"Exhibit A"

OFFICE PERFORMANCE COMMITMENT & REVIEW FORM (OPCR)

I, **PASTOR P. GARCIA**, OIC/Head of the Geographic Information Systems Services Unit **(GISSU)** commits to deliver and agrees to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January 2021 to December 2021**.

Approved:

PASTOR P. GARCIA
Unit Head
Date: FEB 0 3 2022

MARIA JULIET C. CENIZA
VP for Research, Extension, & Innovation
Date: FEB 0 4 2022

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	**A 1.** Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	**A 2.** Number of students advised	Acts as academic adviser to graduate students							
		A 3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1	5	5	5	5.00	Mr. Sylvan Suyom (MSLAM)
		As GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1	5	5	4	4.67	Mr. Rey Mart Jade Gavileño (MSSoilScience)

		A 4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	10	11	5	5	5		5.00	Provided various data needed for thesis studies; Mapping; data analysis; and data collection using drone
	PI 9: Number of instructional materials developed *	A 5. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems								
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	4	5	5		4.67	Laboratory guide on 1) data collection using DJI Phantom 4 drone; 2) Laboratory guide in drone data analysis using Pix4D software
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	3	5	5	4		4.67	Ppt presentation and reading manuals on 1) Drone Mapping using DJI Phantom 4 PRO; 2) Image processing using Pix4D software; 3) Movie clips on Drone field operation
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.								
		A 6. Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor								
		A 7. Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom								
	PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal								
UMFO 2. HIGHER EDUCATION SERVICES											
OVPI UMFO 3. Higher Education Management Services											
	PI 5: Total FTE, coordinated, implemented and monitored *	A 9. Actual Faculty's FTE	Handles and teaches courses assigned								
		A 10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline								

		A 11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period							
		A 12. Number of trainings attended related to instruction	Attend mandated trainings							
		A 13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught							
		A 14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab							
		A 15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
PI 8: Number of students advised: *		**A 16**. Number of students advised:	Acts as academic adviser to students							
		A 17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		A 18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades							
PI 9: Number of student organizations advised/ assisted *		**A 19**. Number of Student organizations advised	Advises student organizations recognized by USOO							
		A 20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
PI 10: Number of instructional materials developed *		**A 21**. Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof									
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught									
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.									
		A 23. Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor									
		A 24. Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom									
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:										
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation									
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU									
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal									
UMFO 3. RESEARCH SERVICES												

Performance Indicator	Activity	Task							Avg	Remarks
PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A 27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	2	2	4	5	5		4.67	1) Geoinformatics study of Leyte Sab-a basin peatland; 2) Study of groundwater and surface water fluctuation in Leyte Sab-a basin peatland
PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	2	2	5	5	4		4.67	1) Geoinformatics study of Leyte Sab-a basin peatland; 2) Study of groundwater and surface water fluctuation in Leyte Sab-a basin peatland
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1	3	5	5	5		5.00	1) General landuse and vegetation of Leyte Sab-a Basin Peatland; 2) Water balance and groundwater characteristics of Leyte Sab-a basin peatland; 3) Relationships of microtopography and peatland depth in Leyte Sab-a basin peatland
	In refereed int'l journals		1							Did not acomplished target due to Covid-19 Pandemic
	In refereed nat'l/regional journals		1							Did not acomplished target due to Covid-19 Pandemic
PI 4. Number of research outputs presented in	A 30. Number of research outputs presented in regional/national/ int'l	Prepares, submits and presents research paper in scientific	1							Did not acomplished target due to Covid-19 Pandemic
	In int'l fora/conferences		1							Did not acomplished target due to Covid-19 Pandemic
	In nat'l/regional fora/conferences		1							Did not acomplished target due to Covid-19 Pandemic
PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	1	5	4	5		4.67	1) One-year study on groundwater fluctuation characteristics of Leyte Sab-a basin peatland submitted and funded by FFP through IIRR
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)									

		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper							
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
UMFO 4. EXTENSION SERVICES										
PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership								
PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer								
PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects								
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services								
PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries								

Research Mentoring	*Research Mentor*								
Peer reviewers /Panelists	*Peer reviewers/Panelists*								
Resource Persons	Resource Persons		1	1	5	4	4	4.33	Stakeholders research presentation/consultation, Nov 18, 2021 Summit Hotel, Tacloban City
Convenor/Organizer	*Convenor/Organizer*								
Consultancy	Consultant		1	2	5	5	5	5.00	1) Geoinformatics study of Leyte Sab-a basin peatland (IIRR); 2) Hydrology study of Antiao river, Catbalogan City, Samar (Two-Eco Consultancy)
Evaluator	*Evaluator*								
PI 8. Percent of extension proposals approved *	**A 41.** Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
	A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
	Training of VSU staff	Use of new technologies	None	5	5	5	5	5.00	1) Assistance in the conduct of bathymetric survey using ecosounder and survey grade GPS-RTK for flexible learning and OJT class of DGE-COE
	Technical assistance to LGUs, GOs and NGOs	Use of new technologies	None	4	5	5	5	5.00	10 One-day training on the use of Global Positioning Sytem (GPS) to Sta. Fe, Leyte Menro (1 person); 2) One-day training on the use of DJI Mavic Pro Drone for remote collection to DENR-8 staff (2 persons)
UMFO 5. SUPPORT TO OPERATIONS									
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*	**A 44**. Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member							
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent complaint from clients served	**A 46**. Customer-friendly frontline services	Provides customer-friendly frontline services to clients							
	PI 3: Additional Outputs	**A 47**. Number of new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice	None	1	5	4	5	4.67	Technology on the use of ODK techniques and VSU-GISSU Webmap server for E-LCCAP in Macrohon, Southern, Leyte
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/ management related activities and other outputs to implement new normal							
		No. of staff supervised and monitored (regular, casual, SRAs, job orders)	Exercises overall supervision of administrative and research project staff							
		No. of administrative meetings conducted	Presides over administrative and reseach project meetings							

		No. of documents (administrative/financial, projects', and incoming) effectively acted									
		No. of IGP/STF projects supervised									
		No. of reports reviewed and submitted (e.g. IGP and annual reports)									
		No. of SPMS documents evaluated and signed									
		No. of documents filed									
		No. of trips monitored									
		No. of Eco-FARMI vehicle and farm equipment maintainance monitored									
	Total Over-all Rating									67.01	
	Average Rating									4.78	
	Adjectival Rating										

Received by:

DILBERTO O. FERRAREN
Planning Office
Date: FEB 0 9 2022

Calibrated by:

DANIEL LESLIE S. TAN
Chairman, PMT
FEB 0 8 2022

Recommending Approval

MARIA JULIET C. CENIZA
Vice President, REI
Date: 1 FEB 0 4 2022

Approved by:

EDGARDO E. TULIN
University President
Date: FEB 0 9 2022