VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **SHALOM GRACE C. SUGANO**, Head of the <u>VSU Integrated High School</u>, 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 to June 2022**.
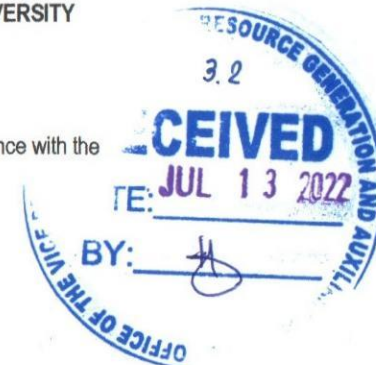
SHALOM GRACE C. SUGANO
Principal
Date: 11/7/2022

BAYRON S. BARREDO
College Dean
Date: 11-12-22

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

Personnel	Number (1)	Min. FTE (2)	Total FTE (1x2)	Research	Publication	Extension
				RDE Commitments***		
Department Head	3	4	12.0	0.0	0	0
Faculty w/ Univ. Designated Position	4	2.5	10.0	0.0	0	0
Regular Faculty (VSL)*	4	12	48.0	1.0	0	0
Regular Faculty (TLS)*	15	18	270.0	0.0	2	0
Part time Faculty	7	Actual	0.0	0.0	0	0
Admin Staff Members	5	0	0.0			
TOTAL				1.0	2	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 commitmtents 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 % Accomplishment	Actual Details of Accomplishments	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)	% weight
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								

		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									
OVPI MFO 2. Graduate Student Management Services														
PI 1: Percentage of graduate students enrolled in research degree programs *					0									2%
PI 2: Percentage of accredited graduate programs *					0									2%
PI 3: Number of graduate degree specializations offered and monitored *					0									2%
PI 4: Total FTE coordinated, implemented & monitored*					0									2%
PI 5: Percentage increase in number of graduate students enrolled *					0									2%
PI 6: Percentage increase in number of students who graduated within prescribed period *					0									2%
PI 7: Number of graduate students awarded with honors/distinction *					0									2%
PI 8: Number of graduate students advised *					0									2%
PI 9: Number of instructional materials developed *					0									
On-line ready courseware														
Flexible instructional materials														
Assessment tools														
PI 10: Number of virtual classrooms created and operationalized														

MFO 2	BASIC EDUCATION SERVICES (50%)											
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *											7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *											2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *											2.5%
	PI 4. Percentage of undergraduate programs with accreditations *											2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *		300	612.18		5	5	5	5	College, Junior, Senior High School	20%
	PI 8: Number of students advised: *			440.00		5	5	5	5	College, Junior, Senior High School	
	On thesis/ field practice/special problem											1%
	No. of approved manuscript submitted within prescribed period											1%
	On consultation		100	2138		5.0	5.0	5.0	5	College, Junior, Senior High School	0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty	10	25		5.0	5.0	5.0	5		
	Student organizations advised		5	19		5.0	5.0	5.0	5		1.25%
	Student organizations assisted on student related activities		3	6		5.0	5.0	5.0	5	Faculty Onboarding, Research and Extension Strategic Planning College of Education, Emerging Trends in Physics and its Application, Trends in Soft Matter Research and Its Application, Constructivism in Education: Perspectives from International Baccalaureate, Disaster Preventionand Education in Asia:Perspective in Geography Education, Mathematics Education to Develop Students Agency:Problem Solving Approach, Shape & Figure, Mesurement, Pattern and Data, College Tree Planting and Clean and	1.25%
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty	30			5.0	5.0	5.0	5		10%
	On-line ready courseware	Dept. Head & Faculty	20	52		5.0	5.0	5.0	5		
	Flexible instructional materials	Dept. Head & Faculty	30	326		5.0	5.0	5.0	5		
	Assessment tools	Dept. Head & Faculty	200	570		5.0	5.0	5.0	5		

`	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	20	56		5.0	5.0	5.0	5		
	PI 11: Additional Outputs		Dept. Head & Faculty	0			5.0	5.0	5.0	5		
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		2%
	PI 2. Number of research outputs completed within the year *		Dept. Head & Faculty		1		5.0	5.0	5.0	5		2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *		Dept. Head & Faculty	2	0		5.0	5.0	5.0	5		
	In refereed int'l journals			2	2		5.0	5.0	5.0	5		1.50%
	In refereed nat'l/regional journals											0.50%
	PI 4. Number of research outputs presented in regional/national/int'l fora/conferences *		Dept. Head & Faculty	4			5.0	5.0	5.0	5		
	In int'l fora/conferences			2	2		5.0	5.0	5.0	5		1.50%
	In nat'l/regional fora/conferences			2	0		3.0	3.0	3.0	3		0.50%
	PI 5. Percent of research proposals approved *		Dept. Head & Faculty	0								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	1	0		3.0	3.0	3.0	3		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%								1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty	4	57		5.0	5.0	5.0	5		1%
	Research Mentoring			20						Grade 12 and 10 Research Students	
	Peer reviewers/Panelists		1	1							
	Resource Persons		3	7							
	Convenor/Organizer			7						NOSTE, Mandatory Orientation, VSU Onboarding, VSU EE Webinar, for Newly Hired VSU Faculty, OGS Onboarding, Turnitin, Adminsitrative Walktrhough, Turnitin Instructor's Workflow Training	
	Consultancy		0	0							
	Evaluator		0	2						DepEd Baybay City Division Hiring of Teachers (Teaching Demo and Interview), Bacolod City Science Fair	
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	1	0		3.0	3.0	3.0	3		0.5%
	PI 11. Additional outputs *	Dept. Head & Faculty	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												
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty	1	5		5.0	5.0	5.0	5			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	5	0		3.0	3.0	3.0	3			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								0.25%
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty	1	0		3.0	3.0	3.0	3			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%	95%		5.0	5.0	5.0	5			0.75%
	PI6 : 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									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			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%	90%			5.0	5.0	5.0	5		1%
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	80%	90%			5.0	5.0	5.0	5		2%
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	2	3			5.0	5.0	5.0	5		
	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		
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	5	8			5.0	5.0	5.0	5		
	PI 3: Additional Outputs	Dept. Head & all faculty & staff	0	1			5.0	5.0	5.0	5	VSUIHS IMPLEMENTATION PLAN FOR THE OPENING OF LIMITED FACE-TO-FACE, EXPANSION, AND TRANSITIONING TO NEW NORMAL	
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *		0	1			5.0	5.0	5.0	5.0	Implementation of SHS Voucher Program (benchmarked by SLSU Laboratory High School)	2%
Total Over-all Rating								166.000				
Average Rating					109.19%			4.611				
Adjectival Rating								Outstanding				

Received by: _(signature)_

TONI MARC L. DARGANTES
Planning Office
Date: 7/14/2022

Calibrated by: _(signature)_

DANIEL LESLIE S. TAN
Chairman, PMT
Date: JUL 2 2 2022

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Approved: _(signature)_

EDGARDO E. TULIN
ac President 7/25/m
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