VISAYAS STATE UNIVERSITY

Department of Teacher Education
COLLEGE OF EDUCATION
VISAYAS STATE UNIVERSITY

RECEIVED
DATE: JUL 23 2021
BY:
OFFICE OF THE VICE PRESIDENT FOR PLANNING, RESOURCE GENERATION AND AUXILIARY SERVICES

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, JOEL Q. MABALHIN, Head of the Department of Teacher 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, 2021.

JOEL Q. MABALHIN
Department Head
Date: 07-14-2021

BAYRON S. BARREDO
College Dean
Date: 7-15-21

RECEIVED
27 JUL 2021

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	12.0	0.0	0	0
Faculty w/ Univ. Designated Position	4	2.5	24.0	1.0	0	0
Regular Faculty (VSL)	3	12	120.0	1.0	1	1
Regular Faculty (TLS)	10	18	234.0	2.0	2	0
Part time Faculty	10	Actual	0.0	0.0	0	0
Admin Staff Members	1	0	0.0			
TOTAL					3	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 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		Rating				Remark (Details of the targetted output indicators with **)	% weight
							% Accom-plishment	Details of Accom-plishments	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									4%
		a.	pursuing advanced research degree program (Ph.D) *			3								
		b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)			2	5.00		5	5	3	4.3	Abela, Andrade, Aure, Bellen, Manaig	

		c.	producing technologies for commercialization or livelihood improvement											
		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 *			Dept. Head & Faculty										0%
	PI 2: Percentage of accredited graduate programs *			Dept. Head & Faculty										0%
	PI 3: Number of graduate degree specializations offered and monitored *			Dept. Head & Faculty	4	4.00		5	5	5	5	M. Ed. (Biology, Chemistry, English & P. E.)		2%
	PI 4: Total FTE coordinated, implemented & monitored*			Dept. Head & Faculty	18.0	21.25		5	5	5	5			2%
	PI 5: Percentage increase in number of graduate students enrolled *			Dept. Head & Faculty	2%									2%
	PI 6: Percentage increase in number of students who graduated within prescribed period *			Dept. Head & Faculty	2%	79.00		5	4	4	4.33			2%
	PI 7: Number of graduate students awarded with honors/distinction *			Dept. Head & Faculty	0									2%
	PI 8: Number of graduate students advised *			Dept. Head & Faculty	2	43.00		5	5	5	5.00			2%
	PI 9: Number of instructional materials developed *			Dept. Head & Faculty										
	On-line ready courseware				3	2.00		5	4	4	4.33			
	Flexible instructional materials				1	1.00		5	5	5	5.00			
	Assessment tools				11	4.00		5	4	5	4.67			
	PI 10: Number of virtual classrooms created and operationalized				3	2.00		5	5	5	5.00			
MFO 2	HIGHER EDUCATION SERVICES (50%)													
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *			Dept. Head & Faculty	60%									7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *			Dept. Head & Faculty	50%	65.89%		5	5	5	5.00			2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *			Dept. Head & Faculty	70%	100.00		5	5	5	5.00			2.5%
	PI 4. Percentage of undergraduate programs with accreditations *			Dept. Head & Faculty	80%									2.5%

	PI 5: Total FTE, coordinated, implemented and monitored *		Dept. Head & Faculty	352	277.45		5	5	5	5.00		20%
	PI 8: Number of students advised: *		Dept. Head & Faculty									
	On thesis/ field practice/special problem			15								1%
	No. of approved manuscript submitted within prescribed period											1%
	On consultation				1182		5	5	5	5.00		0.5%
	PI 9: Number of student organizations advised/ assisted *		Dept. Head & Faculty									
	Student organizations advised			5	13		5	5	5	5.00		1.25%
	Student organizations assisted on student related activities				9		5	5	5	5.00		1.25%
	PI 10: Number of instructional materials developed *		Dept. Head & Faculty									10%
	On-line ready courseware		Dept. Head & Faculty	15	36		5	4	5	4.67		
	Flexible instructional materials		Dept. Head & Faculty	10								
	Assessment tools		Dept. Head & Faculty	10	243		5	5	5	5.00		
	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	10	47.00		5	5	5	5.00		
	PI 11: Additional Outputs		Dept. Head & Faculty	2	8.00		5	5	5	5.0	*Barredo, Aure*	
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%
	PI 2. Number of research outputs completed within the year *		Dept. Head & Faculty	1								2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *		Dept. Head & Faculty	1								
	In refereed int'l journals				3		5	5	5	5.0	Mabalhin (IJRSE), Oclinaria (IJRSE & SSE)	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	2								

	In int'l fora/conferences											1.50%
	In nat'l/regional fora/conferences											0.50%
	PI 5. Percent of research proposals approved *		Dept. Head & Faculty	2								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	2		5	5	5	5.0	*DepEd Baybay & DepEd Ormoc*	2.0%
	PI 2. Number of trainees weighted by the length of training *		Dept. Head & Faculty	100								2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *		Dept. Head & Faculty	1								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	70%								1%
	PI 5. *Number of technical/expert services* *		Dept. Head & Faculty									1%
	Research Mentoring											
	Peer reviewers/Panelists				1		5	4	5	4.7	Bellen	
	Resource Persons			2.00	2		5	5	5	5.0	Aure, Barredo	
	Convenor/Organizer											
	Consultancy				3		4	4	4	4.0	Abela. Aure, Mabalhin	
	Evaluator											
	PI 8. Percent of extension proposals approved *		Dept. Head & Faculty		2		5	5	5	5.0		0.5%
	PI 11. Additional outputs *		Dept. Head & Faculty									
	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	2	3.00		5	5	4	4.7	Prof. Bellen. Mr. Vega & Mr Ycong	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	10.00		5	5	5	5.0	Avella, Alajas, Apostol, Borneo, Mardo. Morantte, Paller, Tagalog,	0.125%
	OVPI MFO 3. Faculty Evaluation Services											
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *		Dept. Head & Faculty									0.25%
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *		Dept. Head & Faculty	1								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%								0.75%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *		Dept. Head & Faculty	1								0.25%
	PI 7 : Additional outputs *		Dept. Head & Faculty									
	Number of faculty/staff awards/honors received related to operations support				1		5	5	5	5.0	Mabalhin	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%							Zero non-conformity (No NC)	2.50%
MFO 6	**General Admin. & Support Services (GASS)**											
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*		Dept. Head	80%								1%
	PI 2. Zero percent complaint from clients served		Dept. Head & all faculty & staff	0%								2%
	PI 3. Number of coaching sessions among faculty & staff**		Dept. Head	3								
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head	2								
	PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	1								
	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 *			1								2%

Total Over-all Rating								139.00	134.00	134.00	135.63		
Average Rating						75.16%		4.96	4.79	4.79	4.84		
Adjectival Rating								Outstanding					

Received by:

DANIEL LESLIE S. TAN
Director for Planning and Infrastructure
Project Development and Monitoring
Planning Office
JUL 23 2021

Calibrated by:

REMBERTO A. PATINDOL
Chairman, PMT
Date: 7/21/21

Recommending Approval:

BEATRIZ S. BELONIAS
Vice Pres. for Academic Affairs
Date: 7/19/21

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**