



OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, JOEL Q. MABALHIN, Head of the Department of Teacher Education, commit to deliver and agree to be rated on the attainment of the following accomplishments by the indicated measures for the period January-June, 2023.

JOEL Q. MABALHIN

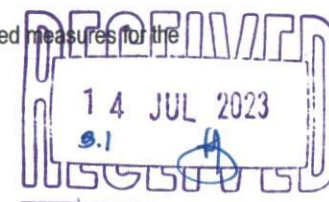
Department Head

Date: 07-14-2023

BAYRON S. BARREDO

College Dean

Date: 7-14-23



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	19.5	0.0	0	0
Faculty w/ Univ. Designated Position	3	2.5	36.3	2.0	1	1
Regular Faculty (VSL)*	5	12	33.0	2.0	0	0
Regular Faculty (TLS)*	9	18	255.3	0.0	0	0
Part time Faculty	5	Actual	0.0	0.0	0	0
Admin Staff Members	1	0	0.0			
TOTAL	24		344	4.0	1	1

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%)										
		OVPAA 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									4%
	a.	pursuing advanced research degree program (Ph.D) *		1	100%	1	5	5	4	4.7	Dr. Mark Gil A. Vega	

	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)			2								None within the evaluation period	
	c.	producing technologies for commercialization or livelihood improvement												
	d.	whose research resulted in an extension program												
	OVPA 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	100%	4	5	5	5	4.8	Biology, PE, English, Chemistry		2%
	PI 4: Total FTE coordinated, implemented & monitored*			Dept. Head & Faculty	4.0	150%	6	5	5	5	5.3	RPabela		2%
	PI 5: Percentage increase in number of graduate students enrolled *			Dept. Head & Faculty	2%	-5%	-3	5	4	4	4.3	51-1st Sem, 2022-2023; 48-2nd Sem, 2022-2023		2%
	PI 6: Percentage increase in number of students who graduated within prescribed period *			Dept. Head & Faculty	2%							None within the evaluation period		2%
	PI 7: Number of graduate students awarded with honors/distinction *			Dept. Head & Faculty	0							None within the evaluation period		2%
	PI 8: Number of graduate students advised *			Dept. Head & Faculty	2							None within the evaluation period		2%
	PI 9: Number of instructional materials developed *			Dept. Head & Faculty										
	On-line ready courseware				3							None within the evaluation period		
	Flexible instructional materials				1							None within the evaluation period		
	Assessment tools				11							None within the evaluation period		
	PI 10: Number of virtual classrooms created and operationalized				3							None within the evaluation period		
MFO 2	HIGHER EDUCATION SERVICES (50%)													
	PI 1: Percentage of first time licensure exam takers that pass the licensure exams *			Dept. Head & Faculty	60%	95.7%	219	5	5	5	5	BEEd-55; BSEd-164		7.5%
	PI 2: Percentage of graduates (2 years prior) that are employed *			Dept. Head & Faculty	50%	14.81%	4	4	4	4	4	2021-4 employed; 2021 graduates-27		2.5%

[illegible]

	Evaluator												
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty											0.5%
	PI 11. Additional outputs *	Dept. Head & Faculty											
	No. of extension-related awards (extrn. conducted by faculty or student & faculty) *												1.5%
MFO 5	Support to Operations												
	OVPA MFO 1. Faculty Development Services												
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty	2	100%	2	5	5	4	4.7	JABellen and MGVEga		0.625%	
	OVPA 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	120%	6	5	5	5	5	5-Part-time instructors and 1-regular faculty		0.125%	
	OVPA 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	100%	1	5.0	4.0	4.0	4.3	Extension Project: "I can do it: Basic education teachers action research capability-building"		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%	40%	8	5.0	5.0	5.0	5	8-faculty		0.75%	
	PI 6 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty	1	100%	1	5	5	4	4.7	Extension Project: "I can do it: Basic education teachers action research capability-building"		0.25%	
	PI 7 : Additional outputs *	Dept. Head & Faculty											
	Number of trainings attended related to instruction			100%	16	5	5	5	5	JCB-1; JQM-5; RDT-1; HGY-2; MN-2; AC-2; RPA-2; MG-1			
	Number of faculty/staff awards/honors received related to operations support											0.25%	
	OVPA 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%	1	5	5	5	5	ISO Internal and External Audit		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%	100%	2	5	5	5	5	1%
PI 2. Zero percent complaint from clients served			Dept. Head & all faculty & staff	0%	100%	0	5	5	5	5	2%
PI 3. Number of coaching sessions among faculty & staff**			Dept. Head	3							None within the evaluation period
PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**			Dept. Head	2							None within the evaluation period
PI 5. Number of monthly/special faculty & staff meetings conducted**			Dept. Head	1	300%	3	5	5	4	4.7	February 17, March 29 and June 7
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							None within the evaluation period 2%
Percentage of NCs received and acted				0	100%	0	5	5	5	5	
Percentage of CARs received and acted				0	100%	1	4	5	5	4.7	Syllabus-2nd Sem 2022-2023
Total Over-all Rating							183.33				
Average Rating							4.825				
Adjectival Rating							Outstanding				

Comments and Recommendation for Development Purposes:

Received by:

toni
TONI MARC L. DARGANTES

Planning Office

Date: JUL 14 2023

Calibrated by:

Dan
DANIEL LESLIE S. TAN

Chairman, PMT

Date: JUL 14 2023

Approved by:

Edgardo
EDGARDO E. TULIN

President

Date: JUL 19, 2023

* 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

PLEASE SIGN