




**Department of Teacher Education**  
**COLLEGE OF EDUCATION**  
**VISAYAS STATE UNIVERSITY**

### 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 January to December, 2022.

  
JOEL Q. MABALHIN

Date: 12-22-2022

BAYRON S. BARREDO

Date: 12-22-22

indicated measures for

3.3

**RECEIVED**

DATE: DEC 23 2022

BY: 

OFFICE OF THE VICE PRESIDENT FOR PLANNING, RESOURCE GENERATION AND AUXILIARY SERVICES

## 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)**	6	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			
<b>TOTAL</b>					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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	<b>OVPA MFO 2. Graduate Student Management Services</b>												
	<b>PI 1:</b> Percentage of graduate students enrolled in research degree programs *	Dept. Head & Faculty											0%
	<b>PI 2:</b> Percentage of accredited graduate programs *	Dept. Head & Faculty											0%
	<b>PI 3:</b> Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty	4	100%	4	5	5	5	5	Biology, PE, English, Chemistry			2%
	<b>PI 4:</b> Total FTE coordinated, implemented & monitored*	Dept. Head & Faculty	4.0		13.92	5	5	5	5	Mmanaig-4.25 and MRKAure-4.67			2%
	<b>PI 5:</b> Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty	2%	-10.94%	-29	4	4	4	4	2022-118 students; 2021-147 students			2%
	<b>PI 6:</b> Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty	2%	16.12%	5	5	5	5	5	2022-18; 2021-13			2%
	<b>PI 7:</b> Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty	0										2%
	<b>PI 8:</b> Number of graduate students advised *	Dept. Head & Faculty	2		25	5	5	5	5	BBarredo-2; RArela-2; MRKAure-5			2%
	<b>PI 9:</b> Number of instructional materials developed *	Dept. Head & Faculty											
	On-line ready courseware		3		5	5	5	5	5	BBarredo-1; MRKAure-1			
	Flexible instructional materials		1		13	5	5	5	5	BBarredo-5; MRKAure-1			
	Assessment tools		11		22	5	5	3	4.3	BBarredo-3; MRKAure-1			
	<b>PI 10:</b> Number of virtual classrooms created and operationalized		3		5	5	5	5	5	BBarredo-1; MRKAure-1			
<b>MFO 2</b>	<b>HIGHER EDUCATION SERVICES (50%)</b>												
	<b>PI 1.</b> Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	60%	80%	8	4	5	5	5	10-first time takers (8 passed; 2 failed) October 2022 LET Results			7.5%
	<b>PI 2.</b> Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	50%	76.47%	13	5	5	5	5	13 graduates employed out of 17 graduate responded from the google form			2.5%
	<b>PI 3.</b> Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	70%	100%	2121	5	5	5	5	During 1st Sem, 2022-2023 (BSEd-711, BEEd-283, BECEd-52); 2nd Sem, 2021-2022 and Summer, 2021-2022			2.5%
	<b>PI 4.</b> Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	80%	67%	2	5	5	5	5	(BSEd and BEEd)			2.5%
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	352		611.05	5	5	5	5	11 Faculty members (JM, JB, HY, AC, BB, RT, AO, MM, MV, RA, JAB)			20%
	<b>PI 8:</b> Number of students advised: *	Dept. Head & Faculty											
	On thesis/ field practice/special problem		15		211	5	5	3	4.3	11 Faculty members (JM, JB, HY, AC, BB, MP, RT, AO, MM, MV, RA, LA)			1%



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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		1	5	5	5	5	"I Can Do It: Basic Education Teacher's Action Research Capability Buding"	2.0%	
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	100		53	5	5	5	5	Secondary Teachers of Plaridel National High School-16 and Caridad National High School-16	2%	
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	1		3	5	5	5	5	"I Can Do It: Basic Education Teacher's Action Research Capability Buding"	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%	87%		5	5	5	5	"I Can Do It: Basic Education Teacher's Action Research Capability Buding"	1%	
	PI 5. Number of technical/expert services *	Dept. Head & Faculty									1%	
	Research Mentoring											
	Peer reviewers/Panelists				4	5	5	5	5	JM-1		
	Resource Persons		2		3	5	5	5	5	JM-1, BSB-1, HGY-1		
	Convenor/Organizer											
	Consultancy											
	Evaluator				1	5	5	5	5	BSB-1		
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty			1	5	5	5	5	BBarredo	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		3	5	5	5	5	Jbellen, HYcong, MVega	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		18	5	5	4	4.7	Part-Time Instructors for 2nd Sem, 2021-2022	0.125%	
	OVPI MFO 3. Faculty Evaluation Services											
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty								None within the evaluation period	0.25%	
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty	1							None within the evaluation period	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%	62%		4	4	4	4	None within the evaluation period	0.75%	



	PI6 : Number of in-house seminars/trainings/ workshops/rev conducted *		Dept. Head & Faculty	1		1	5	5	5	5	CoEd research proposal in-house review	0.25%
	PI 7 : Additional outputs *		Dept. Head & Faculty									
	Number of trainings attended related to instruction					27	5	5	5	5	12 Faculty members (JM, JB, HY, AC, BB, MP, RT, AO, MV, MM, RA, LA)	
	Number of faculty/staff awards/honors received related to operations support											0.25%
	<b>OVPAAs MFO 4. Program and Institutional Accreditation Services</b>											
	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	5	5	5	Zero non-conformity (No NC)	2.50%
<b>MFO 6</b>	<b>General Admin. &amp; Support Services (GASS)</b>											
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*		Dept. Head	80%		3	5	5	5	5		1%
	PI 2. Zero percent complaint from clients served		Dept. Head & all faculty & staff	0%	0%	0	5	5	5	5		2%
	PI 3. Number of coaching sessions among faculty & staff**		Dept. Head	3		1	5	5	5	5	AJCustodio	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head	2		2	5	5	5	5	Extension, IPCR	
	PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	1		5	5	5	5	5		
	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		1	5.0	5.0	5.0	5.0	Program implementation of BEEd Program benchmarked by Eastern Samar State University-ESSU-Maydolong Campus and Rizal Technological University (RTU)	2%
	Percentage of NCs received and acted			0		0	5	5	5	5		
	Percentage of CARs received and acted			0		0	5	5	5	5		
							49					
Total Over-all Rating							239.33					
Average Rating							4.884					
Adjectival Rating							Outstanding					
<b>Comments and Recommendation for Development Purposes:</b>												

Received by:



TONI MARC L. DARGANTES

Planning Office

Date: 12/23/2022

Calibrated by:



DANIEL LESLIE S. TAN

Chairman, PMT

Date: JAN 04 2023

Approved by:



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