



5 - Outstanding 4 - Very Satisfactory 3 - Satisfactory 2 - Fair 1 - Poor

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

Note:

12-09-2021

BAYRON S. BARREDO

College Dean

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIV	ALENT (FTE):		Total FTE (1x2,	RDE	Commitments	***
Personnel	Number (1)	Min. FTE (2)		Research	Publication	Extension
Department Head Faculty W. Univ. Designated Position Regular Faculty (VSL)" Regular Faculty (ILS)" Part time Faculty Admin Start Members	1 3 6 10 12 1	4 2.5 12 18 Actual	20.8 73.8 99.9 148.0 0.0 0.0	0.0 1.0 1.0 2.0 0.0	1 1 0 1	0 0 0 0
TOTAL					3	0

** 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)

		-	-					Act	tual	Rating					
MFO No.	188		Success/Performance Indicator (PI)	Units/Persons Responsible		% Accomplishment	Details of Accom- plishments	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)	% weight		
MFO 1	ADVA	NCE	D EDUCATION SERVICES (20%)												
	OVPI	MF	0 1. Graduate Degree Program Management Services				0,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,								
	PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following:		Dept. Head & Faculty									49			
		a.	pursuing advanced research degree program (Ph.D) *		3	1.00		3	3	1	2.3	Bellen			
		b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)		2						2.0				
			producing technologies for commercialization or livelihood improvement												
		d.	whose research resulted in an extension program												

^{*} On vacation-sick-leave status. Ratio of Instruction and RDE commitments should determined based on FTE of 18 units

	OVPI MFO 2. Graduate Student Management Services								
	PI 1: Percentage of graduate students enrolled in research degree programs *	Dept. Head & Faculty							0%
	PI 2: Percentage of accredited graduate programs *	Dept. Head & Faculty							0%
	PI 3: Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty	4	1.00	5	5	4	4.6	2%
	PI 4: Total FTE coordinated, implemented & monitored*	Dept. Head & Faculty	4.0	21.50	5	5			2%
	PI 5: Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty	2%						2%
	PI 6: Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty	2%						2%
	PI 7: Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty	0						2%
	PI 8: Number of graduate students advised *	Dept. Head & Faculty	2	42.00	4	4	4	4	2%
	PI 9: Number of instructional materials developed *	Dept. Head & Faculty							
	On-line ready courseware		3	4.00	5	4	5	4.6	
	Flexible instructional materials		1	4.00	5	4	5	4.6	
	Assessment tools		11	20.00	4	4	4	4	
	PI 10: Number of virtual classrooms created and operationalized		3	4.00	5	5	5	5	
MFO 2	HIGHER EDUCATION SERVICES (50%)								
	Pl 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	60%						7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	50%						2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	70%						2.5%
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	80%						2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	352	249.75	5	5	5	5	20%
	PI 8: Number of students advised: *	Dept. Head & Faculty							
	On thesis/ field practice/special problem		15						1%

4	No. of approved manuscript submitted within prescribed period)				0						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		1
*************	Assessment tools		Dept. Head & Faculty	10	245.00		4.0		-	4.0		_
	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	10	25.00		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										Barredo (IndoMath J.) Oclinaria	
					3.00		5.0	5.0	5.0	5.0	(IJRSE), Mabalhin (IJRSE)	1.50%
	In refereed nat'l/regional journals								\vdash			0.50%
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *		Dept. Head & Faculty	2								0.0070
	In int'l fora/conferences											1.50%
(100 H) - (100 H)	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 & Reseach Awards 2021)	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							2.0%
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	100							2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	1							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	70%							1%
	PI 5. Number of technical/expert services *	Faculty								1%
	Research Mentoring			1	4.0	3.0	3.0	3.3	Mabalhin	
	Peer reviewers/Panelists			5.00	5.0	5.0	5.0	5.0	Oclinaria, Bellen, Mabalhin	
	Resource Persons		2.00	4.00	5.0	5.0	5.0	5.0	Bansale, Barredo	
	Convenor/Organizer									
	Consultancy									
	Evaluator			1.00	5.0	5.0	5.0	5.0	Penalosa	
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty								0.5%
	PI 11. Additional outputs *	Dept. Head & Faculty								
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *									1.5%
MFO 5										
	OVPI MFO 1. Faculty Development Services									
	PI1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	 Dept. Head & Faculty	2	3.00	5.0	5.0	4.0	4.6	Bellen, Ycong, Vega	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	5	13.00	5.0	5.0	5.0	5.0	Custodio, Alajas, Apostol, Avellana, Bitanghol, Borneo, Compendio, Flores, Mardo, Morantte, Salazar, Villocino, Vicente	0.125%
	OVPI MFO 3. Faculty Evaluation Services									
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty								0.25%
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty	1	11.00	5.0	5.0	5.0	5.0		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%							0.75%

.

	PI6: Number of in-ho conducted *	ouse seminars/trainings/ workshops/reviews	Dept. Head & Faculty	1	1.00	5.0	5.0	5.0	5.0	Extension Proposal	0.25%
	PI 7 : Additional outp	uts *	Dept. Head & Faculty								
	support	f awards/honors received related to operations			1.00	5.0	5.0	5.0	5.0		0.25%
	OVPI MFO 4. Progra	m and Institutional Accreditation Services									
	implementation, main	requirements thru the established/adequate tenance and improvement of the QMS of the core ege/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 Cowithin deadline as pre	ollege/Department PPMP for the following year scribed by BAC*	Dept. Head	80%							1%
	PI 2. Zero percent complaint from clients served PI 3. Number of coaching sessions among faculty & staff**	Dept. Head & all faculty & staff	0%							2%	
		Dept. Head	3								
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets** PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	2							
			Dept. Head	1	3.00	5.0	5.0	5.0	5.0		
	PI 3: Additional Outpu	ıts	Dept. Head & all faculty & staff								
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *			1							2%
	r-all Rating										
Adjustical					83.01%		4.8				
Adjectival	raung					O	utsta	ndin	g		

Received by:

Calibrated by:

Recommending Approval:

Approved:

DILBERTO O. FERRAREN

Planning Office
Date: 30 January

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