival Rating						Outstanding					

Received by:

TONI MARC L. DARGANTES

Planning Office

Date: **JUL 14 2023**

Calibrated by:

DANIEL LESLIE S. TAN

Chair, PMT
Date: **JUL 19 2023**

Approved:

EDGARDO E. TULIN

President

Date: **JUL 25, 2023**

* 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