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 2022.
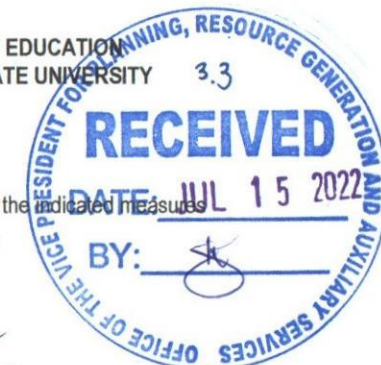
BAYRON S. BARREDO
Dean, CoEd
Date: 7/15/22

BEATRIZ S. BELONIAS
VP for Academic Affairs
Date: 07/15/22

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):   Total FTE (1x2,   RDE Commitments***

Personnel	Number (1)	Min. FTE (2)		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	2	2
Regular Faculty (TLS)**	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	2	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 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 % 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									10%
			a.	pursuing advanced research degree program (Ph.D) *		6	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)			2	6		5	5	5	5	Aure, Manaig, Barredo, Sugano, Limbo, 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 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		2%			3	3	3	3	68 students 1st sem S.Y 2021-2022 67 students 2nd sem S.Y 2021-2022	2%
		PI 6: Percentage increase in number of students who graduated within prescribed period *					1%			3	3	3	3	68 students 1st sem S.Y 2021-2022 67 students 2nd sem S.Y 2021-2022	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 1st sem and 2nd 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, Dr. Limbo	
		Flexible instructional materials			Dept. Head & Faculty		6	15		5	5	5	5	Dr. Aure, Dr. Barredo, Dr. Bellen, Ms. Tabudlong, Ms. Gatchalian, & Dr. Villocino, Dr. Limbo	
		Assessment tools			Dept. Head & Faculty		6	15		5	5	5	5	Dr. Aure, Dr. Barredo, Dr. Bellen, Ms. Tabudlong, Ms. Gatchalian, & Dr. Villocino, Dr. Limbo	

		Performance Indicator	Responsible	Target	Accomplishment		Q1	Q2	Q3	Q4	Remarks	Weight
		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, Dr. Limbo	
	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- N/A BSEd- 93.33%		5	5	5	5	BEEd- No Takers BSEd- 14/15= 93.33%	7.5%
		PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	50%	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	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 (Math & Science), the 3 new programs just started last 2018.	2.5%
		PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	500	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	310		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	700	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		12	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	76	124		5.0	5.0	5.0	5	DTE-43, IHK-29, VIHS-52	
		Flexible instructional materials	Dept. Head & Faculty	95	674		5.0	5.0	5.0	5	DTE-198, IHK-150, VIHS-326	
		Assessment tools	Dept. Head & Faculty	95	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	80	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	3	2		4.0	4.0	4.0	4	DTE-0, IHK-1, VIHS-1	2%
		PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty									
		In refereed int'l journals		5	2		3.0	3.0	3.0	3	DTE-0, IHK-0, VIHS-2	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	6	4						
		In int'l fora/conferences					2		4.0	4.0	4.0	4	DTE-0, IHK-0, VIHS-2	1.50%
		In nat'l/regional fora/conferences					2		4.0	4.0	4.0	4	DTE-0, IHK-0, VIHS-2	0.50%
		PI 5. Percent of research proposals approved *			Dept. Head & Faculty	4	50% (2)		4.0	3.0	3.0	3	Aure, Limbo, Manaig, Barredo	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%
		PI 2. Number of trainees weighted by the length of training *			Dept. Head & Faculty	300	316		5.0	5.0	5.0	5	I Can Do It- 17 & Langgoy-299	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%	100.0%		5.0	5.0	5.0	5		1%
		PI 5. Number of technical/expert services *			Dept. Head & Faculty									1%
		Research Mentoring											
		Peer reviewers/Panelists				2	4		5.0	5.0	5.0	5	DTE-3, IHK-0, VIHS-4	
		Resource Persons				3	9		5.0	5.0	5.0	5	DTE-0, IHK-2, VIHS-7	

		Convenor/Organizer				19		5.0	5.0	5.0	5	DTE-0, IHK-12, VIHS-7	
		Consultancy											
		Evaluator				10		5.0	5.0	5.0	5	DTE-0, IHK-8, VIHS-2	
		PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	3	2		3.0	3.0	3.0	3	"I Ca Do It" & "Langoy sa Kaluwasan"	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	10	11		5.0	5.0	5.0	5	Catre, Lambert, Rivera, Siarez, Sapan, Mazo, Cayetano, Bellen, Gatchalian, 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	28		5.0	5.0	5.0	5	DTE-10, IHK-8, VIHS-10	0.125%
		OVPI MFO 3. Faculty Evaluation Services										
		PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty		2		5.0	5.0	5.0	5	DTE-0, IHK-2,VIHS-0	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		0.75%

		PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty	3	5		5.0	5.0	5.0	5	IHK-4 and DTE-1	0.25%
		PI 7 : Additional outputs *	Dept. Head & Faculty									
		Number of faculty/staff awards/honors received related to operations support										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		5.0	5.0	5.0	5	BEEd, 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		4.0	4.0	4.0	4	BEEd, 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		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	6	6		5.0	5.0	5.0	5		
		PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	7	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	VSUIHS Implementation Plan for the Opening of Limited F2F, Expansion, and Transitioning to New Normal and DTE Online Pinning Ceremony for Pratice Teachers	
		Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *			1		5.0	5.0	5.0	5	Implementation of Senior High School Voucher Progam (Benchmarked by SLSU Laboratory High School)	2%

	Percentage of NCs received and acted				0		0.0	5.0	5.0	5	
	Percentage of CARs received and acted				0		0.0	5.0	5.0	5	
Total Over-all Rating								252.00			
Average Rating					159.64%			4.67			
Adjectival Rating											

Received by: _[signature]_

TONI MARC L. DARGANTES
Planning Office
Date: 7/15/2022

Calibrated by: _[signature]_

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

Approved: _[signature]_

EDGARDO E. TULIN
OIC President
Date: 7/26/22

* 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