



Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Carig Campus, Tuguegarao City, Cagayan

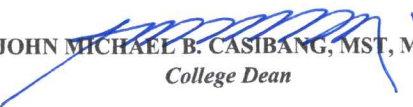
INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, ANGELICA D. COBALLES, Faculty of the College of Engineering and Architecture, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period (Rating Period : January to June 2024).


ANGELICA D. COBALLES
Employee

Date: _____

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor			
		ROGER P. RUMPON, MST Campus Executive Officer	

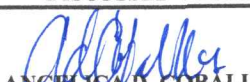

JOHN MICHAEL B. CASIBANG, MST, MSCE
College Dean

R	5 – Outstanding	- performance exceeded expectation by 30% and above of planned target
A	4 – Very Satisfactory	- performance exceeded expectations by 15% to 29% of planned targets
T	3 – Satisfactory	- performance met 90% to 114% of the planned targets
I	2 – Unsatisfactory	- performance only met 51% to 89% of planned targets and failed to deliver one or more critical aspects of the targets
N		
G	1 – Poor	- performance failed to deliver most of the targets by 50% and below

MFO/PAP	SUCCESS INDICATORS (TARGET + MEASURE)		DIVISION/ INDIVIDUALS ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.64	4	4	4	4	VS
	Number of gradesheets submitted on time	11		11	5		4	4.5	VS
	Percentage of Attendance to Campus Activities	100%		100%	5		4	4.5	VS
RESEARCH INVOLVEMENT	Number of research involvement	1		2	5	4	4	4.33	VS
EXTENSION INVOLVEMENT	Number of extension involvement	1		1	3	4	4	3.67	VS
Average Rating								4.20	VERY SATISFACTORY
Weighted Average Rating								2.94	

STRATEGIC PRIORITIES									
KRA 1: Access and Equity	1.2 Percentage of Disadvantage students enrolled in the institution over total student population	55%	Enrolling faculty						
	1.6 Percentage of total enrollment over carrying capacity within the Evaluation Period	100%	Enrolling faculty	120%	4	4	4	4.00	VS
KRA 2: Quality and Relevance of Instruction	2.2.2.2 CHED recognized private accreditations (AACUP) - Number of programs with level 3 accreditation	1	CE Department	1	4	4	4	4.00	VS
	2.2.2.4 International Program Certification (AUN-QA) - Number of academic programs with International Program certification	1	CE Department	1	5	4	4	4.33	VS
	2.3 Faculty Profile								
	2.3.3 Percentage of Faculty who Completed International or Local Training Programs								
	2.3.3.1 International	1	All CE Faculty	1	3	3	3	3.00	S
	2.3.3.2 Local	1	All CE Faculty	2	3	3	3	3.00	S
	2.5 Graduation Rate								
	2.5.1 Percentage average of graduates over the total freshman accepted per program in a given year	85%	CE Department	36.5%	1	1	1	1	P
	2.5.2 Percentage of graduate disadvantaged students over total disadvantaged students enrolled in a given batch	85%	CE Department	100%	4	4	4	4.00	VS
	2.6 Percentage of Board Programs with Passing Rate Consistently Higher than the National Passing over Number of Board Programs	100%	All CE Faculty	100%	3	4	4	3.67	VS
KRA 4 EXTENSION SERVICES	4.3. Institutional Extension Activities Conducted								
	4.2.1.1 Involvement in ESCE	1	All faculty	1	3	4	4	3.67	VS
	4.2.1.2 Percentage of Students involved in ESCE enrolled in programs with extension courses	75%	All CE Faculty	100%	4	4	4	4.00	VS
DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	57%	All CE faculty members	67.65%	4	4	4	4.00	VS
	2. Percentage of graduates (2 years prior) that are employed	67%	All faculty	90.23%	4	4	4	4.00	VS
	3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	60%	All faculty	100%	5	4	4	4.33	VS
	4. Percentage of undergraduate programs with accreditation	100%	All faculty	100%	5	4	4	4.33	VS
Average Rating								3.66	VERY SATISFACTORY
Weighted Average Rating								0.55	

SUPPORT FUNCTIONS									
	On time submission of Documents for ranking as required by the university, integrate SDGs in curriculum and syllabi, integrate FT and SDGs	2	All faculty	2	4	4	3	3.67	VS
	Percentage of submission of employee SALN and updated PDS	100	All faculty	100%	5	4	4	4.33	VS
EMPLOYABILITY OF	Number of graduates traced	10	All faculty	4	3	4	4	3.67	VS
ACCREDITATION	Preparation for compliance to the accreditation (Level4)	50%	All CE faculty members	10%	1	1	1	1	P
Average Rating								3.17	
Weighted Average Rating								0.48	
TOTAL OVERALL RATING								3.97	
FINAL AVERAGE RATING								3.97	
ADJECTIVAL RATING								VERY SATISFACTORY	

DISCUSSED WITH	DATE
 ANGELICA D. COBALLES Employee	

ASSESSSED BY
I certify that I discussed my assessment of the performance with the employee

JOHN MICHAEL B. CASIBANG, MST, MSCE
Immediate Supervisor

FINAL RATING BY	DATE
 ROGER P. RUMPON, MST CEO	

Legend: 1:Quality 2: Efficiency 3:Timeliness 4:Average



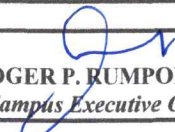
Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Carig Campus, Tuguegarao City, Cagayan

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, FRANCES LORANE T. CALAPINI, Faculty of the College of Engineering and Architecture, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period (Rating Period : January to June 2024).

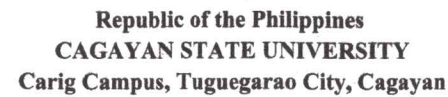

FRANCES LORANE T. CALAPINI
Employee

Date: _____

REVIEWED BY		DATE	APPROVED BY		DATE			
<i>Immediate Supervisor</i>  JOHN MICHAEL B. CASIBANG College Dean			 ROGER P. RUMPO, MST Campus Executive Officer					
		R	5 – Outstanding - performance exceeded expectation by 30% and above of planned target					
		A	4 – Very Satisfactory - performance exceeded expectations by 15% to 29% of planned targets					
		T	3 – Satisfactory - performance met 90% to 114% of the planned targets					
		I	2 – Unsatisfactory - performance only met 51% to 89% of planned targets and failed to deliver one or					
		N	more critical aspects of the targets					
		G	1 – Poor - performance failed to deliver most of the targets by 50% and below					
MFO/PAP	SUCCESS INDICATORS (TARGET + MEASURE)	DIVISION/ INDIVIDUALS ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	RATING				REMARKS
				Q ¹	E ²	T ³	A ⁴	
CORE FUNCTIONS								
INSTRUCTION	Teaching Effectiveness Rating	4	4.86	4	4	4	4.00	VS
	Number of gradesheets submitted on time	7	7	5		4	4.50	VS
	Percentage of Attendance to Campus Activities	100%	100%	5		4	4.50	VS
RESEARCH INVOLVEMENT	Number of research involvement	1	2	5	4	4	4.33	VS
EXTENSION INVOLVEMENT	Number of extension involvement	1	1	3	4	4	3.67	VS
Average Rating				4.20				VERY SATISFACTORY
Weighted Average Rating				2.99				

STRATEGIC PRIORITIES									
KRA 1: Access and Equity	1.2 Percentage of Disadvantage students enrolled in the institution over total student population	55%	Department Chair,enrolling faculty						
	1.6 Percentage of total enrollment over carrying capacity within the Evaluation Period	100%	Department Chair,enrolling faculty	120%	4	4	4	4.00	VS
KRA 2: Quality and Relevance of Instruction	2.2.2.2 CHED recognized private accreditations (AACCUP) - Number of programs with level 3 accreditation	1	CE Department	1	4	4	4	4.00	VS
	2.2.2.4 International Program Certification (AUN-QA) - Number of academic programs with International Program certification	1	CE Department	1	5	4	4	4.33	VS
	2.3 Faculty Profile								
	2.3.3 Percentage of Faculty who Completed International or Local Training Programs								
	2.3.3.1 International	1	All CE Faculty	1	3	3	3	3.0	S
	2.3.3.2 Local	1	All CE Faculty	2	3	3	3	3.0	S
	2.5 Graduation Rate								
	2.5.1 Percentage average of graduates over the total freshman accepted per program in a given year	85%	CE Department	36.5%	1	1	1	1.0	P
	2.5.2 Percentage of graduate disadvantaged students over total disadvantaged students enrolled in a given batch	85%	CE Department	100.0%	4	4	4	4.0	VS
	2.6 Percentage of Board Programs with Passing Rate Consistently Higher than the National Passing over Number of Board Programs	100%	All CE Faculty	100.0%	3	4	4	3.67	VS
KRA 4 EXTENSION SERVICES	4.3. Institutional Extension Activities Conducted								
	4.2.1.1 Involvement in ESCE	1	All faculty	1	3	4	4	3.67	VS
	4.2.1.2 Percentage of Students involved in ESCE enrolled in programs with extension courses	75%	All CE Faculty	100%	4	4	4	4.00	VS
DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	57%	All CE faculty members	67.65%	4	4	4	4.00	VS
	2. Percentage of graduates (2 years prior) that are employed	67%	All faculty	95.23%	4	4	4	4.00	VS
	3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	60%	All faculty	100.0%	5	4	4	4.33	VS
	4. Percentage of undergraduate programs with accreditation	100%	All faculty	100.0%	3	4	4	3.67	VS
Average Rating								3.62	VERY SATISFACTORY
Weighted Average Rating								0.54	

SUPPORT FUNCTIONS									
	On time submission of Documents for ranking as required by the university, integrate SDGs in curriculum and syllabi, integrate FT and SDGs	2	All faculty	2	4	4	3	3.67	VS
	Percentage of submission of employee SALN and updated PDS	100%	All faculty	100%	5	4	4	4.33	VS
EMPLOYABILITY OF	Number of graduates traced	4	All faculty	4	3	4	4	3.67	VS
ACCREDITATION	Preparation for compliance to the accreditation (Level4)	50%	All CE faculty members	10%	1	1	1	1.0	P
Average Rating								3.17	
Weighted Average Rating								0.48	
TOTAL OVERALL RATING									
FINAL AVERAGE RATING									3.96
ADJECTIVAL RATING									VERY SATISFACTORY
DISCUSSED WITH		DATE		ASSESSED BY			FINAL RATING BY		DATE
FRANCES LORANE T. CALAPINI				JOHN MICHAEL B. CASIBANG, MST			ROGER P. RUMPON, MST		
Employee				Immediate Supervisor			CEO		
Legend: 1:Quality 2: Efficiency 3:Timeliness 4:Average									



I, JOSEPH R. CABALBAG , Faculty of the College of Engineering and Architecture ,commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period (Rating Period : January to June 2024) .

Date: _____

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor		 ROGER P. RUMPON, MST Campus Executive Officer	

R	5 – Outstanding - performance exceeded expectation by 30% and above of planned target
A	4 –Very Satisfactory - performance exceeded expectations by 15% to 29% of planned targets
T	3 – Satisfactory - performance met 90% to 114% of the planned targets
I	2 – Unsatisfactory - performance only met 51% to 89% of planned targets and failed to deliver one or
N	more critical aspects of the targets
G	1 – Poor - performance failed to deliver most of the targets by 50% and below

MFO/PAP	SUCCESS INDICATORS (TARGET + MEASURE)	DIVISION/ INDIVIDUALS ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	RATING				REMARKS
				Q ¹	E ²	T ³	A ⁴	
CORE FUNCTIONS								
INSTRUCTION	Teaching Effectiveness Rating	4	4.7	4	4	4	4	
	Number of gradesheets submitted on time	5	5	5		4	4	4.5
	Percentage of Attendance to Campus Activities	100%	95%	3		4	3.5	
RESEARCH INVOLVEMENT	Number of research involvement	1	2	5	4	4	4	4.33
EXTENSION INVOLVEMENT	Number of extension involvement	1	1	3	4	4	4	3.67
Average Rating							4.0	1
Weighted Average Rating							2.8	1

STRATEGIC PRIORITIES									
KRA 2: Quality and Relevance of Instruction	2.2.2.2 CHED recognized private accreditations (AACUP) - Number of programs with level 3 accreditation	1	CE Department	1	3	4	4	3.67	
	2.2.2.4 International Program Certification (AUN-QA) - Number of academic programs with International Program certification	1	CE Department	1	4	4	4	4.0	
	2.3 Faculty Profile								
	2.3.3 Percentage of Faculty who Completed International or Local Training Programs								
	2.3.3.1 International	1	All CE Faculty	1	3	4	4	3.67	
	2.3.3.2 Local	1	All CE Faculty	5	5	4	4	4.33	
	2.5 Graduation Rate								
	2.5.1 Percentage average of graduates over the total freshman accepted per program in a given year	85%	CE Department	36.5	1	1	1	1.0	
	2.5.2 Percentage of graduate disadvantaged students over total disadvantaged students enrolled in a given batch	85%	CE Department	100%	4	4	4	4.0	
	2.6 Percentage of Board Programs with Passing Rate Consistently Higher than the National Passing over Number of Board Programs	100%	All CE Faculty	100%	3	4	4	3.67	
KRA 4 EXTENSION SERVICES									
	4.3. Institutional Extension Activities Conducted								
	4.2.1.1 Involvement in ESCE	1	All faculty	1	5	4	4	4.33	
	4.2.1.2 Percentage of Students involved in ESCE enrolled in programs with extension courses	75%	All CE Faculty	100%	5	4	4	4.33	

DBM/PBB								
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	57%	All CE faculty members	67.65 %	4	4	4	4.0
	2. Percentage of graduates (2 years prior) that are employed	67%	All faculty	95.23 %	4	4	4	4.0
	3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	60%	All faculty	100 %	4	4	4	4.0
	4. Percentage of undergraduate programs with accreditation	100%	All faculty	100 %	4	4	4	4.0
Average Rating								3.79
Weighted Average Rating								0.57
SUPPORT FUNCTIONS								
	On time submission of Documents for ranking as required by the university, integrate SDGs in curriculum and syllabi, integrate FT and SDGs	2	All faculty	2	5	4	3	4
	Percentage of submission of employee SALN and updated PDS	100	All faculty	100 %	5	4	4	4.33
EMPLOYABILITY OF ACCREDITATION	Number of graduates traced	10	All faculty	2	1	1	1	1.0
	Preparation for compliance to the accreditation (Level4)	50%	All CE faculty members	10 %	1	1	1	1.0
Average Rating								2.58
Weighted Average Rating								0.39
TOTAL OVERALL RATING								3.75
FINAL AVERAGE RATING								3.75
ADJECTIVAL RATING								VERY SATISFACTORY

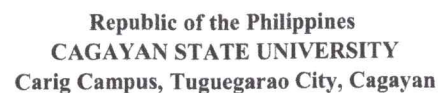
DISCUSSED WITH	DATE
JOSEPH R. CABALBAG Employee	

ASSESSED BY
I certify that I discussed my assessment of the performance with the employee

JOHN MICHAEL B. CASIBANG, MST
Immediate Supervisor

FINAL RATING BY	DATE
ROGER P. RUMPON, MST CEO	

Legend: 1:Quality 2:Efficiency 3:Timeliness 4:Average



I, JOWELL JOHN B. TALOSIG , Faculty of the College of Engineering and Architecture ,commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period (Rating Period : January to June 2024) .

Date:

JOHN MICHAEL B. CASIBANG
College Dean

MFO/PAP	SUCCESS INDICATORS (TARGET + MEASURE)	DIVISION/ INDIVIDUALS ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	RATING				REMARKS
				Q ¹	E ²	T ³	A ⁴	
CORE FUNCTIONS								
INSTRUCTION	Teaching Effectiveness Rating	4	4.82	4	4	4	4	
	Number of gradesheets submitted on time	2	2	5		4	4.5	
	Percentage of Attendance to Campus Activities	100%	100	5		4	4.5	
RESEARCH INVOLVEMENT	Number of research involvement	1	4	5	4	4	4.33	
EXTENSION INVOLVEMENT	Number of extension involvement	1	1	3	4	4	3.67	
Average Rating							4.2	
Weighted Average Rating							2.94	

STRATEGIC PRIORITIES									
KRA 1: Access and Equity	1.1.1 Percentage of institutional policy on the affirmation action in compliance with RA 10931 implemented over the total new and existing institutional policy on the affirmation action in the compliance with RA 10931	100%	Department Chair	100%	3	4	4	3.67	
	1.2 Percentage of Disadvantage students enrolled in the institution over total student population	55%	Department Chair, enrolling faculty						
	1.6 Percentage of total enrollment over carrying capacity within the Evaluation Period	100%	Department Chair, enrolling faculty	120%	4	4	4	4	
KRA 2: Quality and Relevance of Instruction	2.2.2.2 CHED recognized private accreditations (AACUP) - Number of programs with level 3 accreditation	1	CE Department	1	5	4	4	4.33	
	2.2.2.4 International Program Certification (AUN-QA) - Number of academic programs with International Program certification	1	CE Department	1	5	4	4	4.33	
	2.3 Faculty Profile								
	2.3.3 Percentage of Faculty who Completed International or Local Training Programs								
	2.3.3.1 International	1	All CE Faculty	1	3	4	4	3.67	
	2.3.3.2 Local	1	All CE Faculty	10	5	4	4	4.33	
	2.5 Graduation Rate								
	2.5.1 Percentage average of graduates over the total freshman accepted per program in a given year	85%	CE Department	36.5%	1	1	1	1	
	2.5.2 Percentage of graduate disadvantaged students over total disadvantaged students enrolled in a given batch	85%	CE Department	100%	4	4	4	4	
	2.6 Percentage of Board Programs with Passing Rate Consistently Higher than the National Passing over Number of Board Programs	100%	All CE Faculty	100%	3	4	4	3.67	
KRA 4 EXTENSION SERVICES	4.3. Institutional Extension Activities Conducted								
	4.2.1.1 Involvement in ESCE	1	All faculty	1	5	4	4	4.33	
	4.2.1.2 Percentage of Students involved in ESCE enrolled in programs with extension courses	75%	All CE Faculty	100%	5	4	4	4.33	

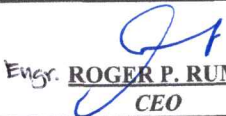
DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	57%	All CE faculty members	67.65%	4	4	4	4	
	2. Percentage of graduates (2 years prior) that are employed	67%	All faculty	95.23%	4	4	4	4	
	3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	60%	All faculty	100%	5	4	4	4.33	
	4. Percentage of undergraduate programs with accreditation	100%	All faculty	100%	5	4	4	4.33	
Average Rating								3.89	
Weighted Average Rating								0.58	
SUPPORT FUNCTIONS									
	On time submission of Documents for ranking as required by the university, integrate SDGs in curriculum and syllabi, integrate FT and SDGs	2	All faculty	2	5	4	3	4	
	Percentage of submission of employee SALN and updated PDS	100%	All faculty	100%	5	4	4	4.33	
EMPLOYABILITY OF	Number of graduates traced	4	All faculty	4	3	4	4	3.67	
ACCREDITATION	Preparation for compliance to the accreditation (Level4)	50%	All CE faculty members	10%	1	1	1	1	
Average Rating								3.25	
Weighted Average Rating								0.48	
TOTAL OVERALL RATING								4.01	
FINAL AVERAGE RATING								4.01	
ADJECTIVAL RATING								4.01	VERY SATISFACTORY

DISCUSSED WITH	DATE
 JOWELL JOHN B. TALOSIG Employee	

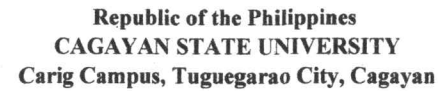
ASSESSED BY

I certify that I discussed my assessment of the performance with the employee


JOHN MICHAEL B. CASIBANG, MST
Immediate Supervisor

FINAL RATING BY	DATE
 Engr. ROGER P. RUMPO, MST CEO	

Legend: 1:Quality 2:Efficiency 3:Timeliness 4:Average



I, LEOMAR D. JULIANO , Faculty of the College of Engineering and Architecture ,commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period (Rating Period : January to June 2024) .

Date: _____

REVIEWED BY		DATE		APPROVED BY				DATE	
Immediate Supervisor  JOHN MICHAEL B. CASIBANG College Dean				 ROGER P. RUMPO, MST Campus Executive Officer					
		R		5 – Outstanding - performance exceeded expectation by 30% and above of planned target					
		A		4 – Very Satisfactory - performance exceeded expectations by 15% to 29% of planned targets					
		T		3 – Satisfactory - performance met 90% to 114% of the planned targets					
		I		2 – Unsatisfactory - performance only met 51% to 89% of planned targets and failed to deliver one or more critical aspects of the targets					
		N							
		G		1 – Poor - performance failed to deliver most of the targets by 50% and below					

MFO/PAP	SUCCESS INDICATORS (TARGET + MEASURE)	DIVISION/ INDIVIDUALS ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	RATING				REMARKS
				Q ¹	E ²	T ³	A ⁴	
CORE FUNCTIONS								
INSTRUCTION	Teaching Effectiveness Rating	4	4.69	4	4	4	4	VS
	Number of gradesheets submitted on time	9	9	5		4	4.5	VS
	Percentage of Attendance to Campus Activities	100%	100%	5		4	4.5	VS
RESEARCH INVOLVEMENT	Number of research involvement	1	2	5	4	4	4.33	VS
EXTENSION INVOLVEMENT	Number of extension involvement	1	1	3	4	4	3.67	VS
Average Rating							4.20	VERY SATISFACTORY
Weighted Average Rating							2.94	

STRATEGIC PRIORITIES									
KRA 1: Access and Equity	1.2 Percentage of Disadvantage students enrolled in the institution over total student population	55%	Department Chair,enrolling faculty						
	1.6 Percentage of total enrollment over carrying capacity within the Evaluation Period	100%	Department Chair,enrolling faculty	120 %	4	4	4	4	VS
KRA 2: Quality and Relevance of Instruction	2.2.2.2 CHED recognized private accreditations (AACCUP) - Number of programs with level 3 accreditation	1	CE Department	1	4	4	4	400	VS
	2.2.2.4 International Program Certification (AUN-QA) - Number of academic programs with International Program certification	1	CE Department	1	5	4	4	433	VS
	2.3 Faculty Profile								
	2.3.3 Percentage of Faculty who Completed International or Local Training Programs								
	2.3.3.1 International	1	All CE Faculty	1	3	3	3	3.00	S
	2.3.3.2 Local	1	All CE Faculty	2	3	3	3	3.00	S
	2.5 Graduation Rate								
	2.5.1 Percentage average of graduates over the total freshman accepted per program in a given year	85%	CE Department	36.5 %	1	1	1	1	P
	2.5.2 Percentage of graduate disadvantaged students over total disadvantaged students enrolled in a given batch	85%	CE Department	100 %	4	4	4	400	VS
	2.6 Percentage of Board Programs with Passing Rate Consistently Higher than the National Passing over Number of Board Programs	100%	All CE Faculty	100%	3	4	4	3.67	VS
KRA 4 EXTENSION SERVICES	4.3. Institutional Extension Activities Conducted								
	4.2.1.1 Involvement in ESCE	1	All faculty	1	3	4	4	3.67	VS
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DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	57%	All CE faculty members	67.65 %	4	4	4	400	VS
	2. Percentage of graduates (2 years prior) that are employed	67%	All faculty	95.23 %	4	4	4	400	VS
	3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	60%	All faculty	100 %	5	4	4	433	VS
	4. Percentage of undergraduate programs with accreditation	100%	All faculty	100 %	5	4	4	433	VS
Average Rating								3.67	✓ VERY SATISFACTORY
Weighted Average Rating								0.55	✓

SUPPORT FUNCTIONS									
	On time submission of Documents for ranking as required by the university, integrate SDGs in curriculum and syllabi, integrate FT and SDGs	2	All faculty	2	4	4	3	3.67	VS
	Percentage of submission of employee SALN and updated PDS	100%	All faculty	100 %	5	4	4	4.33	VS
EMPLOYABILITY OF	Number of graduates traced	4	All faculty	4	3	4	4	3.67	VS
ACCREDITATION	Preparation for compliance to the accreditation (Level4)	50%	All CE faculty members	10 %	1	1	1	1	P
Average Rating								3.17	
Weighted Average Rating								0.48	
TOTAL OVERALL RATING									3.97
FINAL AVERAGE RATING									3.97
ADJECTIVAL RATING									VERY SATISFACTORY
DISCUSSED WITH		DATE		ASSESSED BY			FINAL RATING BY		DATE
 LEOMAR D. JULIANO Employee				 JOHN MICHAEL B. CASIBANG, MST Immediate Supervisor			 ROGER P. RUMPON, MST CEO		
Legend: 1:Quality 2:Efficiency 3:Timeliness 4:Average									

STRATEGIC PRIORITIES									
KRA 1: Access and Equity	1.1.1 Percentage of institutional policy on the affirmation action in compliance with RA 10931 implemented over the total new and existing institutional policy on the affirmation action in the compliance with RA 10931	100%	Department Chair	100%	5	3	3	3.67	
	1.2 Percentage of Disadvantage students enrolled in the institution over total student population	1	Department Chair, enrolling	1	3	3	3	3	
	1.6 Percentage of total enrollment over carrying capacity within the Evaluation Period	98-101%	Department Chair, enrolling						
	2.2.2.2 CHED recognized private accreditations (AACCU)	level 3	CE Department						
	- Number of programs with level 3 accreditation								
	2.2.2.4 International Program Certification (AUN-QA)	Sustain 1 program	CE Department	1	3	4	5	4	
	- Number of academic programs with International Program certification								
	2.3 Faculty Profile								
	2.3.3 Percentage of Faculty who Completed International or Local Training Programs								
	2.3.3.1 International	1	All CE Faculty	2	5	4	4	4.33	
KRA 4 EXTENSION SERVICES	2.3.3.2 Local	1	All CE Faculty	4	5	4	4	4.33	
	2.5 Graduation Rate								
	2.5.1 Percentage average of graduates over the total freshman accepted per program in a given year	85%	CE Department						
	2.5.2 Percentage of graduate disadvantaged students over total disadvantaged students enrolled in a given batch	85%	CE Department						
	2.6 Percentage of Board Programs with Passing Rate Consistently Higher than the National Passing over Number of Board Programs	100%	All CE Faculty						
	4.3. Institutional Extension Activities Conducted								
	4.2.1.2 Percentage of Students involved in ESCE enrolled in programs with extension courses	75%	All CE Faculty						
	DBM/PBB								
	HIGHER EDUCATION PROGRAM								
	1. Percentage of first-time licensure exam takers that pass the licensure exams	57%	All CE faculty members						
B. Support to Operations (STO)	2. Percentage of graduates (2 years prior) that are employed	67%	All faculty						
	3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	60%	All faculty						
	4. Percentage of undergraduate programs with accreditation	100%							
	Sufficient Physical Resources and								
	Percentage of student concerns attended and acted upon	100%	All faculty	100%	3	4	4	3.67	

Average Rating										3.83	
Weighted Average Rating										0.77	
SUPPORT FUNCTIONS											
EMPLOYABILITY OF GRADUATES	Number of graduates traced	20	All CE faculty members	20	3	4	5	4			
ACCREDITATION	Preparation for compliance to the accreditation (Level4)	50%	All CE faculty members	100	5	4	4	4.33			
Average Rating										4.17	\
Weighted Average Rating										0.83	\
TOTAL OVERALL RATING										4.13	\
FINAL AVERAGE RATING										4.13	\
ADJECTIVAL RATING										VS	VERY SATISFACTORY

DISCUSSED WITH	DATE
 RALPH ANGELO ESTILLER Employee	

ASSESSED BY
I certify that I discussed my assessment of the performance with the employee

JOHN MICHAEL B. CASIBANG, MST
Immediate Supervisor

FINAL RATING BY	DATE
 ROGER P. RUMPON, MST CEO	

Legend: 1:Quality 2: Efficiency 3:Timeliness 4:Average