



VISAYAS
STATE UNIVERSITY



VSU INTEGRATED HIGH SCHOOL
COLLEGE OF EDUCATION
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 accomplishments in accordance with the indicated measures for the period January - June 2020.

SHALOM GRACE C. SUGANO

Principal

Date: 09/23/2020

ALETA VILLOCIÑO

College Dean

Date: _____



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	1	2.5	2.5	0.0	0	0
Regular Faculty (VSL)	1	12	12.0	1.0	1	1
Regular Faculty (ILS)	15	18	270.0	0.0	0	0
Part time Faculty	0	Actual	0.0	0.0	0	0
Admin Staff members	4	0	0.0	1.0	1	1
TOTA						

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	Department 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	0							4%
		a. pursuing advanced research degree program (Ph.D) *			0							

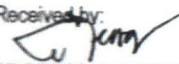
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	PI 3: Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		0									2.5%
	PI 4: Percentage of undergraduate programs with accreditations *		0									2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *		0									20%
	PI 8: Number of students advised: *		0									
	<i>On thesis/ field practice/special problem</i>											1%
	<i>No. of approved manuscript submitted within prescribed period</i>											1%
	<i>On consultation</i>											0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty	6	18		5.0	5.0	5.0	5	IHS student-related activities		
	<i>Student organizations advised</i>		3	14								1.25%
	<i>Student organizations assisted on student related activities</i>		3	4								1.25%
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty	17	261		5.0	5.0	5.0	5	Google Classrooms and Moodle		10%
	<i>On-line ready courseware</i>	Dept. Head & Faculty	10	30		5.0	5.0	5.0	5			
	<i>Flexible instructional materials</i>	Dept. Head & Faculty	5	105		5.0	5.0	5.0	5			
	<i>Assessment tools</i>	Dept. Head & Faculty	2	126		5.0	5.0	5.0	5			
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	10	29		5.0	5.0	5.0	5			
	PI 11: Additional Outputs	Dept. Head & Faculty	0	0		3.0	3.0	3.0	3			
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	0		3.0	3.0	3.0	3			2%
	PI 2: Number of research outputs completed within the year *	Dept. Head & Faculty	0	0		3.0	3.0	3.0	3			2%

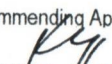
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty	1	3		5.0	5.0	5.0	5	1. Sugano, S.G. - International Journal of Instruction, "A Meta-analysis on the Effects of Teaching Methods on Academic Performance in Chemistry". 2. Mamolo, L. & Sugano, S.G. - Cogent Education, "Self-perceived and actual competencies of senior high school students in General Mathematics. 3. Mamolo, L. - InPrime: Indonesian Journal of Pure and Applied Mathematics, "Alternative formula for the series of consecutive m-squares under alternating signs".	
	In refereed int'l journals		1	3							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	1	1		5.0	5.0	5.0	5	Mamolo, L. - DOST 7th Scholars Conference Laoag City, Ilocos Norte	
	In int'l fora/conferences										1.50%
	In nat'l/regional fora/conferences		1	1		5.0	5.0	5.0	5		0.50%
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	1	1		5.0	5.0	5.0	5	Mamolo, L. - Effects of DMAC to the motivation, self-efficacy and anxiety of Grade 11 students (No Budget Appropriation)	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	2	1		4.0	4.0	4.0	4	Department of Education	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%	0		3.0	3.0	3.0	3		1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty	4	6		5.0	5.0	5.0	5		1%
	Research Mentoring		2	2		5.0	5.0	5.0	5	1. Desades, C. - Grade 9 students Research 2. Sugano, S.G. - Grade 12 students Practical Research	
	Peer reviewers/Panelists		0	1		5.0	5.0	5.0	5	1. Mamolo, L. - Anatolian Journal of Education	
	Resource Persons		2	2		5.0	5.0	5.0	5	1. Abunda, N. - TPACK Framework 2. Mamolo, L. - Paper Presenter	
	Convenor/Organizer		0								
	Consultancy		0								
	Evaluator		0	2		5.0	5.0	5.0	5	1. Sugano, S.G. - VSU Research and Development Commodity Team 2. Mamolo, L. - VSU Research and Development Commodity Team	
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	0	0		3.0	3.0	3.0	3		0.5%
	PI 11. Additional outputs *	Dept. Head & Faculty	0	0		3.0	3.0	3.0	3		
	No. of extension-related awards (extrn. 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	5	5		5.0	5.0	5.0	5	Rivera, G., Lambert, M.C., Siarez, M., Gonzaga, E., Catre, S.	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	3	11		5.0	5.0	5.0	5	5 Substitute Instructors, 6 Part-time Instructors	0.125%
	OVPI MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty	0	0		3.0	3.0	3.0	3		0.25%
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty	1	0		3.0	3.0	3.0	3		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		3.0	3.0	3.0	3		0.75%

	PI6 : Number of in-house seminars/trainings/workshops/reviews conducted *		Dept. Head & Faculty	0			3.0	3.0	3.0	3		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 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%	100		5.0	5.0	5.0	5	Zero non-conformity (No NC)	2.50%
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%								2%
	PI 3. Number of coaching sessions among faculty & staff**		Dept. Head	2	5		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	3		5.0	5.0	5.0	5		
	PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	5	10		5.0	5.0	5.0	5	Monthly faculty meetings, emergency meetings	
	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 *			0	0							2%
Total Over-all Rating												
Average Rating												
Adjectival Rating												
							155.000					
							37.33%			4.306		

Received by:

DILBERTO O. FERRAREN
 Planning Office
 Date:

Calibrated by:

REMBERTO A. PATINDOL
 Chairman, PMT
 Date:

Recommending Approval:

BEATRIZ S. BELONIAS
 Vice Pres. for Instruction
 Date:

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