



OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, JOEL Q. MABALHIN, Head of the Department of Teacher Education, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July- December, 2021.

JOEL Q. MABALHIN

Department Head

Date: 12-09-2021

BAYRON S. BARREDO

College Dean

Date: 1-14-22



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

PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):			Total FTE (1x2,	RDE Commitments***		
Personnel	Number (1)	Min. FTE (2)		Research	Publication	Extension
Department Head	1	4	20.8	0.0	1	0
Faculty w/ Univ. Designated Position	3	2.5	73.8	1.0	1	0
Regular Faculty (VSL)	5	12	99.9	1.0	0	0
Regular Faculty (ILS)	10	18	148.0	2.0	1	0
Part time Faculty	12	Actual	0.0	0.0	0	0
Admin Staff members	1	0	0.0			
TOTAL					3	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 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*))

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[illegible]

	No. of approved manuscript submitted within prescribed period											1%
	On consultation				1728.00		4.0	4.0	4.0	4.0		0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty										
	Student organizations advised			5	9.00		5.0	4.0	5.0	4.6		1.25%
	Student organizations assisted on student related activities				27.00		4.0	4.0	4.0	4.0		1.25%
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty										10%
	On-line ready courseware	Dept. Head & Faculty		15	29.00		5.0	5.0	5.0	5.0		
	Flexible instructional materials	Dept. Head & Faculty		10	29.00		5.0	5.0	5.0	5.0		
	Assessment tools	Dept. Head & Faculty		10	245.00		4.0	4.0	4.0	4.0		
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty		10	25.00		5.0	5.0	5.0	5.0		
	PI 11: Additional Outputs	Dept. Head & Faculty		2	3.00		5.0	5.0	5.0	5.0	Book Authorship(Mabalhin)2-National & 1-International	
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		1								2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty		1								
	In refereed int'l journals				3.00		5.0	5.0	5.0	5.0	Barredo (IndoMath J.) Oclinaría (IJRSE), Mabalhin (IJRSE)	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								
	In int'l fora/conferences											1.50%
	In nat'l/regional fora/conferences				1.00							0.50%
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty		2								0.5%
	PI 6. Additional outputs*	Dept. Head & Faculty										
	No. of research-related awards (research conducted by faculty or student w/ faculty)				1.00						Mabalhin (Luminary Excellence in Education & Research Awards 2021)	1.50%

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	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *		Dept. Head & Faculty	1	1.00	5.0	5.0	5.0	5.0	Extension Proposal	0.25%
	PI7 : Additional outputs *		Dept. Head & Faculty								
	Number of faculty/staff awards/honors received related to operations support				1.00	5.0	5.0	5.0	5.0		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%						Zero non-conformity (No NC)	2.50%
MFO 6 General Admin. & Support Services (GASS)											
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*		Dept. Head	80%							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	3							
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head	2							
	PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	1	3.00	5.0	5.0	5.0	5.0		
	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 *			1							2%
Total Over-all Rating											
Average Rating											
Adjectival Rating											
						83.01%	4.59				
							Outstanding				

Received by:



DILBERTO O. FERRAREN

Planning Office

Date: 11/18/22

Calibrated by:



DANIEL LESLIE S. TAN

Chairman, PMT

Date: 11/18/22

Recommending Approval:



BEATRIZ S. BELONIAS

Vice Pres. for Academic Affairs

Date: 11/19/22

Approved:



EDGARDO E. TULIN

President

Date: 11/24/22

* 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