VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **SHALOM GRACE C. SUGANO**, Head of the **VSU Integrated High School**, commits to deliver and agree to be rated on the attainment of the following accomplishsments in accordance with the indicated measures for the period **January to June 2023**.

RECEIVED 14 JUL 2023

SHALOM GRACE C. SUGANO
Principal
Date: 7/28/2023

BAYRON S. BARREDO
College Dean
Date: 8-01-23

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	4.0	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	1	0
Part time Faculty	7	Actual	0.0	0.0	0	0
Admin Staff Members	5	0	0.0			
				1.0	1	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	Rating Quality	Rating Efficiency	Rating Timeliness	Rating 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								

						0												

	b.	actively pursuing in the last three (3) y... (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	657.45		5	5	5	5	College, Junior, Senior High School	20%
	PI 8: Number of students advised: *			0	520.00		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			200	1780		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			5	10		5.0	5.0	5.0	5	VSU Anniersary, Career Guidance Day, Research Congress, ParentsTeachers Consultation, 3rd Quarter Honors Programme, Arts Month, PE Culmination, 4th Quarter Honors Programme, Promotional Exercises, Graduation Exercises	1.25%
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty		40	25		5.0	5.0	5.0	5		10%
	On-line ready courseware	Dept. Head & Faculty		25	121		5.0	5.0	5.0	5		
	Flexible instructional materials	Dept. Head & Faculty		40	398		5.0	5.0	5.0	5		
	Assessment tools	Dept. Head & Faculty		250	678		5.0	5.0	5.0	5		

	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	20				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	0	4			5.0	5.0	5.0	5	Benchmarking and Capacity Needs Assessment Towards Developing VSU into a National Green University, Motivation and Study Habits of Learners in the New Normal, Effects of Digital Interactive Math Comics "DIMAC" to the Achievement, Motivation, Self-efficacy, and Anxiety of Senior High School Students in General Mathematics, Exploring the Lived Experiences of Teachers in the Implementation of Flexible Learning.	2%
	PI 2. Number of research outputs completed within the year *		Dept. Head & Faculty	0	0			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	3	1			5.0	5.0	5.0	5		
	In refereed int'l journals			3	1			5.0	5.0	5.0	5	Filipinos' Framed Faces: Comparative Study of the Filipino Stereotypes as Perceived by the Cebuano and Waray Students of an Agricultural State University in Baybay City, Leyte, Philippines	1.50%
	In refereed nat'l/regional journals												0.50%

PI 4. Number of research outputs presented in regional/n...al/ int'l fora/conferences *		Dept. Head & Faculty	5			5.0	5.0	5.0	5		
In int'l fora/conferences			3	1		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	1	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			2	19						Grade 12 and 10 Research Students,	
	Peer reviewers/Panelists			1	4						Contemporary, International Journal of Educational Research Open	
	Resource Persons			3	10						VSU Faculty Onboarding, Preparation on OBE-aligned Course Syllabus, Construction of TOS and Delivery of Instruction of Instruction/ Assessment/ TPES (Villaba), 2-Day Seminar-Workshop on Syllabi and TOS Preparation (Isabel), Training-Workshop on Updating the OBE-Course Syllabus and Table of Specifications (Alangalang), Preparation and Evaluation of the Outcomes-based Education Syllabus and Making the Table of Specifications (Tolosa), OBE Syllabus Making Writeshop (DoPAC), Outcomes-Based Education (OBE) Course Syllabus (DBiotechnology), Orientation and Re-orientation-Workshop on the Development of Table of Specifications (DFS), Virtual Orientation and Re-orientation-Workshop on the Development of Table of Specifications (TOS) and Test-Item Analysis,	

	Convenor/Organizer			1	6							Training-Workshop on the Crafting of VSUIHS Handbook, Mandatory Orientation, VSUNOSTE 2023(National Organization of Science Teachers Educators), Faculty Onboarding, Virtual Orientation and Re-orientation-Workshop on the Development of Table of Specifications (TOS) and Test-Item Analysis,Turnitin Feedback Studio Instructor's Workflow Training,	
	Consultancy			0	0								
	Evaluator			0	22							Research Panel Evaluators	
	PI 8. Percent of extension proposals approved *		Dept. Head & Faculty	0	0		5.0	5.0	5.0	5			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 6	General Admin. & Support Services (GA												
	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	3		5.0	5.0	5.0	5	Draft of VSUIHS Handbook, ISO Re-certification Audit , AACCUP Accreditation	
	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	Conduct of Annual Research Congress as benchamarked by DepEd National High School		2%
Total Over-all Rating								171.000					
Average Rating						102.91%		4.750					
Adjectival Rating								Outstanding					

Received by:

TONI MARC L. DARGANTES
Planning Office
Date: JUL 1 4 2023

Calibrated by:

DANIEL LESLIE S. TAN
Chairman, PMT
Date: JUL 1 4 2023

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