VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

009-287
0 2 FEB 2023

RECEIVED
DATE: DEC 2 2 2022
BY:
OFFICE OF THE VICE PRESIDENT FOR PLANNING, RESOURCE GENERATION AND AUXILIARY SERVICES
3.3

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 accomplishments in accordance with the indicated measures for the period **July to December 2022**.
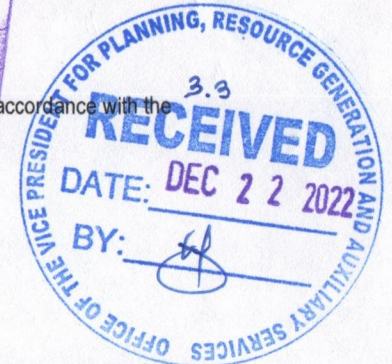
SHALOM GRACE C. SUGANO
Principal
Date: 12/20/2022

BAYRON S. BARREDO
College Dean
Date:

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

Personnel	Number (1)	Min. FTE (2)	Total FTE (1x2)	Research	Publication	Extension
Department Head	3	4	12.0	0.0	0	0
Faculty w/ Univ. Designated Position	4	2.5	10.0	0.0	0	0
Regular Faculty (VSL)*	4	12	48.0	0.0	0	0
Regular Faculty (TLS)*	16	18	288.0	0.0	1	0
Part time Faculty	6	Actual	0.0	0.0	2	0
Admin Staff Members	5	0	0.0	0.0	0	0
TOTAL				0.0	3	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		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accom-plishment	Details of Accom-plishments	Quality	Efficiency	Timeliness	Average		
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	2.45		5	5	5	5	BIOL 292 Microtechnique in Biology; Econ 213 (1st Sem SY 2022-2023)	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	6		5	5	5	5	BIOL 292 Microtechnique in Biology; Econ 213 (1st Sem SY 2022-2023)	2%
PI 9: Number of instructional materials developed *					0	2		5	5	5	5	BIOL 292 Microtechnique in Biology; Econ 213 (1st Sem SY 2022-2023)	
On-line ready courseware						2		5	5	5	5	BIOL 292 Microtechnique in Biology; Econ 213 (1st Sem SY 2022-2023)	
Flexible instructional materials						11		5	5	5	5	BIOL 292 Microtechnique in Biology; Econ 213 (1st Sem SY 2022-2023)	
Assessment tools						14		5	5	5	5	BIOL 292 Microtechnique in Biology; Econ 213 (1st Sem SY 2022-2023)	
PI 10: Number of virtual classrooms created and operationalized						2		5	5	5	5	BIOL 292 Microtechnique in Biology; Econ 213 (1st Sem SY 2022-2023)	

MFO 2	BASIC EDUCATION SERVICES (50%)										
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *										7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *										2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *										2.5%
	PI 4. Percentage of undergraduate programs with accreditations *										2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *		300	630.00		5	5	5	5	College, Junior, Senior High School	20%
	PI 8: Number of students advised: *			322.00		5	5	5	5	College, Junior, Senior High School	
	On thesis/ field practice/special problem			5		5.0	5.0	5.0	5	BSED 4 Practice Teachers (Math Majors)	1%
	No. of approved manuscript submitted within prescribed period										1%
	On consultation		100	1548		5.0	5.0	5.0	5	College, Junior, Senior High School	0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty	10	28		5.0	5.0	5.0	5		
	Student organizations advised		5	22		5.0	5.0	5.0	5		1.25%
	Student organizations assisted on student related activities		3	6		5.0	5.0	5.0	5	Student Onboarding, Intramurals, VSUIHS Enrollment, MathScience Culmination, Filipino/English Culmination, Christmas Party, 1st Quarter Honors Program and Parents Consultation	1.25%
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty	30	25		5.0	5.0	5.0	5		10%
	On-line ready courseware	Dept. Head & Faculty	20	48		5.0	5.0	5.0	5		
	Flexible instructional materials	Dept. Head & Faculty	30	300		5.0	5.0	5.0	5		
	Assessment tools	Dept. Head & Faculty	200	496		5.0	5.0	5.0	5		

	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	20	45		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				5.0	5.0	5.0	5		2%
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty		1		5.0	5.0	5.0	5	Spatial Characterization and Matching of SHS, HEIs and Industry in Region VIII	2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty	2	1		5.0	5.0	5.0	5		
	In refereed int'l journals		2	3		5.0	5.0	5.0	5	1. Degorio, J. M. L. (2022). Teaching in the K12 science spiral curriculum: An experiential approach. Anatolian Journal of Education, 7(2), 97-108. https://doi.org/10.29333/aje.2022.728a; 2. Sumayang, K. (2022). Mainstreaming Learners with Special Needs in a Regular Classroom: A Scoping Review. Universal Journal of Educational Research, 1(3), 106-114.; 3. Sumayang, K. (2022). The Increasing Physical Inactivity of Teenagers Aged 12-16 Years Old of Saint Joseph College. MEDIKORA. (21)1.	1.50%
	In refereed nat'l/regional journals			0							0.50%
	PI 4. Number of research outputs presented in regional/national/int'l fora/conferences *	Dept. Head & Faculty	4	0		3.0	3.0	3.0	3		
	In int'l fora/conferences		2	0		3.0	3.0	3.0	3		1.50%
	In nat'l/regional fora/conferences		2	0		3.0	3.0	3.0	3		0.50%
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	0	3		5.0	5.0	5.0	5	1. Abunda, Degorio & Bansale; 2. Mamolo, Abela & Manaig; 3. Desades, Rodriguz & Bellen	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 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	0		3.0	3.0	3.0	3		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							1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty	4	13		5.0	5.0	5.0	5		1%
	Research Mentoring		0	5		5.0	5.0	5.0	5	4th Year BSHRTM Students	
	Peer reviewers/Panelists		1	1		5.0	5.0	5.0	5		
	Resource Persons		3	2		5.0	5.0	5.0	5	Faculty Onboarding, Newly-Hired FOB	
	Convenor/Organizer		0	6		5.0	5.0	5.0	5	Launching of VSUEE's BMA, Mandatory Orientation and Re-Orientation of Academic Advisers, Department Enrolment Focal Persons, and College Hotline Agents (Main & Component College), VSU Faculty Onboarding 2022, VSU Newly-Hired Faculty Onboarding on Flexible Learning Modality, World Teachers Day,	
	Consultancy		0								
	Evaluator		0								
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	1	0		3.0	3.0	3.0	3		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 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	4		5.0	5.0	5.0	5		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	6		5.0	5.0	5.0	5		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	2		5.0	5.0	5.0	5	Covergence of LGU-VAWC, Interfacing of Private Schools, SUC's offering Basic Education	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%	100%		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								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%	100%		5.0	5.0	5.0	5		2.50%

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%	80%			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			
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	2	1			5.0	5.0	5.0	5			
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	5	5			5.0	5.0	5.0	5	Monthly Faculty Meeting, Committee Meetings, Section Head Meetings		
	PI 3: Additional Outputs	Dept. Head & all faculty & staff	0										
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *		0										2%
Total Over-all Rating									181.000				
Average Rating				76.02%					4.696				
Adjectival Rating									Outstanding				

Received by:

TONI MARC L. DARGANTES
Planning Office
Date: 12/23/2022

Calibrated by:

DANIEL LESLIE S. TAN   512
Chairman, PMT
Date: JAN 0 4 2023

Approved

EDGARDO E. TULIN
President
Date: 1/5/2023

*   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