

Visayas State University
 College of Education
VISAYAS STATE UNIVERSITY INTEGRATED HIGH SCHOOL
OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, SHALOM GRACE C. SUGANO, principal of VSUIHS, 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, 2019 to DECEMBER, 2019.


SHALOM GRACE C. SUGANO
 Principal, VSUIHS


ALELI A. VILLOCINO
 Dean, CoEd

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

Personnel	Number	FTE/1stSem	FTE/Summer
Principal	1	29.7	
Faculty w/ Univ. Designated Position	0	0.0	
Regular Faculty (Vac. & Sick Leaves)	0	0.0	
Regular Faculty (Teacher's Leave)	9	667.6	
Part time Faculty Members	5	253.9	
Admin Staff Members	4	0.0	

Rating Equivalents:
 5 - Outstanding
 4 - Very Satisfactory
 3 - Satisfactory
 2 - Fair

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
MFO 1	Advanced Education Services 20%									
	1. Graduate Degree Program Management Services									
	0 = 3 1 = 4.8 ≥2 = 5.0	PI 1: Number of graduate degree specializations offered and monitored		NA						
	1.5 - 2.0 = 4.8 > 2 = 5.0	PI 2: Total FTE monitored		NA						
	0-25% = 3.0 26 - 90% = 4.5 >90% = 5.0	PI 3: Percentage of students who graduated within the prescribed period		NA						

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2. Graduate Student Management Services										
0-25% = 3.0 26-50% = 4.5 >50% = 5.0 0-25% = 3.0 26-50% = 4.5 >50% = 5.0	P1 1: Percentage of graduate students awarded with honors/distinction	NA								
	P1 2: Percentage of graduate students advised who rated the adviser/GAC member at least very satisfactory	NA								
	P1 3: Percentage of graduate school faculty engaged in research work applied in any of the ff:			0						
	a. Pursuing advanced research degree program			0						
	b. Actively pursuing in the last three years (investigative research, basic and applied scientific research, policy research, social science research)			0						
0-25% = 3.0 50% = 4.5 >50% = 5.0	c. Producing technologies for commercialization or livelihood improvement			0						
	d. Whose research work resulted in an extension program			0.00						
MFO 2 Higher Education Services										
1. Curriculum Program Management Services										
<15 = 4.0 15 - 17.99 = 4.5 18 & above = 5.0 0 = 3% 1-25% = 4 26-100% = 5.0	P1 1: Total FTE monitored (Higher Ed and Basic Ed)	15	921.49	5	5	5	5.00			
	P1 2: Percentage of undergraduate curricular program compliant to CMO, approved and offered	NA								
	P1 3: Average percentage passing in licensure exam	NA								
	P1 4: Percentage of first time licensure exam takers who passed the licensure exam	NA								

0 graduate = 3.0 100% or more = 5.0	P1 5: Number of graduates who graduated within prescribed period		NA						
	P1 6: Percentage increase in the number of undergraduate students who graduated within prescribed period		NA						
	P1 7: Percentage of graduates (two years prior) who are employed and/or pursuing graduate studies		NA						
	0 linkage - 3.0 1 - 2 linkage = 4.5 > 2 = 5.0	P1 8: Number of academe/industry linkages established		NA					
100% = 5.0	P1 9: Number of thesis/special problem students:			2	4	4	4	4.00	
	a. Thesis outline/manuscript/Case Studies/Special Problems/OJT Narrative Reports/Engineering Projects/Portfolios advised			0					
	b. Thesis outline/manuscript/Case Studies/Special Problems/OJT Narrative Reports/Engineering Projects/Portfolios approved			0					
0 organization = 3.0 1 organization = 4.0 2 or more = 5.0	P1 10: Number of student organizations advised/ assisted			13	5	4	5	4.67	Acquaintance Party, Math & Science Fair (Local), Division Science Fair 2019, Math & Science Culmination Month 2019, First Quarter Honor's Program, Parents' – Teachers' Consultation, Intramurals, Division Athletic Meet, Cluster Athletic Meet, City Athletic Meet, English Culmination, Christmas Party, Regional Science

	0 IEC = 3.0 1 IEC = 4.0 2 or more = 5.0	P1 11: Number of instructional materials developed/revised a. OBE-compliant syllabi b. Teaching guides/Student guides/Laboratory Manuals c. Complete sets of teacher-developed audio visual materials (powerpoints, videos, computer games, etc) d. On-line interactive learning resources per subject P1 12. Number of instruction-related awards			31	5	4	4	4.33	
					19					
					4					
					20					
					0					
					0					
MFO 3	Research Services									
	0 output = 3.0 1 - 2 output = 4.0 3 - 5 output = 4.5 > 5 output = 5.0	P1 1. Number of published papers in peer-reviewed journals <i>In refereed int'l journals</i> <i>In refereed nat'l journals</i> <i>In institutional journals</i> P1 2. Number of patents/Utility Models/copyrights filed and registered P1 3. Number of research papers (oral presentation, posters, keynote speaker, plenary speaker) presented in regional/national/ int'l scientific/professional fora and conferences <i>In int'l fora/conferences</i> <i>In nat'l fora/conferences</i> <i>In reg'l fora/conferences</i> <i>In institutional fora/conferences</i> P1 4. Number of research studies conducted			3	5	5	5	5	
					3					
					0					
					0					
					0	3	3	3	3	
					3	5	5	5	5	
					2.00					
					1					
					0	3	3	3	3	

0 non/proi = 3.0

	1 - 2 prop/proj = 4.5 3 or more prop/proj = 5.0	P1 5. Number of research proposals submitted				0	3	3	3	3	
		P1 6. Number of research proposals approved				0	3	3	3	3	
	None = 3.0 100K - 1M = 4.0 1.1M - 5M = 4.5 >5M = 5.0	P1 7. Amount of research money generated from external funding (Thousand PHP)				None					
	None = 3.0 50K = 4.5 >50K = 5.0	P1 8. Amount of research money generated from institutional funding (Thousand PHP)				None					
	0 awards = 3.0 1 award = 4.5 2 or more = 5.0	P1 9. Number of research outputs in the last three years utilized by the industry or other beneficiaries				0	3	3	3	3.00	
		P1 10. Number of research projects/studies completed within the year				0	3	3	3	3.00	
		P1 11. Number of research-related awards (research conducted by faculty or student w/ faculty)				0	3	3	3	3.00	
		MFO 4 Extension Services									
	0 pds = 3.0 100 - 500 pds = 4.5 >500 pds = 5.0	P1 1. Number of trainees weighted by the length of training				100	5	5	5	5.00	
	0 training = 3.0 1 training = 4.0 2 or more = 5.0	P1 2. Number of trainings conducted				2	5	5	5	5.00	
	0 IEC = 3.0 1 IEC = 4.0 2 or more = 5.0	P1 3. Number of IEC materials/techno-guides developed/used				0	3	3	3	3.00	
	0 group/ind = 3.0 1 grp/ind = 4.0 > 2 or more = 5.0	P1 4. Number of beneficiaries served				1	5	5	5	5.00	
		Groups (DepEd)				1					
		Individuals (4s)									

	0 services = 3.0 1 - 10 services = 4.0 10 - 20 services = 4.5 >20 services = 5.0	P1 5. Number of technical/expert services provided/rendered <i>Research Mentoring</i> <i>Peer reviewers/Panelists</i> <i>Resource Persons</i> <i>Convenor/Organizer</i> <i>Consultancy</i> <i>Evaluator</i>				8	5	5	5	5	5.00	
	0 proposal = 3.0 1 - 2 proposals = 4.5 3 or more prop = 5.0	P1 6. Number of extension projects conducted P1 7. Number of extension proposals submitted P1 8. Number of extension proposals approved				0	3	3	3	3	3.00	
	None = 3.0 100K - 1M = 4.0 1.1M - 5M = 4.5 >5M = 5.0	P1 9. Amount of extension money generated from external funding (Thousand PHP)				0	3	3	3	3	3.00	
	None = 3.0 50K = 4.5 >50K = 5.0	P1 10. Amount of extension money generated from institutional funding (Thousand PHP)				30,000	5	5	5	5	5.00	
	0 awards = 3.0 1 award = 4.5 2 or more = 5.0	P1 11. Percentage of beneficiaries who rated the training course and advisory services as satisfactory or higher in terms of quality and relevance P1 12. No. of extension-related awards (extrn. conducted by faculty or student & faculty)				95%	5	5	5	5	5.00	
MFO 5	Support to Operations (STO)					0	3	3	3	3	3.00	
	1. Faculty Development Services											
	0 faculty = 4 1 - 2 faculty = 4.5 >3 faculty = 5.0	P1 1: Number of faculty pursuing advanced degree programs				5	5	5	4	4	4.00	

2. Faculty Recruitment/Hiring Services									
0 faculty = 4 1 - 2 faculty = 4.5 >3 faculty = 5.0	PI 2: Number of faculty recruited/hired aligned with university RSP policy and competency-based HRM								
					9	5	5	5	5.00

3. Faculty Evaluation Services										
0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	PI 3: Number of seminars/trainings/conventions/workshops organized/coordinated for the entire university				0	3	3	3	3.00	
	PI 4: Number of seminars/trainings/conventions/workshops organized/coordinated outside the university				0	3	3	3	3.00	
	90 - 100% = 5.0 60 - 89% = 4.5 <60% = 4.0	PI 5: Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated			90	4	5	5	4.67	
	0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	PI 6: Number of college/departement-level seminars/trainings/workshops/reviews conducted/ attended/ facilitated			1	5	4	5	4.67	
4. Program and Institutional Accreditation Services										
100% programs = 5.0 <100% programs = 4.5	PI 1: Number of degree programs which passed accreditation/evaluation at least Level 1				NA					
100% compliant = 5.0 <100% compliant = 4.5	PI 2: Degree program compliant with CHED requirements				NA					
MFO 6 General Admin. & Support Services (GASS)										


		<u>PI 1.</u> Zero complaint from clients (complaints dropped in suggestion boxes, complaints on change of grades and other complaints)				0	5	5	5	5.00		
	0 complaint = 5.0 1 or more = 4.5	<u>PI 2.</u> Number of complaints addressed within the prescribed time				0	3	3	3	3.00		
		<u>PI 3.</u> Additional Outputs										
		No initiative = 3.0 1 initiative = 4.5 2 or more initiatives = 5.0	Best practices/new initiatives/innovations				1	5	5	5	5.00	
		Values Restoration Program				1						
Total Over-all Rating											137.33	
Average Rating											4.04	
Adjectival Rating											Very Satisfactory	

Received by:


Calibrated by:


Recommending Approval:

Approved:


DILBERTO O. FERRAREN
Planning Office
Date: _____


REMBERTO A. PATINDOL
Chairman, PMT
Date: _____


BEATRIZ S. BELONIAS
Vice Pres. for Instruction
Date: _____


EDGARDO E. TULIN
President
Date: _____

- Legend:
- Q¹ - Quality
 - E² - Efficiency
 - T² - Timeliness
 - A⁴ - Average

- Rating Scale:
- 4.6 - 5.0 Outstanding
 - 3.8 - 4.5 Very Satisfactory
 - 3.0 - 3.7 Satisfactory
 - 2.2 - 2.9 Unsatisfactory
 - 2.1 - & below Poor