



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 July- Dec 2021.

BAYRON S. BARREDO

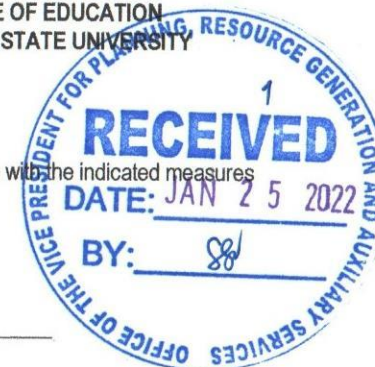
Dean, CoEd

Date: 1-18-22

BEATRIZ S. BELONIAS

VP for Academic Affairs

Date: 1/19/22



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

Personnel	Number (1)	Min. FTE (2)	Total FTE (1x2)		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	0.0	3.0	10	2	
Regular Faculty (ILS)*	26	0	0.0	0.0	0	0	
Part time Faculty	27	0	0.0	0.0	0	0	
Admin Staff members	5	0	0.0				
TOTAL		0	0	3.0	10	2	

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) *		6	5		4	4	4	4	Bellen, Sapan, Cayetano, Mazo, & Lambert	

	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)			2	3		5	5	5	5	Aure, Andrade,& Mamolo	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 AACUP	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	36.32		5	5	5	5	DTE- 21.50, IHK- 13.47, & IHS -1.35	2%
PI 5: Percentage increase in number of graduate students enrolled *					Dept. Head & Faculty	2%	13		2	2	2	2	88 students 1st sem S.Y 2020-2021 79 students 2nd sem S.Y 2020-2021	2%
PI 6: Percentage increase in number of students who graduated within prescribed period *						1%	13		2	2	2	2	88 students 1st sem S.Y 2020-2021 79 students 2nd sem S.Y 2020-2021	2%
PI 7: Number of graduate students awarded with honors/distinction *														2%
PI 8: Number of graduate students advised *					Dept. Head & Faculty	50	68		5	5	5	5	M.Ed Students enrolled 2nd sem and 1st Sem S.Y. 2021-2022	2%
PI 9: Number of instructional materials developed *														
On-line ready courseware					Dept. Head & Faculty	6	6		5	5	5	5	Dr. Aure, Dr. Barredo, Dr. Bellen, Ms. Tabudlong, Ms. Gatchalian, & Dr. Villocino,	
Flexible instructional materials					Dept. Head & Faculty	6	15		5	5	5	5	Dr. Aure, Dr. Barredo, Dr. Bellen, Ms. Tabudlong, Ms. Gatchalian, & Dr. Villocino,	
Assessment tools					Dept. Head & Faculty	6	15		5	5	5	5	Dr. Aure, Dr. Barredo, Dr. Bellen, Ms. Tabudlong, Ms. Gatchalian, & Dr. Villocino,	

	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	6	6		5	5	5	5	Dr. Aure, Dr. Barredo, Dr. Bellen, Ms. Tabudlong, Ms. Gatchalian, & Dr. Villocino,	
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- 100% BSEd- 87.50%		5	5	5	5	BEEd- 4/4= 100%, BSEd- 21/24= 87.50%	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	50%	60.00%		5	5	5	5	18/30 students who are employed	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	100%	100%		5	5	5	5	BEEd, BSEd, BCAEd, BECEd, & BPEd	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	70%	100%		5	5	5	5	BEEd & BSEd, the 3 new programs just started last 2018.	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	500	837.08		5	5	5	5	DTE- 249.75, IHK-555.43, & VIHS-31.90	20%
	PI 8: Number of students advised: *	Dept. Head & Faculty									
	On thesis/ field practice/special problem		50	37		3.0	3.0	3.0	3		1%
	No. of approved manuscript submitted within prescribed period										1%
	On consultation	Dept. Head & Faculty	700	1780		5	5	5	5	Total number of students enrolled including the Junior and senior high school	0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty									
	Student organizations advised		12	17		5	5	5	5	Please see accomplishment report of the 3 departments	1.25%
	Student organizations assisted on student related activities		10	16		5	5	5	5		1.25%

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	PI 4. Number of research outputs presented in regional/national/int'l fora/conferences *	Dept. Head & Faculty	6	2		3.0	3.0	3.0	3		
	<i>In int'l fora/conferences</i>			3							1.50%
	<i>In nat'l/regional fora/conferences</i>			5							0.50%
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	4	50% (2)		4.0	3.0	3.0	3	Dr. Aure and Ms. Andrade on going research and Dr. Mamolo' research	0.5%
	PI 6. Additional outputs*	Dept. Head & Faculty									
	No. of research-related awards (research conducted by faculty or student w/ faculty)			4		5.0	5.0	5.0	5	Mabalhin, Limbo, Sugano and Mamolo	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	8		5.0	5.0	5.0	5	DepEd Oromoc City Division, DepEd Baybay City Division, & Brgy. Gabas, Pangasugan, Guadalupe, Marcos, San Agustin, & Bunga	2.0%
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	300	3, 146		5.0	5.0	5.0	5	DTE - 56 & IHK 3,090	2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	3	2		4.0	4.0	4.0	4	"I Ca Do It" & "Langoy sa Kaluwasan"	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%	93.5%		5.0	5.0	5.0	5		1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty									1%
	<i>Research Mentoring</i>										
	<i>Peer reviewers/Panelists</i>		2	5		5.0	5.0	5.0	5	Please see attached accomplishment report of the 3 departments	
	<i>Resource Persons</i>		3	5		5.0	5.0	5.0	5	Please see attached accomplishment report of the 3 departments	

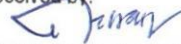
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MFO 5	Support to Operations												
	OVPI MFO 1. Faculty Development Services												
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty	10	11		5.0	5.0	5.0	5	Catre, Lambert, Rivera, Gomzaga, Siarez, Sapan, Mazo, cayetano, Bellen, Vega, & 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	21	20		5.0	5.0	5.0	5	Please see attached accomplishment report of the 3 departments	0.125%		
	OVPI MFO 3. Faculty Evaluation Services												
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty		4		5.0	5.0	5.0	5	Please see attached OPCR of IHK	0.25%		
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty									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		95.37%		5.0	5.0	5.0	5	DTE and IHK Faculty Members	0.75%		
	PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty	3	8		5.0	5.0	5.0	5	Please see attached OPCR of IHK and DTE	0.25%		
	PI 7: Additional outputs *	Dept. Head & Faculty											
	Number of faculty/staff awards/honors received related to operations support			1		5.0	5.0	5.0	5	Romula E. Morales - Messenger "Utility" Award	0.25%		
	OVPI MFO 4. Program and Institutional Accreditation Services												
	PI 1: Number of degree programs which passed accreditation/evaluation at least Level 1		3	3		4.0	4.0	4.0	4	BEEEd, BSEd, and M.Ed			
	PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards												
	PI 3: Degree program compliant with CHED		5	4		3.0	3.0	3.0	3	BEEEd, BSEd, BCAEd, & BECED			

	PI 4 : Number of activities organized/attended/ assisted/participated/facilitated											
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	0%	0%		5.0	5.0	5.0	5		2%
	PI 3. Number of coaching sessions among faculty & staff**		Dept. Head	6	4		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	6	6		5.0	5.0	5.0	5		

	PI 5. Number of monthly/special faculty & staff meetings conducted**			7	20		5.0	5.0	5.0	5		
	PI 3: Additional Outputs		Dept. Head									
			Dept. Head & all faculty & staff		4		5.0	5.0	5.0	5	VSUIHS Grading System, Learning Continuity Plan, Screening and Evaluation for Grade 7, Revised Varsity Sports Program	
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *				4		5.0	5.0	5.0	5	VSUIHS Psychosocial Support Service Program "Storya Ta, Dasig Lang", The Biggest Loser 2.0 Activity, PADYAK Fun Ride, LETRA	2%
Total Over-all Rating							241.00					
Average Rating					66.19%		4.55					
Adjectival Rating												


Received by:


DILBERTO O. FERRAREN

Planning Office

Date: 25 Jan 2022

Calibrated by:


DANIEL LESLIE S. TAN

Chairman, PMT

Date: 1/19/22


Recommending Approval:


BEATRIZ S. BELONIAS

Vice Pres. for Instruction

Date: 1/19/22

Approved:


EDGARDO E. TULIN

President

Date: 1/24/22

* 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