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 accomplishment in accordance with the[1] indicated measures for the period **July to December 2021**.

SHALOM GRACE C. SUGANO
Principal
Date: 7/12/2021

BAYRON S. BARREDO
College Dean
Date: 1/6/2022

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

Personnel	Number (1)	Min. FTE (2)	Total FTE (1x2)	Research	Publication	Extension
Department Head	2	4	8.0	0.0	0	0
Faculty w/ Univ. Designated Position	3	2.5	7.5	0.0	0	0
Regular Faculty (VSL)*	4	12	48.0	1.0	4	0
Regular Faculty (TLS)**	10	18	180.0	0.0	2	0
Part time Faculty	1	Actual	0.0	0.0	2	0
Admin Staff Members	6	0	0.0			
TOTAL				1.0	8	0

RDE Commitments***

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								

		b.	actively pursuing in the last three (3) years (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	1.35		5	5	5	5	Biol 292 - Dr. Desades	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	6		5	5	5	5	Biol 292 - Dr. Desades	
On-line ready courseware							1						
Flexible instructional materials							1						
Assessment tools							3						
PI 10: Number of virtual classrooms created and operationalized							1						

MFO 2	BASIC EDUCATION SERVICES (50%)										
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *			0							7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *			0							2.5%
	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 *			300	31.90 – College; 506.58 Basic Education		5	5	5	5	20%
	PI 8: Number of students advised: *										
	On thesis/ field practice/special problem										1%
	No. of approved manuscript submitted within prescribed period										1%
	On consultation			100	604		5.0	5.0	5.0	5	0.5%
	PI 9: Number of student organizations advised/ assisted *		Dept. Head & Faculty	10	27		5.0	5.0	5.0	5	
	Student organizations advised			7	5		5.0	5.0	5.0	5	1.25%
	Student organizations assisted on student related activities			3	22		5.0	5.0	5.0	5	1.25%
	PI 10: Number of instructional materials developed *		Dept. Head & Faculty	17	637		5.0	5.0	5.0	5	10%
	On-line ready courseware		Dept. Head & Faculty	20	73		5.0	5.0	5.0	5	
	Flexible instructional materials		Dept. Head & Faculty	50	147		5.0	5.0	5.0	5	
	Assessment tools		Dept. Head & Faculty	200	417		5.0	5.0	5.0	5	

	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	10	62			5.0	5.0	5.0	5		
	PI 11: Additional Outputs		Dept. Head & Faculty	0									
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										2%
	PI 2. Number of research outputs completed within the year *		Dept. Head & Faculty										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			2	8			5.0	5.0	5.0	5	Development of Achievement Test in General Mathematics in Senior High School, Growth Performance and Carcass Quality of Broilers Fed with Aguinay (Rotbellia conchinchinensis) and Azolla (Azolla pinnata) Supplements, Balidasyon ng Gabay Saliksik sa Pagsulat ng Riserts sa Filipino, Mga Piling Talumpati ni Benigno Aquino III: Kontekstuwal na Pagsusuri, The Effects of Teaching Methodologies on Students' Attitude and Motivation: A Meta-Analysis, Analysis of Students' Aptitude and Academic Performance: Input to Curriculum Enhancement.	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	2	4			5.0	5.0	5.0	5		
	In int'l fora/conferences				4								1.50%
	In nat'l/regional fora/conferences												0.50%
	PI 5. Percent of research proposals approved *		Dept. Head & Faculty	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 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	1	5		5.0	5.0	5.0	5	Salvador Catre, Ma. Jesusa Lambert, Gerald Rivera, Edilberto Gonzaga, Midlred Siarez	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	10	12		5.0	5.0	5.0	5	Regular and 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								0.25%
	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%	90%		5.0	5.0	5.0	5		0.75%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty									0.25%
	PI 7 : Additional outputs *	Dept. Head & Faculty									
	Number of faculty/staff awards/honors received related to operations support		0	1		5.0	5.0	5.0	5	RomulO E. Morales - Messenger "Utility" Award	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%	90%		5.0	5.0	5.0	5		2.50%

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	2		5.0	5.0	5.0	5	Department of Education, PEAC	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	2	7		5.0	5.0	5.0	5		1%
	Research Mentoring										
	Peer reviewers/Panelists		1	4		5.0	5.0	5.0	5	VSERDAC, Balidasyon ng Gabay Saliksik sa Pagsulat ng Riserts sa Filipino, Mga Piling Talumpati ni Benigno Aquino III: Kontekstuwal na Pagsusuri	
	Resource Persons		1	3		5.0	5.0	5.0	5	Bataan DepEd Division, Bicol University, NAST Visayas Academic Forum	
	Convenor/Organizer										
	Consultancy		0								
	Evaluator										
			0								
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	0								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 (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	80%	90%		5.0	5.0	5.0	5		2%
	PI 3. Number of coaching sessions among faculty & staff**		Dept. Head	2	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	2	2		5.0	5.0	5.0	5	OPCR and IPCR Traget and Accomplishment Monitoring	
	PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	5	12		5.0	5.0	5.0	5		
	PI 3: Additional Outputs		Dept. Head & all faculty & staff	0	2		5.0	5.0	5.0	5	VSUIHS Grading System in Light of the Basic Education Learning Continuity Plan SY. 2020-2021; Approved Guidelines and Policies for the VSUIHS Admission Screening and Evaluation for Grade 7 Students in the New Normal	
	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	VSUIHS Psychosocial Support Service Program "Storya Ta, Dasig Lang"	2%
Total Over-all Rating								162.000				
Average Rating					54.74%			4.750				
Adjectival Rating								Outstanding				

Received by:

DILBERTO O. FERRAREN
Planning Office
Date: 25 JAN 2022

Calibrated by:

DANIEL LESLIE S. TAN
Chairman, PMT
Date: 1/18/22

Recommending Approval:

BEATRIZ S. BELONIAS
Vice Pres. for Academic Affairs
Date:

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