ANNEX A

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: RWO
TIME: 5:00pm DATE: 3-10-2025

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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, Denn A. Agatep , Assistant Professor II of the Electrical Engineering Department ,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 : July to December 2024) .

DENN A. AGATEP
Employee

Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor ENGR. JOHN MICHAEL B. CASIBANG, MST *College Dean*		ENGR. ROGER P. RUMPON, MS *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		4.60	4	4	-	4	5
	Number of gradesheets submitted on time	5						-	sem not yet ended
	Percentage of Attendance to Campus Activities	100%		100%	5	4	3	4	VS
RESEARCH INVOLVEMENT	Number of research involvement	1		1	3	3	-	3	5
EXTENSION INVOLVEMENT	Number of extension involvement	1		1	3	3	-	3	5
Average Rating								3.5	3.5
Weighted Average Rating								2.45	2.45
STRATEGIC PRIORITIES									
KRA 1: Access and Equity	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	1	Department Chair and all EE faculty	1	5	4	-	4.5	0
	2.2.2.2 Number of Program with level 3 accreditation status	1	All EE faculty members	1	5	4	-	4.5	0

	2.6 Percentage of Board Programs with Passing Rate Consistently Higher than the National Passing over Number of Board Programs	100%	All EE Faculty	100%	5	3	-	4	VS
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period 3.1.2.1 International Research Collaboration	1	~~EM/PDC~~	1	3	3	3	3	S
	3.3 Institutional Research and Creative Outputs								
	3.3.3 Number of research outputs/ creative works published/ presented/ exhibited/ utilized 3.3.3.1 Published in internationally indexed journal (1.0) 3.3.3.2 Published in non-indexed journal (0.125 pt each) a. National b. International 3.3.3.3 Presented in conferences but not published (0.25 pt each) a. National b. International	1	All EE Faculty	1	3	3	3	3	S
KRA 4 EXTENSION SERVICES	**4.3. Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted	1	EE faculty	MOA - LGU Gonzaga	3	3	3	3	
DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	100%	All EE faculty	80%	2	2	-	2	US
	2. Percentage of graduates (2 years prior) that are employed	80%	All faculty	100%	5	4	-	4.5	O
	3. Program Accredited	100%	All faculty	100%	3	3	3	3	S
B. Support to Operations (STO)									S
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All teachers	100	5	4	-	4.5	VS
Average Rating								3.60	
Weighted Average Rating								0.54	
SUPPORT FUNCTIONS									
EMPLOYABILITY OF GRADUATES	Number of graduates traced	3	All EE faculty members	3	3	3	3	3	
ACCREDITATION	Preparation and Submission of compliance to the accreditation	50%	All EE faculty members	-				-	No report
Average Rating								1.5	
Weighted Average Rating								0.3	
TOTAL OVERALL RATING								3.29	
FINAL AVERAGE RATING								3.29 VS	

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TIME: 5:11pm DATE: 3-10-2025

ADJECTIVAL RATING				Very Satisfactory
DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
DENN A. AGATEP *Employee*		*I certify that I discussed my assessment of the performance with the employee* ENGR. JOHN MICHAEL B. CASIBANG, MST *Immediate Supervisor*	ENGR. ROGER P. RUMPON, MS *CEO*	

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

OFFICE OF THE PLANNING and DEVELOPMENT
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BY: RVO
TIME: 5:20 pm DATE: 3-10-2025

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: RVO
TIME: 4:54 PM DATE: 3.20.2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, **Joyce P. Banatao** , Instructor I of the Architecture Department ,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 : July to December 2024)* .

JOYCE P. BANATAO
Employee
Date: _____

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor JOHN MICHAEL B. CASIBANG, MSCE *College Dean*		**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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.38	4	4	–	4	VS
	Number of gradesheets submitted on time	5		5	5		4	4.5	VS
	Percentage of Attendance to Campus Activities	100%		100%	5	–	3	4	VS
RESEARCH INVOLVEMENT	Number of research involvement	1		1	3	4	–	3.50	VS
EXTENSION INVOLVEMENT	Number of extension involvement	1		1	3	4	–	3.50	VS
Average Rating								3.9	
Weighted Average Rating								2.73	

STRATEGIC PRIORITIES									
KRA 1: Access and Equity	1.6. Percentage of Total Enrollment over Carrying Capacity within the Evaluation Period							—	
	2.1. preparation and application with the CHED Minimum Standards for Academic Program (Program offerings with COPC)	100%		100%	5		-	5	0
	2.6 Percentage of Board Programs with Passing Rate Consistently Higher than the National Passing over Number of Board Programs	—						—	No Board Examination Yet for Architecture
KRA 4 EXTENSION SERVICES	**4.3. Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted	1		1	3	4	-	3.50	VS
DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams								No Board Examination yet for Architecture
	2. Percentage of graduates (2 years prior) that are employed							—	
B. Support to Operations (STO)									
Sufficient Physical Resources and	Percentage of student concerns attended and acted upon	100%		100%	5		3	4	0
Average Rating								3.67	
Weighted Average Rating								0.67	
SUPPORT FUNCTIONS									
	Number of required reports submitted	100%		100%	5	3	3	3.66	S
	Number of course syllabus submitted	5		7	5		3	4	VS
Average Rating								3.83	
Weighted Average Rating								0.575	
TOTAL OVERALL RATING								3.93	
FINAL AVERAGE RATING								3.93	
ADJECTIVAL RATING								VS	

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
JOYCE P. BANATAO *Employee*		*I certify that I discussed my assessment of the performance with the employee* JOHN MICHAEL B. CASIBANG, MST *Immediate Supervisor*	ROGER P. RUMPON, MST *CEO*	

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

...G and DEVELOPMENT
...TIFIED TRUE COPY
BY: RW
TIME: 4:54pm DATE: 3-20-2025

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

THE PLANNING AND DEVELOPMENT
CERTIFIED TRUE COPY
BY: KW
TIME: 4:13 pm DATE: 3-10-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, LOUISE VICTORIA C. BELTRAN , Faculty of the College of Engineering and Archtecture ,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 : July to December 2024)* .

LOUISE VICTORIA C. BELTRAN
Employee

Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor JOHN MICHAEL B. CASIBANG, MST , MSc *College Dean*		ROGER P. RUMPON, MST *Campus Executive Officer*	

R	5 – Outstanding - performance exceeded expectation by 30% and above of planned target
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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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.18	3	4	–	3.5	VS
	Number of gradesheets submitted on time	4						–	1st Semester until January 2025
	Percentage of Attendance to Campus Activities	100%		100%	5	–	4	4.50	O
RESEARCH INVOLVEMENT	Number of research involvement	1		3	5	5	–	5.00	O
EXTENSION INVOLVEMENT	Number of extension involvement	1		1	3	4	–	3.50	VS
Average Rating								4.13	Very Satisfactory
Weighted Average Rating								2.89	

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	87.07%	5	4	-	4.5	0
	1.6 Percentage of total enrollment over carrying capacity within the Evaluation Period	98.10%	Department Chair,enrolling faculty	120%	1	-	-	1	4.5
KRA 2: Quality and Relevance of Instruction	2.2.2.4 International Program Certification (AUN-QA) - Number of academic programs with International Program certification	1	CE Department	1	3	3	-	3.00	5
	2.3 Faculty Profile (Number of Trainings Attended)								
	2.3.3.1 International	1	All CE Faculty	2	5	4	-	4.50	0
	2.3.3.2 Local	1	All CE Faculty	1	3	3	3	3.00	5
	2.5 Graduation Rate								
	2.5.1 Percentage average of graduates over the total freshman accepted per program in a given year	85%	Department Chair					-	To be reported
	2.5.2 Percentage of graduate disadvantaged students over total disadvantaged students enrolled in a given batch	85%	Department Chair					-	To be reported
	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%	5	4	-	4.5	0
	2.8 Partnership and Collaboration								
	2.8.2 Membership in Organizations and Networks	1.00	COEA	1	5	3	3	3.00	5
KRA 4 EXTENSION SERVICES	**4.3. Institutional Extension Activities Conducted**								
	4.2.1.1 Involvement in ESCE	1	All faculty	1	3	3	-	3	5
	4.2.1.2 Percentage of Students involved in ESCE enrolled in programs with extension courses	75%	All CE Faculty	100%	5	4	-	4.5	0
DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	57%	All CE faculty members	89.32%	5	5	-	5	0
	2. Percentage of graduates (2 years prior) that are employed	67%	All faculty	100%	5	4	-	4.5	0
	3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	60%	All faculty	100%	5			5	VS
	4. Percentage of undergraduate programs with accreditation	100%	All faculty	100%	5			5	VS
Average Rating								3.96	Very Satisfactory
Weighted Average Rating								0.59	

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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	3	3	3	3	S
	Percentage of submission of employee SALN and updated PDS	100%	All faculty	100%	5		4	4.5	VS
EMPLOYABILITY OF	Number of graduates traced	4	All faculty	10	5	4	4	4.33	VS
ACCREDITATION	Preparation for compliance to the accreditation (Level 4)	50%	All CE faculty members	15%	1	1	1	1.00	P
Average Rating								3.2075	Satisfactory
Weighted Average Rating								10.45	
TOTAL OVERALL RATING								13.961	
FINAL AVERAGE RATING								13.96	Very Satisfactory
ADJECTIVAL RATING								VS	

DISCUSSED WITH	DATE
LOUISE VICTORIA C. BELTRAN *Employee*	

ASSESSED BY

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

JOHN MICHAEL B. CASIBANG, MST, MSc
Immediate Supervisor

FINAL RATING BY	DATE
ROGER P. RUMPON, MST *Campus Executive Officer*	

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

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BY: RO
TIME: 4:13PM DATE: 3-10-2025

ANNE

CERTIFIED TRUE COPY
BY: RVO
TIME: 4:04PM DATE: 2-11-2025

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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, BERNARD D. BISUECOS, ASSISTANT PROF IV, Faculty of the College of Engineering and Architecture, commit to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period *(Rating Period : July to December 2024)*

BERNARD D. BISUECOS
Employee

Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor			
Engr. JOHN MICHAEL B. CASIBANG, MSCE *Dean*		Engr. 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
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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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.75	4	4	–	4.0	√S
	Number of gradesheets submitted on time	3		3	3	–	5	4.0	√S
	Number of Local Trainings completed	1		3	5	4	4	4.33	√S
	Percentage of Attendance to Campus Activities	100%		100%	3	–	5	4.0	√S
RESEARCH	Number of research involvement	1		5	5	4	4	4.33	√S
EXTENSION	Number of extension involvement	1		4	5	4	4	4.33	√S
Average Rating								4.165	
Weighted Average Rating								2.08	
STRATEGIC PRIORITIES									
KRA 1: Access and Equity	1.2 Percentage of disadvantaged students enrolled in the department over total student population	55%	Department Chair	75%	5	–	4	4.5	√S
	1.6 Percentage of Total Enrollment over Carrying Capacity within the Evaluation Period	98-101%	Department Chair	100%	3	4	4	3.67	√S
	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	100%	Department Chair and All CpE faculty	100%	5	–	3	4.0	√S
	2.2.2.2 Number of Program with level 3 accreditation status	1	All CpE faculty					–	Result not yet available

6 ETL

	2.5 Graduation Rate								
	2.5.1 Percentage average of graduates over the total freshman accepted per program in a given year	85%	Department Chair	90%	3	3	—	3.0	S
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period								
	3.1.2.2 Number of Local Research Collaboration	1		5	5	4	4	4.33	VS
KRA 4 EXTENSION SERVICES	**4.3 Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted 4.3.1.1 Trainings	1	Department Chair and All CpE faculty	3	5	4	4	4.33	VS
	4.3.2 Number of collaborations/ engagements with stakeholders 4.3.2.1 LGUs 4.3.2.2 NGOs/ Private Sector 4.3.2.3 International Agencies	1	Department Chair	1	3	3	3	3.0	S
	4.3.3 Number of Extension activities featured on the following modalities (print, radio, and online media)	1	Department Chair	0	1	1	1	1	P
	4.4 Impact/ Output of Extension Services								
	4.4.2 Beneficiaries of Extension Services/ Community Engagment								
	4.4.2.1 Number of trained stakeholders on need-based training program	15	All Extensionist	25	5	4	3	4	VS
			DBM/PBB						
HIGHER EDUCATION PROGRAM	1.Percentage of graduates (2 years prior) that are employed	100%	All CpE faculty	100%	3	4		3.5	S
	2.Percentage of undergraduate programs with accreditation	100%	All CpE faculty	100%	3	3		3.0	S
	3.Number of research outputs/studies completed within the year	1							
RESEARCH PROGRAM				0				—	ON-GOING
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All CpE faculty	—	1			—	No Report
Average Rating								3.484	
Weighted Average Rating								0.8711	

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BY: KW
TIME: 1:06 PM DATE: 9-20-24

SUPPORT FUNCTIONS									
EMPLOYABILITY OF GRADUATES	Number of graduates traced	2	All CpE faculty	2	3	-	-	3	
ACCREDITATION	Preparation of AACCUP compliance documents/reports	50%	All CpE faculty	100%	5	-	-	5	
Average Rating								4.0	
Weighted Average Rating								1.0	
TOTAL OVERALL RATING								3.95	
FINAL AVERAGE RATING								3.95	
ADJECTIVAL RATING								VS	

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
		I certify that I discussed my assessment of the performance with the employee		
BERNARD D. BISUECOS		**Engr. JOHN MICHAEL B. CASIBANG, MSCE**	**Engr. ROGER P. RUMPON, MST**	
Employee		***Immediate Supervisor***	***CEO***	

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

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BY: KW
TIME: 4:06 pm DATE: 3-10-2025

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: RW
TIME: 4:12pm DATE: 3-10-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, JOSEPH R. CABALBAG , Faculty of the College of Engineering and Archtecture ,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 : July to December 2024)* .

JOSEPH R. CABALBAG
Faculty Member

Date: _____

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor JOHN MICHAEL B. CASIBANG, MST , MSCE *College Dean*		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
N	one or 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)	TARGET ACCOMPLISMENT	DIVISION/ INDIVIDUALS ACCOUNTABLE	ACTUAL ACCOMPLISHMENT	RATING Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.74	4	5	--	4.5	
	Number of gradesheets submitted on time	7							END OF SEM (JAN.)
	Percentage of Attendance to Campus Activities	100%		90 %	3		3	3	5
RESEARCH INVOLVEMENT	Number of research involvement	1		1	3	3		3	5
EXTENSION INVOLVEMENT	Number of extension involvement	1		1	3	3		3	5
Average Rating								3.375 SATISFACTORY	
Weighted Average Rating								1.6875	

STRATEGIC PRIORITIES									
KRA 1: Access and Equity	1.2 Percentage of Disadvantaged students enrolled in the institution over total student population	55%	Department Chair,enrolling faculty	87.07 %	5	4	-	4.5	O
	1.6 Percentage of total enrollment over carrying capacity within the Evaluation Period	100%	Department Chair,enrolling faculty	120 %	4			4	V
KRA 2: Quality and Relevance of Instruction	2.2.2.4 International Program Certification (AUN-QA) - Number of academic programs with International Program certification	1	CE Department	1	3	3	-	3	S
	2.3 Faculty Profile								
	2.3.3.1 International Trainings/Seminar/Convention	1	All CE Faculty	2	5	4		4.5	O
	2.3.3.2 Local Trainings/Seminar/Convention	1	All CE Faculty	2	5	4	4	4.33	VS
	2.5 Graduation Rate								
	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 %	5	4	-	4.5	O
	2.8 Partnership and Collaboration								
	2.8.2 Membership in Organizations and Networks	1.00	COEA	1.0	3	3	3	3	S
KRA 4 EXTENSION SERVICES	**4.3. Institutional Extension Activities Conducted**								
	4.2.1.1 Involvement in ESCE	1	All faculty	1	3	3	-	3	S
	4.2.1.2 Percentage of Students involved in ESCE enrolled in programs with extension courses	75%	All CE Faculty	100 %	5	4	-	4.5	
DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	57%	All CE faculty members	89.32 %	5	3	-	4	O
	2. Percentage of graduates (2 years prior) that are employed	67%	All faculty	100 %	5	4		4.5	O
	3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	60%	All faculty	100 %	5			5	VS
	4. Percentage of undergraduate programs with accreditation	100%	All faculty	100 %	4	5	4	4	VS
Average Rating								4.08	VERY SATISFACTORY
Weighted Average Rating								1.02	

OFFICE OF THE PLANNING and DEVELOPMENT
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BY: KLO
TIME: 4:11PM DATE: 3-10-2026

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	-	-	3	3	Satisfactory
	Percentage of submission of employee SALN and updated PDS	100%	All faculty	100 %	5	5	5	5	VS
EMPLOYABILITY OF GRADUATES	Number of graduates traced	4	All faculty	4	5	2	2	3	S
ACCREDITATION	Preparation for compliance to the accreditation (Level4)	50%	All CE faculty members	15%	1	1	1	1	P
Average Rating								3.0	SATISFACTORY
Weighted Average Rating								0175	
TOTAL OVERALL RATING								3.75	VERY SATISFACTORY
FINAL AVERAGE RATING									
ADJECTIVAL RATING									

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, MSCE
Immediate Supervisor

FINAL RATING BY	DATE
ROGER P. RUMPON, MST ***Campus Executive Officer***	

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: RW
TIME: 4:11pm DATE: 3-10-2026

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: RLO
TIME: 4:09 PM DATE: 3-10-2025

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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, JAMES B. CABILDO, ASSOCIATE PROFESSOR IV of the Agricultural and Biosystems Engineering Department, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December 2024.

JAMES B. CABILDO
Employee

Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor JOHN MICHAEL B. CASIBANG, MST *College Dean*		ENGR. ROGER P. RUMPON, MS *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 Q¹	E²	T³	A⁴	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.64	4	4	4	4.00	YS
	Number of gradesheets submitted on time	2							Semester not yet ended
	Percentage of Attendance to Campus Activities	100%		100%	5	-	4	4.50	SO
RESEARCH	Number of research proposal submitted and presented	1		2	5	4	-	4.5	YS
	Number of research proposal approved	1		1	1	1		1	No approved proposal
EXTENSION	Number of extension activity conducted	1		2	5	4		4.5	
Average Rating								4.33	YS
Weighted Average Rating								1.75	
STRATEGIC PRIORITIES									
KRA 2: Quality and Relevance of Instruction	2.2.2.2 CHED recognized private accreditations (AACCUP) - Number of programs with level 3 accreditation	1	Department Chair and all ABE faculty	1	5	4	4	4.33	YS
	2.3 Faculty Profile								

	2.3.3 Percentage of Faculty who Completed International or Local Training Programs								
	2.3.3.2 Local	16.67%	All ABE Faculty	100%	5	4	4	4.33	VS
	2.6 Percentage of Board Programs with Passing Rate Consistently Higher than the National Passing over Number of Board Programs	100%	All ABE Faculty	100%	5	4	-	4.5	0
	2.8 Partnerships and Collaboration								
	2.8.2 Membership in Organizations and Networks	1	COEA	1	3	3	3	3.0	S
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.2.1 Percentage of full-time plantilla faculty with at least one patent, publication in internationally-indexed journals	1	College Research Coordinator,Department Chairs,Professors, Associate Professors, Asst. Professors, Instructors	—					
KRA 4 EXTENSION SERVICES	**4.2 Human Resource Capital Extension Services and Community Engagement**								
	4.2.1.1 Percentage of Plantilla Faculty and Staff involved in ESCE	100%	All Faculty	100%	5	4	4	4.33	VS
	DBM / PBB								
	1. Percentage of first-time licensure exam takers that pass the licensure exams	57%	Dean, Department Chairs, Professors, Associate Professors, Assistant Professors, Instructors, Part-time Faculty	80.33%	5	4	4	4.33	No scheduled board examination within the evaluation period.
	2. Percentage of graduates (2 years prior) that are employed	67%	Department Chairs, Professors, Associate Professors, Assistant Professors, Instructors	68.42%	3	4	4	3.66	S
	3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	60%	Department Chairs, Professors, Associate Professors, Assistant Professors, Instructors	100%	5	4	4	4.33	VS
	4. Percentage of undergraduate programs with accreditation	80%	Department Chairs, Professors, Associate Professors, Assistant Professors, Instructors	100%	4	4	4	4	VS
	2. Number of research outputs/studies completed within the year	1	Dean, Department Chairs,Research and Extension Coordinators, Professors, Associate Professors, Assistant Professors, Instructors	1	3	4	4	3.66	S
	1. Number of active partnership with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	1 per college	Dean, Department Chairs,Research and Extension Coordinators, Professors, Associate Professors, Assistant Professors, Instructors	—					To be reported

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TIME: 4:09pm DATE: 3-7-2025

	2. Number of trainees weighted by the length of training	20	Dean, Department Chairs,Research and Extension Coordinators, Professors, Associate Professors, Assistant Professors, Instructors	—					To be reported
	3. Number of extension programs organized and supported consistent with the SUCs mandated and priority programs	1 per college	College Research and Extension Coordinators,Department Chairs,Professors, Associate Professors, Asst. Professors, Instructors	—					to be reported
	4. Percentage of beneficiaries who rate the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	97%	College Research and Extension Coordinators,Department Chairs,Professors, Associate Professors, Asst. Professors, Instructors	—					to be reported
ACADEMIC DEPARTMENT (Promoting Quality and Relevant Tertiary Education)	Percentage of compliance to standard class size	100%	All ABE Faculty	100%	5	4	4	4.33	VS
	Percentage of student concerns attended and acted upon	100%	All ABE Faculty	100%	5	4	4	4.33	VS
Average Rating								3.733	VS
Weighted Average Rating								1112	
SUPPORT FUNCTIONS									
	On-time submission of Documentation for Ranking as required by the university, Integrate SDGs in Curriculum and Syllabi, Integrate FT and SDGs	Integrate SDGs in Curriculum and Syllabi, Integrate FT and SDGs	All Faculty						Completed Jan – June
	Percentage of submission of employee SALN and updated PDS	100%							
	Number of Graduates traced	4	All Faculty	10	5	4	4	4.33	VS
Average Rating								4.33	VS
Weighted Average Rating								1299	
TOTAL OVERALL RATING								4.1169	VS
FINAL AVERAGE RATING								VS	= Very Satisfactory
ADJECTIVAL RATING									

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
JAMES D. CABILDO		JOHN MICHAEL B. CASIBANG, MST	ENGR. ROGER P. RUMPON, MS	
Employee		*Immediate Supervisor*	*Chairperson, PMT/QEO/University President*	

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

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

OFFICE OF THE PLANNING and DEVELOPMENT
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BY: RV
TIME: 4:09pm DATE: 3-10-25

ANNEX A

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

OFFICE OF THE ... and DEVELOPMENT
CERTIFIED TRUE COPY
BY: [illegible]
TIME: 4:11 PM DATE: 3-10-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, OLIVER P. CAGUMBAY, INSTRUCTOR III, Faculty of the College of Engineering and Architecture, commit to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period *(Rating Period : July to December 2024)*

OLIVER P. CAGUMBAY
Employee
Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor			
Engr. JOHN MICHAEL B. CASIBANG, MSCE *Dean*		Engr. 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 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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.31	3	4	-	3.5	VS
	Number of gradesheets submitted on time	5		5	5	-	4	4.5	VS
	Number of Local Trainings completed	1		2	5	4	3	4.0	VS
	Percentage of Attendance to Campus Activities	100%		100%	5	-	3	4.0	VS
RESEARCH	Number of research involvement	1		3	5	4	-	4.5	0
EXTENSION	Number of extension involvement	1		2	5	4	-	4.5	0
Average Rating								4.1666	VS
Weighted Average Rating								2.9148	
STRATEGIC PRIORITIES									
KRA 1: Access and Equity	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	100%	Department Chair and all EcE faculty	100%	5	-	3	4.0	VS
	2.2.2.2 Number of Program with level 3 accreditation status	1	All EcE faculty	1					result not yet available
	2.5 Graduation Rate								
	2.6 Percentage of program with passing rate higher than national	1	All EcE faculty	1	5	3		4	VS 10/18 = 55.56 vs 45.59
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period								
	3.1.2.2 Number of Local Research Collaboration	1		3	5	4	3	4.0	VS

KRA 4 EXTENSION SERVICES	**4.3 Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted 4.3.1.1 Trainings	1	Department Chair and all EcE faculty	3	5	4	3	4.0	VS
	4.4 Impact/ Output of Extension Services								
	4.4.2 Beneficiaries of Extension Services/ Community Engagment								
	4.4.2.1 Number of trained stakeholders on need-based training program	15	All Extensionist	150	5	4	3	4.0	VS
DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	50%	All EcE faculty	0%	1	1		1.0	P
	2. Percentage of graduates (2 years prior) that are employed	100%	All EcE faculty	65.22%	3	2	-	2.0	U
	3. Percentage of undergraduate programs with accreditation	100%	All EcE faculty	100%	5	3	3	3.66	S
RESEARCH PROGRAM	2. Number of research outputs/studies completed within the year	1							On Going
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All EcE faculty	100%	5	4	3	4.0	VS
Average Rating								3.40	
Weighted Average Rating								0.511	
SUPPORT FUNCTIONS									
EMPLOYABILITY OF GRADUATES	Number of graduates traced	2	All EcE faculty	3	5		3	4.0	VS
ACCREDITATION	Preparation of AACCUP compliance documents/reports	50%	All EcE faculty	100%	5	4	3	4.0	VS
Average Rating								4.0	
Weighted Average Rating								0.6	
TOTAL OVERALL RATING								4.02	Very Satisfactory
FINAL AVERAGE RATING								4.02	
ADJECTIVAL RATING								VS	

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
OLIVER P. CAGUMBAY *Employee*		*I certify that I discussed my assessment of the performance with the employee* Engr. JOHN MICHAEL B. CASIBANG, MSCE *Immediate Supervisor*	Engr. ROGER P. RUMPON, MST *CEO*	

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: NW
TIME: 4:11 PM DATE: 5-10-2025

OFFICE OF THE PLANNING and DEVELOPMENT
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BY: RCO
TIME: 3:48pm DATE: 3-10-2025

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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, MARY JANE C. CALAGUI, Professor V of the Chemical Engineering Department (6 units ETL), commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December 2024.

MARY JANE C. CALAGUI
Employee
Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor JOHN MICHAEL B. CASIBANG, MST *College Dean*		Engr. ROGER P RUMPON, MS *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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.80	4	5		4.5	VS
	Number of gradesheets submitted on time	4						T	1st sem, extended, grade-sheets to be submitted Jan 2025
	Percentage of Attendance to Campus Activities	100%		100%	5		3	4.0	VS
	Number of local trainings completed	1		2 (STP & WURI)	5	4	4	4.33	VS
RESEARCH	Number of research outputs presented in in national/international conferences but not published	1		2 (IRICEEA & ICAST)	5	5	4	4.67	VS
	Number of awards received for research in International/National	1		2 (IRICEEA Best Presentation & UST)	5	5	5	5.0	O
	Number of research published in Scopus Indexed journals	1		1	5	3	3	3.67	S
	Number research citations in refereed journal	3		4	5	5	5	5.0	O
EXTENSION	Number of extension involvement	1		1	3	3	3	3.0	S
Average Rating								4.27	
Weighted Average Rating				0.60 (4.27) =				2.56	
STRATEGIC PRIORITIES									
KRA 2: Quality and Relevance of	2.3.3 Number of International Training Programs	1	All Faculty	2 (ICAST & Valve Innovation for Eng'g.)	5	4	4	4.33	VS

Instruction	2.6 Board Exam Passing Rate Higher than the National Passing Rate	100%	All Faculty	2/3 = 67%	2	2	2	2.0	U
KRA 4 EXTENSION SERVICES	**4.2. Human Resource Capital Extension Services and Community Engagement**								
	4.3.2 Number of collaborations/ engagements with stakeholders	1	All Faculty	2 (EMB-WQMA, EMB-ACB)	5	4	4	4.33	VS
	4.4 Impact/ Output of Extension Services								
	4.4.2.1 Number of trained stakeholders on need-based training program	200		1075	5	5	5	5.0	O
	DBM/PBB								
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	57%	All Faculty	1/1 = 100%	5	5	5	5.0	O
	2. Percentage of graduates (2 years prior) that are employed	67%	All faculty	84%	4	4	4	4.0	VS
	3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	100%	All faculty	100%	4	4	4	4.0	VS
	4. Undergraduate program with accreditation		All faculty						Existing Level 3 Accredited ChE Program
TECHNICAL ADVISORY EXTENSION PROGRAM	1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	1	All faculty	2	5	4	4	4.33	VS
	3. Number of extension programs organized and supported consistent	1	All faculty	1	3	3	3	3.0	S
	4. Percentage of beneficiaries who rate the training course/s and advisory services as satisfactory or higher in terms of quality and	97%	All faculty	98%	3	3	3	3.0	VS
ACADEMIC DEPARTMENT (Promoting Qaulity and Relevant	Percentage compliance to standard class size	100%	All faculty	100%	5	-	-	5.0	O
	Percentage of student concerns attended and acted upon	100%	All faculty	100%	5	4	3	4.67	VS
Average Rating								4.125	
Weighted Average Rating								0.20(4.125) = 0.825	
	SUPPORT FUNCTIONS								
	On-time submission of Documentation for Ranking as required by the university, Integrate SDGs in Curriculum and Syllabi, Integrate FT and SDGs	4	All faculty						Completed Jan-June
	Percentage of submission of employee SALN and updated PDS	100%	All faculty						Submission next rating Period
	Submission of compliance report for accreditation	1	All faculty	2 (ACCUP & ISO)	5	4	4	4.33	VS
ACCREDITATION	Completion and submission of compliance report/documents	100%	All faculty	100%	4	4	4	4.0	VS
	Number of graduates traced	4	All faculty	5	4	4	4	4.0	VS
	Percentage syllabi duly controlled by DCO	100%	College ISO Focal Person	100%	5	3	3	3.67	S

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	Percentage submission of RBT Forms	100%	College ISO Focal Person	100%	5	4	4	4.33	VS
	ISO Accreditation	100%	All faculty	100%	5	4	3	4.0	VS
Average Rating								4.055	
Weighted Average Rating				0.20 (4.055)				0.811	
TOTAL OVERALL RATING								4.196	VS
FINAL AVERAGE RATING								4.20	VS
ADJECTIVAL RATING								VS	

DISCUSSED WITH	DATE
MARY JANE C. DELAGUI *Employee*	

ASSESSED 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
Engr. ROGER P. RUMPON, MS *CEO*	

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

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BY: RVO
TIME: 5:48PM DATE: 3-10-2020

ANNEX A

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

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CERTIFIED TRUE COPY
BY: RW
TIME: 4:27pm DATE: 3-10-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, GILBERT T. CALUBAQUIB, INSTRUCTOR I, Faculty of the College of Engineering and Architecture, commit to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period *(Rating Period : July to December 2024)*

GILBERT T. CALUBAQUIB
Employee

Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor Engr. JOHN MICHAEL B. CASIBANG, MSCE *Dean*		Engr. 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
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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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.38	4	5	–	4.5	VS
	Number of gradesheets submitted on time	9		9					1st Sem. extended
	Number of Local Trainings completed	1		2	5	4	4	4.33	VS
	Number of Local Trainings completed	1		2	5	4	4	4.33	VS
	Percentage of Attendance to Campus Activities	100%		100%	5	–	4	4.5	VS
RESEARCH	Number of research involvement	1		4	5	4	4	4.33	O
EXTENSION	Number of extension involvement	1		3	5	4	4	4.33	O
Average Rating								4.41	
Weighted Average Rating								2.65	VS
STRATEGIC PRIORITIES									
KRA 1: Access and Equity	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC)	100%	Department Chair and all CpE faculty	100%	4		4	4	VS
	2.2.2.2 Number of Program with level 3 accreditation status	1	All CpE faculty	—	-	-	-		No result yet
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period								
	3.1.2.2 Number of Local Research Collaboration	1		3	5	4	3	4	VS
KRA 4 EXTENSION SERVICES	**4.3 Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted 4.3.1.1 Trainings	1	Department Chair and all CpE faculty	3	5	3	–	4	
	4.4 Impact/ Output of Extension Services								
	4.4.2 Beneficiaries of Extension Services/ Community Engagment								
	4.4.2.1 Number of trained stakeholders on need-based training program	15	All Extensionist	150	5	4	3	4	VS

DBM/PBB									
HIGHER EDUCATION PROGRAM	2. Percentage of graduates (2 years prior) that are employed	100%	All CpE faculty	70%	4	3	3	3.33	S
	3. Percentage of undergraduate programs with accreditation	100%	All CpE faculty	100%	3	3	3	3	S
RESEARCH PROGRAM	2. Number of research outputs/studies completed within the year	1	All CpE faculty						
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All CpE faculty	100%	3	4	3	3.33	S
Average Rating								3.66	
Weighted Average Rating								0.73	
SUPPORT FUNCTIONS									
EMPLOYABILITY OF GRADUATES	Number of graduates traced	2	All CpE faculty	4	5	4	4	4.33	VS
ACCREDITATION	Preparation of AACCUP compliance documents/reports	50%	All CpE faculty	75%	4	3	3	3.33	S
Average Rating								3.83	
Weighted Average Rating								0.77	
TOTAL OVERALL RATING								4.15	
FINAL AVERAGE RATING								V	
ADJECTIVAL RATING								VS	

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
GILBERT T. CALUBAQUIB, MSIT *Employee*		*I certify that I discussed my assessment of the performance with the employee* Engr. JOHN MICHAEL B. CASIBANG, MSCE ***Immediate Supervisor***	Engr. ROGER P. RUMPON, MST *CEO*	

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

OFFICE OF THE PLANNING and DEVELOPMENT
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BY: RVO
TIME: 4:27PM DATE: 3-10-2025

ANNEX A

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

OFFICE OF THE PLANNING AND DEVELOPMENT
CERTIFIED TRUE COPY
BY: RLO
TIME: 4:57 PM DATE: 3/0-2024

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, CRISTOPHER R. CAPILI, ASSISTANT INSTRUCTOR III, Faculty of the College of Engineering and Architecture, commit to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period *(Rating Period : July to December 2024)*

CRISTOPHER R. CAPILI
Employee

Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor			
Engr. JOHN ICHAEL B. CASIBANG, MSCE *Dean*		Engr. ROGER F. 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 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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.46	4	4	-	4	YS
	Number of gradesheets submitted on time	3		-					1st Semester Extended
	Number of Local Trainings completed	1		2	4	4	3	4.0	YS
	Percentage of Attendance to Campus Activities	100%		100%	5	-	4	4.5	0
RESEARCH	Number of research involvement	1		4	5	4	3	4.0	YS
EXTENSION	Number of extension involvement	1		3	5	4	3	4.0	YS
Average Rating								4.1	
Weighted Average Rating								2.46	
STRATEGIC PRIORITIES									
KRA 1: Access and Equity	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	100%	Department Chair and all EcE faculty	100%	5	-	3	4.0	YS
	2.2.2.2 Number of Program with level 3 accreditation status	1	All EcE faculty	-	-	-	-		Result not yet available
	2.5 Graduation Rate								
	2.6 Percentage of program with passing rate higher than national	1	All EcE faculty	1	2	2		2.0	10/18 = 55.56%
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period								
	3.1.2.2 Number of Local Research Collaboration	1		24	5	4	3	4.0	

KRA 4 EXTENSION SERVICES	**4.3 Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted 4.3.1.1 Trainings	1	Department Chair and all EcE faculty	3	5	4	3	4.0	VS
	4.4 Impact/ Output of Extension Services								
	4.4.2 Beneficiaries of Extension Services/ Community Engagment								
	4.4.2.1 Number of trained stakeholders on need-based training program	15	All Extensionist	150	5	4	3	4.0	VS
			DBM/PBB						
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	50%	All EcE faculty	0%	0	0	0	0	P
	2. Percentage of graduates (2 years prior) that are employed	100%	All EcE faculty	65.22%	2	2	2	2	M
	3. Percentage of undergraduate programs with accreditation	100%	All EcE faculty	100%	3	3	3	3	S
RESEARCH PROGRAM	2. Number of research outputs/studies completed within the year	1							on going
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All EcE faculty	100%	5	4	3	4.0	VS
Average Rating								3.0	
Weighted Average Rating								0.6	
			SUPPORT FUNCTIONS						
EMPLOYABILITY OF GRADUATES	Number of graduates traced	2	All EcE faculty	4	5	4	3	4.0	VS
ACCREDITATION	Preparation of AACCUP compliance documents/reports	50%	All EcE faculty	100%	5	4	4	4.33	VS
Average Rating								4.165	
Weighted Average Rating								0.833	
TOTAL OVERALL RATING								3.893	Very Satisfactory
FINAL AVERAGE RATING								3.893	
ADJECTIVAL RATING								VS	

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
CRISTOPHER R. CAPILI *Employee*		*I certify that I discussed my assessment of the performance with the employee* Engr. JOHN MICHAEL B. CASIBANG, MSCE *Immediate Supervisor*	Engr. ROGER P. RUMPON, MST *CEO*	

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

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

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BY: RLO
TIME: 3:19pm DATE: 5-20-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, ANGELICA D. COBALLES , Faculty of the College of Engineering and Archtecture ,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 : July to December 2024)* .

ANGELICA D. COBALLES
Employee

Date: _____

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor			
NOEL MICHAEL B. CASIBANG, MIST , MSc *College Dean*		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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.72	4	4		4.00	VS
	Number of gradesheets submitted on time	7		–					1st sem end at January
	Percentage of Attendance to Campus Activities	100%		100%	5	–	4	4.50	VS
RESEARCH INVOLVEMENT	Number of research involvement	1		2	5	4		4.50	VS
EXTENSION INVOLVEMENT	Number of extension involvement	1		1	3	4		3.50	VS
Average Rating								4.125	Very Satisfactory
Weighted Average Rating					4.125 (0.6)			2.48	

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	87.07%	5	4		4.50	0
	1.6 Percentage of total enrollment over carrying capacity within the Evaluation Period	90-100%	Department Chair,enrolling faculty	120%	1			1	
KRA 2: Quality and Relevance of Instruction	2.2.2.4 International Program Certification (AUN-QA) - Number of academic programs with International Program certification	1	CE Department	1	3	3	-	3.0	5
	2.3 Faculty Profile								
	2.3.3.1 International	1	All CE Faculty	2	5	4	-	4.5	Q
	2.3.3.2 Local	1	All CE Faculty	1	3	3		3.00	5
	2.5 Graduation Rate								
	2.5.1 Percentage average of graduates over the total freshman accepted per program in a given year	85%	Department Chair					-	To be reported
	2.5.2 Percentage of graduate disadvantaged students over total disadvantaged students enrolled in a given batch	85%	Department Chair					-	To be reported
	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%	5	4	-	4.5	0
	2.8 Partnership and Collaboration								
	2.8.2 Membership in Organizations and Networks	1.00	COEA	1	3	3	3	3.00	5
KRA 4 EXTENSION SERVICES	**4.3. Institutional Extension Activities Conducted**								
	4.2.1.1 Involvement in ESCE	1	All faculty	1	3	3	-	3.	5
	4.2.1.2 Percentage of Students involved in ESCE enrolled in programs with extension courses	75%	All CE Faculty	100%	5	4	-	4.5	0
DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	57%	All CE faculty members	89.32%	5	5	-	5	0
	2. Percentage of graduates (2 years prior) that are employed	67%	All faculty	100%	5	4	-	4.5	0
	3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	60%	All faculty	100%	4	4	4	.4	VS
	4. Percentage of undergraduate programs with accreditation	100%	All faculty	100%	4	4	4	4	VS
Average Rating								3.73	Very Satisfactory
Weighted Average Rating				3.73(0.20)				0.75	

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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	3	3	3	3	S
	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	10	5	4	4	4.33	VS
ACCREDITATION	Preparation for compliance to the accreditation (Level4)	50%	All CE faculty members	15%	1	1	1	1.00	P
Average Rating								3.165	Satisfactory
Weighted Average Rating								3.165 (0.20) 0.63	
TOTAL OVERALL RATING									
FINAL AVERAGE RATING								3.86	Very satisfactory
ADJECTIVAL RATING									

DISCUSSED WITH	DATE
ANGELICA B. COBALLES *Employee*	

ASSESSED 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 *Campus Executive Officer*	

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

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TIME: 8:19 PM DATE: 3-10-2025

ANNEX A

OFFICE OF THE PLANNING and DEVELOPMENT
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BY: RLO
TIME: 4:15PM DATE: 3-10-2025

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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, *EDMUND A DELA CRUZ, JR.*, Assistant Professor I of the *Architecture Department*, 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 : July to December 2024)*.

EDMUND A. DELA CRUZ, JR.
Employee

Date: _____

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor JOHN MICHAEL B. CASIBANG, MST *College Dean*		ENGR. ROGER P. RUMPON *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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.5	4	4		4.00	VS
	Number of gradesheets submitted on time	3		—				4	1ST Semester for Extended
	Percentage of Attendance to Campus Activities	100%		100%	5	—	4	4.50	0
RESEARCH INVOLVEMENT	Number of research proposal involvement	1		1	3	3	3	3.0	VS
EXTENSION INVOLVEMENT	Number of extension involvement	1		1	3	3	3	3.00	S
							Average Rating	3.625	VS
							Weighted Average Rating	1.8125	
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	99%	3	4	5	4.00	VS
	1.2 Percentage of Disadvantage students enrolled in the institution over total student population	55%	Department Chair,enrolling faculty	94.11%	5	5	4	4.67	0
	1.6 Percentage of total enrollment over carrying capacity within the Evaluation Period	100%	Department Chair,enrolling faculty	85%	3	3	3	3.00	S

EJL

KRA 2: Quality and Relevance of Instruction	2.3 Faculty Profile								
	2.3.3 Percentage of Faculty who Completed International or Local Training Programs								
	2.3.3.1 International	1	All Faculty	1	4	4	3.	3.67	VS
	2.3.3.2 Local	1	All Faculty	3	5	4	5	4.67	O
	2.5.1 Percentage average of graduates over the total freshman accepted per program in a given year	85%	AR Department	85%	4	4	3	3.67	VS
	2.5.2 Percentage of graduate disadvantaged students over total disadvantaged students enrolled in a given batch	85%	AR Department	85%	4	4	3	3.67	VS
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period								
	3.1.2.2 Number of Local Research Collaboration	1	DOST	1	4	4	3	367	VS
	3.3 Institutional Research and Creative Outputs								
	3.3.3 Number of research outputs/ creative works published/ presented/ exhibited/ utilized 3.3.3.1 Published in internationally indexed journal (1.0) 3.3.3.2 Published in non-indexed journal (0.125 pt each) a. National b. International 3.3.3.3 Presented in conferences but not published (0.25 pt each) a. National b. International	1	All AR Faculty	3	4	4	4	4.0	VS
KRA 4 EXTENSION SERVICES	**4.3. Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted	1	All faculty	1	3	3	3	3.00	S
	DBM/PBB								
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams								GRADUATES ARE PARTICIPATING IN A 2-YEAR APPRENTICESHIP
	2. Percentage of graduates that are employed	67%	All faculty	100%	5 4	4	3	3.67 4	NS
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All faculty	100%	5 4	4	3	3.67 4	VS
							Average Rating	3.78	3.835 VS
							Weighted Average Rating	0.94	

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TIME: 4:15PM DATE: 3-10-2025

SUPPORT FUNCTIONS									
Number of Report submitted on time	2		2		4	3	3.67	VS
Percentage of College activities attended	100%		100%		4	3	3.67	VS
				Average Rating			3.67	VS
				Weighted Average Rating			1.1918	
TOTAL OVERALL RATING							3.67	
FINAL AVERAGE RATING							3.67	
ADJECTIVAL RATING							VS	VS

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
EDMUND A. DELA CRUZ, JR. *Employee*		*I certify that I discussed my assessment of the performance with the employee* JOHN MICHAEL B. CASIBANG, MST *Immediate Supervisor*	ENGR. ROGER P. RUMPON *CEO*	

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

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BY: KLO
TIME: 4:15PM DATE: 3-10-2021

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BY: KVS
TIME: 4:18pm DATE: 3-10-2025

ANNEX A

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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, **OLIVER J. DOCTOLERO**, Associate Professor III of the Geodetic Engineering Department (6 units ETL), commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measuresfor the period July to December 2024.

OLIVER J. DOCTOLERO
Employee

Date: _____

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor			
JOHN MICHAEL B. CASIBANG, MST,MSCE *College Dean*		**ENGR.ROGER P.RUMPON,MS** *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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.85	4	4	–	4.00	VS
	Number of gradesheets submitted on time	4							1st Semester extended (to be submitted next rating period)
	Attendance to seminars and conferences	1		2	4	4	4	4.00	VS
	Percentage of Attendance to Campus Activities	100%		100%	5	–	~~4~~ 3	~~4.50~~ 4.00	0
RESEARCH	Number of research involvement	1		1	3	3	3	3.00	S
EXTENSION	Number of extension/community outreach involvement	1		2	4	4	~~4~~ 3	~~4.00~~ 3.667	VS Analysis of Board performance
Average Rating								~~3.90~~ 3.734	
Weighted Average Rating								~~2.34~~ 1.8667	

Core - 50%
Str - 25%
Sm - 25%

STRATEGIC PRIORITIES									
KRA 1. Access and Equity	1.2 Percentage of disadvantaged students enrolled in the college over total student population	55%	Department Chair, Enrolling Faculty	94/96 = 97.92%	5	5	5	5.00	0
	1.6 Percentage of Total Enrollment over Carrying Capacity within the Evaluation Period	98%-101%	Department Chair, Enrolling Faculty	(2×50)/96 = 96%	~~3~~ 2	~~3~~	~~3~~	~~3.00~~ 2	S
KRA 2: Quality and Relevance of Instruction	**2.3 Faculty Profile**								
	2.3.34Attendance and Completion of International Training Programs/Seminars	1	All Faculty	2	~~5~~ 4	3	~~4~~ 3	3.67	S
	2.8 Partnership and Collaboration								
	2.8.2 Membership in Organization and Netwroks	1	COEA	1	3	3	3	3.00	S (PAES)
KRA 4 EXTENSION SERVICES	**4.2. Human Resource Capital Extension Services and Community Engagement**								
	4.2.1.1 Involvement in ESCE	1	All Faculty	2	~~5~~ 4	4	~~4~~ 4	~~4.5~~ 4.00	VS
	4.2.1.2 Percentage of students Involved in ESCE enrolled in programs with extension courses	75%	All Faculty	100.00%	5	4	5	4.67	VS
	4.4 Impact/ Output of Extension Services								
	4.4.2.1 Number of trained stakeholders on need-based training program	200	All Faculty	1,075	5	5	~~5~~	5	0
DBM/PBB									
HIGHER EDUCATION PROGRAM	3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	60%	All faculty	100%	5	5	5	5	0
OO: Community engagement									
ACADEMIC DEPARTMENT (Promoting Qaulity and Relevant Tertiary Education)	Percentage compliance to standard class size	100%	All faculty	100%	5	~~4~~ 5	4	~~4.33~~ 5	VS
	Percentage of student concerns attended and acted upon	100%	All faculty	100%	5	4	~~4~~ 3	~~4.33~~ 4	VS
	Number of AVP developed featuring the college and the programs	1	All Faculty	1	~~5~~ 3	3	3	~~3.00~~ 3.667	
Average Rating								~~4.09~~ 4.137	
Weighted Average Rating								~~0.82~~ 1.03425	

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SUPPORT FUNCTIONS									
	On-time submission of Documentation for Ranking as required by the university, Integrate SDGs in Curriculum and Syllabi, Integrate FT and SDGs		All faculty						} Completed January - June 2024
	Submission of employee SALN and updated PDS		All faculty						} submission on next rating period Jan.
Compliance with the CHED minimum standards for Academic program	Granting of Certificate of Program Compliance (COPC)	100%	All faculty	100%	5	5	5	5.00	O COPC has been granted and awarded dated Dec. 20, 2024
Accreditation and Quality Assurance	Involvement in ISO Quality Assurance	1	All Faculty	1	3	3	4	3.33	S
Average Rating								4.17	
Weighted Average Rating								~~0.83~~	.0425
TOTAL OVERALL RATING								~~3.99~~	3.94
FINAL AVERAGE RATING								~~3.99~~	
ADJECTIVAL RATING									Very Satisfactory

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
OLIVER J. DOCTOLERO *Employee*		*I certify that I discussed my assessment of the performance with the employee* **JOHN MICHAEL B. CASIBANG, MST, MSCE** ***Immediate Supervisor***	**Engr. ROGER P. RUMPON, MS** ***CEO***	

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

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BY: RIO
TIME: 4:50PM DATE: 2-10-2025

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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, LEOMAR D. JULIANO , Faculty of the College of Engineering and Archtecture ,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 : July to December 2024)* .

LEOMAR D. JULIANO
Employee

Date: _____

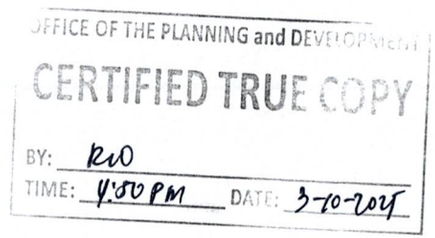
REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor			
JOHN MICHAEL B. CASIBANG, MST , MSc *College Dean*		ROGER P. RUMPON, MST *Campus Executive Officer*	

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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.53	4	4		4.00	VS
	Number of gradesheets submitted on time	7							1st sem end at January 2025
	Percentage of Attendance to Campus Activities	100%		100 %	5	—	4	4.50	0
RESEARCH INVOLVEMENT	Number of research involvement	1		2	5	5	—	5.0	0
EXTENSION INVOLVEMENT	Number of extension involvement	1		1	3	4	—	3.5	VS
Average Rating								4.13	Very Satisfactory
Weighted Average Rating								2.89	

70
15
15

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	87.07 %	5	4	-	4.5	O
	1.6 Percentage of total enrollment over carrying capacity within the Evaluation Period	100%	Department Chair,enrolling faculty	120 %	1			1	VS
KRA 2: Quality and Relevance of Instruction	2.2.2.4 International Program Certification (AUN-QA) - Number of academic programs with International Program certification	1	CE Department	1	3	3	3	3.00	S
	2.3 Faculty Profile								
	2.3.3.1 International	1	All CE Faculty	2	5	3	4	4	O
	2.3.3.2 Local	1	All CE Faculty	1	3	3		3.00	VS
	2.5 Graduation Rate								
	2.5.1 Percentage average of graduates over the total freshman accepted per program in a given year	85%	Department Chair						On going Report Consolidation
	2.5.2 Percentage of graduate disadvantaged students over total disadvantaged students enrolled in a given batch	85%	Department Chair						On going Report Consolidation
	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 %	5	4	-	4.5	O
	2.8 Partnership and Collaboration								
	2.8.2 Membership in Organizations and Networks	1.00	COEA	1	3	3	3	3.00	S
KRA 4 EXTENSION SERVICES	**4.3. Institutional Extension Activities Conducted**								
	4.2.1.1 Involvement in ESCE	1	All faculty	1	3	3	-	3	S
	4.2.1.2 Percentage of Students involved in ESCE enrolled in programs with extension courses	75%	All CE Faculty	100 %	5	4	-	4.5	
DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	57%	All CE faculty members	89.32 %	5	5	-	5	
	2. Percentage of graduates (2 years prior) that are employed	67%	All faculty	100 %	5	3	-	4	
	3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	60%	All faculty	100 %	5	-	-	5	VS
	4. Percentage of undergraduate programs with accreditation	100%	All faculty	100 %	5	4	3	4.33	VS
Average Rating								3.754	Very Satisfactory
Weighted Average Rating								0.56	



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	3		3	3.	S
	Percentage of submission of employee SALN and updated PDS	100%	All faculty	100 %	5	4	3	4	VS
EMPLOYABILITY OF	Number of graduates traced	4	All faculty	12	5	4	3	4	VS
ACCREDITATION	Preparation for compliance to the accreditation (Level4)	50%	All CE faculty members	15 %	1	1	1	1.00	P
Average Rating								.4	Satisfactory
Weighted Average Rating								0.6	
TOTAL OVERALL RATING								4.06	
FINAL AVERAGE RATING								4.06	Very Satisfactory
ADJECTIVAL RATING									

DISCUSSED WITH	DATE
LEOMAR D. JULIANO *Employee*	

ASSESSED BY

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

JOHN MICHAEL B. CASIBANG, MST, MSc
Immediate Supervisor

FINAL RATING BY	DATE
ROGER P. RUMPON, MST ***Campus Executive Officer***	

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

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TIME: 4:50 PM DATE: 3-10-2025

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BY: RVO
TIME: 4:50pm DATE: 3-20-2025

ANNEX A

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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, NARCISA C. LAGGUI , Associate Professor II of the Computer Engineering Department ,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 : July to December 2024)* .

NARCISA C. LAGGUI
Employee

Date: _____

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor			
ENGR. JOHN MICHAEL B. CASIBANG, MSCE *College Dean*		ENGR. 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		4.55	4	4	-	4	0
	Number of gradesheets submitted on time	10		10					1st semester extended
	Number of Local Trainings/seminars completed	1		1	3	3	3	3	5
	Percentage of Attendance to Campus Activities	100%		100%	5	-	3	4	9
RESEARCH	Number of research involvement	1		2	4	4	-	4	VS
EXTENSION	Number of extension involvement	1		2	4	4	-	4	VS
Average Rating								4	
Weighted Average Rating								2.80	

STRATEGIC PRIORITIES									
KRA 1. ACCESS AND EQUITY	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	100%	Department Chair and all CpE faculty	100%	5 ~~4~~		4	5 ~~4.0~~	VS
	2.2.2.2 Number of Program with level 3 accreditation status	1	All CPE faculty members						No results yet
KRA 4 EXTENSION SERVICES	4.3.1 Number of Extension activities conducted 4.3.1.1 Trainings	1	Department Chair and all CPE faculty	3	5	4	3	4.0	VS
	4.4.2.1 Number of trained stakeholders on need-based training program	15	All Extensionist	150	5	4	~~3~~ 4	~~4.33~~ 4	O
HIGHER EDUCATION PROGRAM	1. Percentage of graduates (2 years prior) that are employed	67%	All CPE faculty members	70%	4	4	~~3~~ 4	~~3.66~~ 4	VS
	2. Percentage of undergraduate programs accredited with accreditation	100%	All CPE faculty members	100%	~~5~~ 3	3	3	~~3.667~~ 3	S
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and	Percentage of student concerns attended and acted upon	100%	All CPE faculty members	100%	5	3	~~3~~ 4	~~3.667~~ 4	VS
Average Rating								~~3.83~~	4.056
Weighted Average Rating								~~0.60~~	0.61
SUPPORT FUNCTIONS									
EMPLOYABILITY OF GRADUATES	Number of graduates traced	2	All CPE faculty members	2	3	3	3	3	S
ACCREDITATION	Preparation of AACCUP compliance documents/reports	50%	All CPE faculty members	75%	4	4	4	4.0	VS
Average Rating								3.65	
Weighted Average Rating								0.55	
TOTAL OVERALL RATING								~~3.98~~	VS
FINAL AVERAGE RATING								3.960	
ADJECTIVAL RATING								VS	

	DATE	ASSESSED BY	FINAL RATING BY	DATE
DISCUSSED WITH		*certify that I discussed my assessment of the performance with the employee*		
NARCISA C. LAGGUI *Employee*		Engr. John Michael B. Casibang, MSCE *Immediate Supervisor*	Engr. ROGER P. RUMPON CEO	

b

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BY: kvo
TIME: 4:50 PM DATE: 3-10-2025

ANNEX A

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

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BY: KLO
TIME: 4:50 PM DATE: 3-10-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, CAESAR P. LLAPITAN, Associate Professor I of the Chemical Engineering Department, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period *July to December 2024*.

CAESAR P. LLAPITAN
Employee

Date: _____

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor JOHN MICHAEL B. CASIBANG, MST *College Dean*		ROGER P. RUMPON *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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.42	5	4	–	4.50	0
	Number of gradesheets submitted on time	6							Semester not yet ended
	Percentage of Attendance to Campus Activities	100%		90%	5	–	4	4.50	0
RESEARCH	Number of research involvement	1		1	3	4	–	3.5	5
Average Rating								4.16	
Weighted Average Rating								2.92	
STRATEGIC PRIORITIES									
KRA 2: Quality and Relevance of Instruction	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	1	All ChE faculty members					–	Complied. Program has an active COPC.
	2.2.2.2 Number of Program with level 3 accreditation status	1	All ChE faculty members					–	The result for the Level III Accreditation was not yet released.

	2.3 Faculty Profile								
	2.3.1 Number of Plantilla Faculty with Doctoral Degrees	1		1					Complied
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.4 Utilization Rate of allocated funds for research and development	100%	All approved researches with fund allocation					-	No funds released yet
	3.1.4.1 GAA -Utilization Rate of GAA allocated funds for research and development	100%	All approved researches with fund allocation					-	Late issuance of special order and disbursement of funds
KRA 4 EXTENSION SERVICES	**4.3. Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted 4.3.1.1 Trainings 4.3.1.2 Technology Demonstration 4.3.1.3 Technical Advisory 4.3.1.4 Outreach - Number of points earned	1 Training	All ChE Faculty	1	3	4	4	3.67	S
	4.3.2 Number of collaborations/ engagements with stakeholders 4.3.2.1 LGUs 4.3.2.2 NGOs/ Private Sector 4.3.2.3 International Agencies - Number of points earned	1 (MOA LGU Gattaran)	All ChE Faculty	1	3	4	4	3.67	S
	4.4 Impact/ Output of Extension Services								
	4.4.2.1 Number of trained stakeholders on need-based training program	50	All ChE Faculty	40	3	3	3	3.00	S
	4.4.3 Impact Assessment conducted	1	All ChE Faculty	1	3	3	3	3.00	S
	DBM/PBB								
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	50%	All ChE Faculty	1/1 = 100%	5	4	-	4.5	O
	2. Percentage of graduates (2 years prior) that are employed	80%	All faculty	82%	4	4	4	4.00	VS
	3. Program accredited	100%	All faculty						No result released
OO: Community engagement									
TECHNICAL ADVISORY EXTENSION PROGRAM	2. Number of trainees weighted by the length of training	100	All faculty extensionists	140	5	5	4	4.67	VS

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B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All ChE Faculty	100%	5	5	4	4.67	VS
Average Rating								3.8975	
Weighted Average Rating								0.5846	
SUPPORT FUNCTIONS									
EMPLOYABILITY OF GRADUATES	Number of graduates traced	5	All ChE faculty members	5	3	4	5	4.00	VS
ACCREDITATION	Completion and submission of compliance report/documents	100%	All ChE faculty members	100%	3	4	5	4.00	VS
Average Rating								4.00	
Weighted Average Rating								0.60	
TOTAL OVERALL RATING									4.10
FINAL AVERAGE RATING									4.10
ADJECTIVAL RATING									**Very Satisfactory**

DISCUSSED WITH	DATE
CAESAR P. LLAPITAN *Employee*	1/30/2025

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 *CEO*	

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

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BY: RVO
TIME: 4:50 PM DATE: 3-10-2025

ANNEX A

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

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BY: RW
TIME: 4:45PM DATE: 3-10-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, **RUTH N. MAGUDDAYAO** , Professor VI of the Electronics Engineering Department ,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 : July to December 2024)* .

RUTH N. MAGUDDAYAO
Employee

Date: _____

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor JOHN MICHAEL B. CASIBANG, MST *College Dean*		ROGER P. RUMPON *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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.64	4	4	–	4	VS
	Number of gradesheets submitted on time	3		3	5		4	4.5	O
	Percentage of Attendance to Campus Activities	100%		100%	5	–	3	4	VS
	Number of International Trainings attended	1		3	5	~~3~~	~~3~~	5	O
	Instructional Material/ Module Developed	1		2	~~5~~	3	3	3.667	S
RESEARCH	Number of on going research presented national/ international	1		2	5	~~3~~	~~3~~	4	O
	Number of Citations in Scopus-indexed and WOS	3		10	5	5	~~3~~	5	O
EXTENSION	Number of on going extension involvement	1		2	3	4	–	3.5	S
Average Rating								~~4.25~~ 4.208	
Weighted Average Rating								~~3.975~~ 2.946	

STRATEGIC PRIORITIES									
KRA 1: Access and Equity	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	1	Department Chair and all ECE faculty	1	5		3	4	VS
	2.2.2.2 Number of Program with level 3 accreditation status	1	All ECE faculty members	The result for Level III AACCUP Accred was not yet released.					
	2.6 Number of Program w/ Passing Rate Higher than the National Passing	2 (CE & ECE)	for GEC	2	4	4		4	VS
KRA 4 EXTENSION SERVICES	**4.3. Institutional Extension Activities Conducted**								
	4.3.2 Number of collaborations/ engagements with stakeholders 4.3.2.1 LGUs 4.3.2.2 NGOs/ Private Sector 4.3.2.3 International Agencies - Number of points earned	1	All ECE faculty members	2 ((MOA LGU Gattaran, MOA Annafunan Integrated School)	5	4	3	4 ~~4.33~~	VS
DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	50%	All ECE faculty members	CE – 89.32 0.00%	5	4	1	5	P
	2. Percentage of graduates (2 years prior) that are employed	100%	All ECE faculty members	65.22%	2	2	2	2	No 2021 graduates
	3. Percentage of undergraduate programs with accreditation	100%	All ECE faculty members	100.00%	5	3		4	VS (AACCUP Level 2 for Mandatory Compliance)
B. Support to Operations (STO)	Percentage of academic programs with instructions, research, extension, and production interface	60%	All ECE faculty members	100%	5	5	5	5	O
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All ECE faculty members	100%	5	4	3	4	VS
Average Rating								3.47	4
Weighted Average Rating								**0.52**	0.6
SUPPORT FUNCTIONS									
EMPLOYABILITY OF GRADUATES	Number of graduates traced	2	All ECE faculty members	4	5	4	3	~~4.33~~ 4	VS
ACCREDITATION	Completion and submission of compliance report/documents	100%	All ECE faculty members	100%	5	4	3	4	VS
Average Rating								4.16	4
Weighted Average Rating								**0.62**	0.6
TOTAL OVERALL RATING								4.16	4.16
FINAL AVERAGE RATING									VS
ADJECTIVAL RATING									Very Satisfactory

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
RUTH N. MAGUDDAYAO *Employee*		*I certify that I discussed my assessment of the performance with the employee* JOHN MICHAEL B. CASIBANG, MST *Immediate Supervisor*	ROGER P. RUMPON *CEO*	

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

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BY: RVO
TIME 4:45PM DATE: 3-10-2025

ANNEX A

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

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BY: [illegible]
TIME: 4:49pm DATE: 3-10-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, EULOGIO NEIL A. MALLILLIN, INSTRUCTOR III, Faculty of the College of Engineering and Architecture, commit to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period *(Rating Period : July to December 2024)*

EULOGIO NEIL A. MALLILLIN
Employee

Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor			
Engr. JOHN MICHAEL B. CASIBANG, MSCE *Dean*		Engr. 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 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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.68	4	5	—	4.50	VS
	Number of gradesheets submitted on time	3		5					1st semester extended
	Number of Local Trainings completed	1		2	5	4	3	4.0	VS
	Percentage of Attendance to Campus Activities	100%		100%	5		3	4.0	VS
RESEARCH	Number of research involvement	1		3	5	4	—	4.5	0
EXTENSION	Number of extension involvement	1		3	5	4	—	4.5	0
Average Rating								4.3	
Weighted Average Rating								2.15	
STRATEGIC PRIORITIES									
KRA 1: Access and Equity	1.2 Percentage of disadvantaged students enrolled in the department over total student population	55%	Department Chair	80%	5		4	4.50	VS
	1.6 Percentage of Total Enrollment over Carrying Capacity within the Evaluation Period	98-101%	Department Chair	100 %	5	4	4	3.67	S
	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	100%	Department Chair and all EcE faculty	100 %	5		3	4.0	VS
	2.2.2.2 Number of Program with level 3 accreditation status	1	All EcE faculty						Result not yet available
	2.5 Graduation Rate								

50%
25%
25%

	2.5.1 Percentage average of graduates over the total freshman accepted per program in a given year	85%	Department Chair	90%	3	3		3.0	S
	2.6 Percentage of program with passing rate higher than national	1	All EcE faculty	1	3	3		3.0	S (10/18 = 55.56 vs 45.59)
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period								
	3.1.2.2 Number of Local Research Collaboration	1		3	5	4	3	4.0	VS
KRA 4 EXTENSION SERVICES	**4.3 Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted 4.3.1.1 Trainings	1	Department Chair and all EcE faculty	3	5	4	3	4.0	VS
	4.3.2 Number of collaborations/ engagements with stakeholders 4.3.2.1 LGUs 4.3.2.2 NGOs/ Private Sector 4.3.2.3 International Agencies	1	Department Chair	1	3	3	3	3.0	S
	4.3.3 Number of Extension activities featured on the following modalities (print, radio, and online media)	1	Department Chair	0	1	1		1.0	P
	4.4 Impact/ Output of Extension Services								
	4.4.2 Beneficiaries of Extension Services/ Community Engagment								
	4.4.2.1 Number of trained stakeholders on need-based training program	15	All Extensionist	150	5	4	3	3.37	S
			DBM/PBB						
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	50%	All EcE faculty	0%	1	1		1.0	P
	2. Percentage of graduates (2 years prior) that are employed	100%	All EcE faculty	65.22%	2	2	2	2.0	S
	3. Percentage of undergraduate programs with accreditation	100%	All EcE faculty	100%	~~5~~	~~3~~	3	~~3.0~~	3.467 S
RESEARCH PROGRAM	2. Number of research outputs/studies completed within the year	1							on going
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All EcE faculty	100%	5	4	~~5~~ 3	~~4.67~~	4 VS
Average Rating								~~3.40~~	3.253
Weighted Average Rating								~~0.79~~	0.81325
			SUPPORT FUNCTIONS						
EMPLOYABILITY OF GRADUATES	Number of graduates traced	2	All EcE faculty	4	5		3	4.0	VS
ACCREDITATION	Preparation of AACCUP compliance documents/reports	50%	All EcE faculty	100%	5	4	4	4.0	VS
Average Rating								4.0	
Weighted Average Rating								1.0	
TOTAL OVERALL RATING								~~3.9~~	3.96

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FINAL AVERAGE RATING	3.94 VS 3.96 CSF
ADJECTIVAL RATING	

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
EULOGIO NEIL A. MALLILLIN *Employee*		*I certify that I discussed my assessment of the performance with the employee* **Engr. JOHN MICHAEL B. CASIBANG, MSCE** *Immediate Supervisor*	**Engr. ROGER P. RUMPON, MST** *CEO*	

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

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TIME: 4:49PM DATE: 6-10-2021

OFFICE OF THE PLANNING and DEVELOPMENT
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BY: RMO
TIME: 4:43PM DATE: 3-10-2025

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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, *BUENCAMINO C. MARTIN* , *Associate Professor IV* of the *Agricultural and Biosystems Engineering Department* ,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 : July to December 2024)* .

BUENCAMINO C. MARTIN
Employee

Date: _____

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor			
JOHN MICHAEL B. CASIBANG, MST, MSCE ***College Dean***		**ENGR. ROGER P. RUMPON, MS** ***Campus Executive Officer***	Feb. 4, 2025

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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.77	4	4	–	4.00	VS
	Number of gradesheets submitted on time	5							Semester not yet ended
	Percentage of Attendance to Campus Activities	100%		100%	5	3	3	3.00	3.667 S
RESEARCH	Number of research proposal submitted and presented	1		2	4	4	4	4.00	VS
	Number of research proposal approved	1							No approved proposal yet
EXTENSION	Number of extension activity conducted	1		1	3	4	–	3.5	VS
Average Rating								~~3.625~~	3.79
Weighted Average Rating								2.5375	2.65

STRATEGIC PRIORITIES									
KRA 2: Quality and Relevance of Instruction	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	1	Department Chair and all ABE faculty	1	5	4	3	4 3.67	S
	2.2.2.2 Number of Program with level 3 accreditation status	1	All ABE faculty members	1	5	4	3	3.67	S
	2.6 Percentage of Board Programs with Passing Rate Consistently Higher than the National Passing over Number of Board Programs	100%	All ABE Faculty	100%	5	3		4.00	VS
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period 3.1.2.1 International Research Collaboration	1	All ABE Faculty	1	3	3	3	3	S
	3.1.2.2 Number of Local Research Collaboration	1	DOST	2	5	4	4	4.00	VS
KRA 4 EXTENSION SERVICES	**4.3 Institutional Extension Activities Conducted**								
	4.3.2 Number of collaborations/ engagements with stakeholders 4.3.2.1 LGUs 4.3.2.2 NGOs/ Private Sector 4.3.2.3 International Agencies - Number of points earned	3 (MOA LGU Gattaran, LGU Alcala, Gosi Sur)	ABE department	3 (MOA LGU Gattaran, LGU Gonzaga, Gosi Sur)	3	3	3	3.00	S
	4.4 Impact/ Output of Extension Services							4.5	
	4.4.2.1 Number of trained stakeholders on need-based training program	25	All Extensionist	50	5	4	4	4.33	VS
DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	50%	All ABE faculty	70.11%	5	4	-	4.5	O
	2. Percentage of graduates (2 years prior) that are employed	80%	All faculty	82.67%	4	4	4	4.00	VS
	4. Percentage of undergraduate programs with accreditation	100%	All faculty	100%	5	4	3	4.00	VS

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BY: RW
4:43PM DATE: 3-20-2024

OO: Community engagement									
TECHNICAL ADVISORY EXTENSION PROGRAM									
	2. Number of trainees weighted by the length of training	25	All faculty extensionists	50	5	5	5	5.00	0
	3. Number of extension programs organized and supported consistent with the SUCs mandated and priority programs	1	All faculty extensionists	3	5	5	4	4.67	0
	4. Percentage of beneficiaries who rate the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	97%	All faculty extensionists	100%	5 ~~3~~	4	~~4~~	3.67	S
B. Support to Operations (STO)	Percentage of academic programs with instructions, research, extension, and production interface	60%		100%	5	~~5~~	~~5~~	5.00	0
	Percentage of student concerns attended and acted upon	100%	All teachers	100%	~~5~~ 3	3	~~4~~	3.33	S
Average Rating								~~3.98~~	4.04
Weighted Average Rating								0.60	0.61
SUPPORT FUNCTIONS									
ACCREDITATION	Preparation of Compliance Reports	1	All faculty members	1	3	3	4	3.33	S
EMPLOYABILITY OF GRADUATES	Number of graduates traced	10	All faculty members	15	5	4	4	4.33	VS
Average Rating								3.83	
Weighted Average Rating								0.57	
TOTAL OVERALL RATING								~~3.71~~	3.83
FINAL AVERAGE RATING								~~3.71~~	3.71
ADJECTIVAL RATING								VS	Very Satisfactory

DISCUSSED WITH	DATE
BUENCAMINO C. MARTIN *Employee*	2/4/25

ASSESSED 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
ENGR. ROGER P. RUMPON, MS *Campus Executive Officer*	

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

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BY: KLO
TIME: 4:43PM DATE: 3-10-2025

ANNEX A

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

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BY: RVO
TIME: 4:43pm DATE: 2-10-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, MERVIN G. MOLINA, Assistsnt Professor I, Faculty of the College of Engineering and Architecture, commit to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period *(Rating Period : July to December 2024)*

MERVIN G. MOLINA
Employee
Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor Engr. JOHN MICHAEL B. CASIBANG, MSCE *Dean*		**Engr. 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 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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.57	4	4	5	4.5	Very Satisfact.
	Number of gradesheets submitted on time	7		7	-	-	-	-	1st semester Extended
	Number of International Trainings completed	1		1	3.5	4.5	4	4.00	3.5 Outstanding
	Number of Local Trainings completed	1		1	3.4	4	3	3.80	3.5 V. Satisfactory
	Percentage of Attendance to Campus Activities	100%		95%	3	4	3	3.00	Satisfactory
RESEARCH	Number of research involvement	1		1	3	4	-	3.5	Very satisfactory
EXTENSION	Number of extension involvement	1		2	5	4	-	4.5	Very satisfactory
Average Rating								3.89	3.667
Weighted Average Rating								2.723	2.567
STRATEGIC PRIORITIES									
KRA 1: Access and Equity	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC)	100%	Department Chair and all CpE faculty	100%	5	4	5	4.50	Outstanding
	2.2.2.2 Number of Program with level 3 accreditation status	1	All CpE faculty						no result yet
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period								
	3.1.2.2 Number of Local Research Collaboration	1	All CPE Faculty	1	3.8	4	3	3.33	Very satisfactory

KRA 4 EXTENSION SERVICES	**4.3 Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted 4.3.1.1 Trainings	1	Department Chair and all CpE faculty	2	5	4	3	4.00	Very satisfactory
	4.4 Impact/ Output of Extension Services								
	4.4.2 Beneficiaries of Extension Services/ Community Engagment								
	4.4.2.1 Number of trained stakeholders on need-based training program	15	All Extensionist	150	5	4	4	4.33	Very satisfactory
			DBM/PBB						
HIGHER EDUCATION PROGRAM	2. Percentage of graduates (2 years prior) that are employed	67%	All CpE faculty	70%	4	4	3	3.67	Very satisfactory
	3. Percentage of undergraduate programs with accreditation	100%	All CpE faculty	100%	5	3	3	3.67	Satisfactory
RESEARCH PROGRAM	2. Number of research outputs/studies completed within the year	1	All CpE faculty						
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All CpE faculty	100%	5	4	4	4.67	outstanding
Average Rating							4	4.67	Very satisfactory
Weighted Average Rating							0.6		
			SUPPORT FUNCTIONS						
EMPLOYABILITY OF GRADUATES	Number of graduates traced	2	All CpE faculty	4	5		4	4.5	outstanding
ACCREDITATION	Preparation of AACCUP compliance documents/reports	50%	All CpE faculty	75%	4	4	4	4.00	Very satisfactory
Average Rating							4.42		
Weighted Average Rating							0.662		
TOTAL OVERALL RATING								3.83	
FINAL AVERAGE RATING								3.83	
ADJECTIVAL RATING									

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
MERVIN G. MOLINA, MST, MIT *Employee*		*I certify that I discussed my assessment of the performance with the employee* **Engr. JOHN MICHAEL B. CASIBANG, MSCE** *Immediate Supervisor*	**Engr. ROGER P. RUMPON, MST** *CEO*	

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: RP
TIME: 4:43pm DATE: 3-10-24

ANNEX A

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: RIO
TIME: 3:24pm DATE: 3-10-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, ROSE JEAN B. OÑATE, Assistant Professor III and Faculty of the College of Engineering and Architecture, commit to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period *(Rating Period : July - December, 2024)*

ROSE JEAN B. OÑATE
Employee

Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor Engr. JOHN MICHAEL B. CASIBANG, MSCE *Dean*		Engr. 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 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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.49	4	5	–	4.5	0
	Number of gradesheets submitted on time	8		0				1	1ST Semester extended
	Number of international trainings completed	1		2	5	5	4	4.67	0
	Number of local trainings completed	1		1	4	4	3	3.67	5
	Percentage of Attendance to Campus Activities	100%		95%	3		3	3	5
RESEARCH	Number of research involvement	1		2	5	4	–	4.5	0
EXTENSION	Number of extension involvement	1		2	5	4	–	4.5	0
Average Rating								4.14	VS
Weighted Average Rating								2.898	
STRATEGIC PRIORITIES									
KRA 1: Access and Equity	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	100%	Department Chair and all CpE faculty	100%	5 4		5	5 4.50	0
	2.2.2.2 Number of Program with level 3 accreditation status	1	All CpE faculty						NO RESULT YET
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period								
	3.1.2.2 Number of Local Research Collaboration	1	All CpE faculty	3	5	4	3	4	VS

KRA 4 EXTENSION SERVICES	**4.3 Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted 4.3.1.1 Trainings	1	Department Chair and all CpE faculty	3	5	4	3	4.00	VS
	4.4 Impact/ Output of Extension Services								
	4.4.2 Beneficiaries of Extension Services/ Community								
	4.4.2.1 Number of trained stakeholders on need-based training program	15	All Extensionist	156	5	4	4	4.33	VS
DBM/PBB									
HIGHER EDUCATION PROGRAM	2. Percentage of graduates (2 years prior) that are employed	67%	All CpE faculty	70%	4	4	3	3.67	VS
	3. Percentage of undergraduate programs with accreditation	100%	All CpE faculty	100%	~~3~~	~~3~~	3	~~3.00~~	~~S~~
RESEARCH PROGRAM	2. Number of research outputs/studies completed within the year	1							
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All CpE faculty	100%	5	4	5	4.67	O
Average Rating						4.239		~~4.00~~	VS
Weighted Average Rating						0.636		~~0.603~~	
SUPPORT FUNCTIONS									
EMPLOYABILITY OF GRADUATES	Number of graduates traced	2	All CpE faculty	4	5		4	4.5	O
ACCREDITATION	Preparation of AACCUP compliance documents/reports	50%	All CpE faculty	75%	4	4	4	4.00	VS
Average Rating								4.25	VS
Weighted Average Rating								0.6375	
TOTAL OVERALL RATING								~~4.14~~ 4.14	4.17
FINAL AVERAGE RATING									
ADJECTIVAL RATING								VS	

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
ROSE JEAN B. OÑATE *Employee*		*I certify that I discussed my assessment of the performance with the employee* **Engr. JOHN MICHAEL B. CASIBANG, MSCE** *Immediate Supervisor*	**Engr. ROGER P. RUMPON, MST** *Campus Executive Officer*	

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: [signature]
TIME: 3:40pm DATE: 3/10/25

ANNEX A

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: [signature]
TIME: 4:42PM DATE: 3-10-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, *JOHN HERMAN P. PADULIP.*, Instructor I, of the *Architecture Department*, 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 : July to December 2024)*.

JOHN HERMAN PADULIP
Employee

Date: _____

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor JOHN MICHAEL B. CASIBANG, MST *College Dean*		ENGR. ROGER P. RUMPON *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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.45	4	4		4	VS
	Number of gradesheets submitted on time	4		4				4	1st Semester Extented
	Percentage of Attendance to Campus Activities	100%		100%	5		3	4	VS
RESEARCH INVOLVEMENT	Number of research proposal involvement	1		1	3	3		3	S
EXTENSION INVOLVEMENT	Number of extension involvement	1		1	3	3		3	S
							Average Rating	3.5	VS
							Weighted Average Rating	2.45	
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	94.11%	5	5	4	4.5 4.67	O
	1.6 Percentage of total enrollment over carrying capacity within the Evaluation Period	100%	Department Chair,enrolling faculty	85%	3	3	3	3.00	S

KRA 2: Quality and Relevance of Instruction	2.3 Faculty Profile								
	2.3.3 Percentage of Faculty who Completed International or Local Training Programs								
	2.3.3.1 International	1	All Faculty	1	4	3	3	3.33	S
	2.3.3.2 Local	1	All Faculty	2	5 4	4	4	4.5	VS
	2.5.1 Percentage average of graduates over the total freshman accepted per program in a given year	85%	AR Department	85%	4	3	3	3.33	S
	2.5.2 Percentage of graduate disadvantaged students over total disadvantaged students enrolled in a given batch	85%	AR Department	85%	3 4	3	3	3.33 3	S
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period								
	3.1.2.2 Number of Local Research Collaboration	1	DOST	1	3 4	3	3	3.33 3	S
	3.3 Institutional Research and Creative Outputs								
	3.3.3 Number of research outputs/ creative works published/ presented/ exhibited/ utilized 3.3.3.1 Published in internationally indexed journal (1.0) 3.3.3.2 Published in non-indexed journal (0.125 pt each) a. National b. International 3.3.3.3 Presented in conferences but not published (0.25 pt each) a. National b. International	1	All AR Faculty	3	4	4	4	4	N/A
KRA 4 EXTENSION SERVICES	**4.3. Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted	1	All faculty	1	3	3	3	3	S
	DBM/PBB								
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams								GRADUATES ARE W/ THEIR 2-YEAR APPLICABLE
	2. Percentage of graduates that are employed	67%	All faculty	100%	5 4	4	3	4 3.67	VS
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All faculty	100%	5 4	4	3 4	4 3.67	VS
							Average Rating	3.58 3.58	VS
							Weighted Average Rating	0.53	0.54

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BY: KW

TIME: 4:42PM DATE: 3-10-2025

SUPPORT FUNCTIONS								3.667		
	Number of Report submitted on time	2	Infrastructure Office	2	4.5	3	3	3.33		S
	Percentage of College activities attended	100 %	All faculty	100 %	4.5	3	3	3.33	3.667	S
Institutional Recognition	On-time submission of Documentation for Ranking as required by the university, Integrate SDGs in Curriculum and Syllabi, Integrate FT and SDGs	4	All faculty	4	4.3	4	3	3.67	3.33	VS
ACCREDITATION	Preparation for compliance to the accreditation (Level4)	50 %	All AR faculty members	100 %	5	4	4	4.33		VS
							Average Rating	3.67	3.75	
							Weighted Average Rating	0.550	0.56	
TOTAL OVERALL RATING								3.53		VS
FINAL AVERAGE RATING								3.53	3.55	
ADJECTIVAL RATING								VS		VS

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
JOHN HERMAN P. PADULIP *Employee*		*I certify that I discussed my assessment of the performance with the employee* JOHN MICHAEL B. CASIBANG, MIST *Immediate Supervisor*	ENGR. ROGER P. RUMPON *CEO*	

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: RO
TIME: 4:44PM DATE: 3-10-2025

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: RIO
TIME: 4:40 PM DATE: 3-10-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, Ian C. Pagulayan , Instructor I of the Electrical Engineering Department ,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 : Jto June 2024) .

IAN C. PAGULAYAN
Employee
Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor JOHN MICHAEL B. CASIBANG, MST *College Dean*		ROGER P. RUMPON, MS *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 Q¹	E²	T³	A⁴	REMARKS
		p							
INSTRUCTION	Teaching Effectiveness Rating	4		4.67	5	4	—	4.5	0.
	Number of gradesheets submitted on time	3		3	5	—	4	4.5	√S
	Percentage of Attendance to Campus Activities	100%		100%	5	—	4	4.5	√S
RESEARCH INVOLVEMENT	Number of research involvement	1		3 - MID DRIVE TIM C-TRIKE FASTSTICK	5	5	5	5	0
EXTENSION INVOLVEMENT	Number of extension involvement	1		1 - GREEN CONZAGA	3	3		3	5
Average Rating								4.3	
Weighted Average Rating								26	
		STRATEGIC PRIORITIES							
KRA 1: Access and Equity	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	1	Department Chair and all EE faculty	1	3	3	3	3.0	S
	2.2.2.2 Number of Program with level 3 accreditation status	1	All EE faculty members	1					COMPLIED
	2.6 Percentage of Board Programs with Passing Rate Consistently Higher than the National Passing over Number of Board Programs	100%	All EE Faculty	100% (INSTITUTIONAL - 81.25%, NATIONAL 54.12%)	5	5		5.0	0
KRA 4 EXTENSION SERVICES	**4.3. Institutional Extension Activities Conducted**								
	4.3.1 Number of extension activities conducted	1	EE faculty	1-GREEN ENERGY INITIATIVES CONZAGA	3	3	3	3.0	S

DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	100%	All EE faculty	80% (12/15)	4	4		4	VS
	2. Percentage of graduates (2 years prior) that are employed	80%	All faculty	100%	5	4	4	4.33	VS
	3. Program accredited	100%	All faculty	100					COMPLIED
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All teachers	100%	5	4	3	4.0	VS
Average Rating								3.89	
Weighted Average Rating								0.97	
SUPPORT FUNCTIONS									
EMPLOYABILITY OF GRADUATES	Number of graduates traced	3	All EE faculty members	3	4	4	3	3.67	S
	Preparation and Submission of compliane to the accreditation (Level 4)	1	All EE faculty members	100% (ALL DOC'S NEEDED IS COMPLIED)	5	3	4	4.0	VS
Average Rating								3.83	
Weighted Average Rating								0.96	
TOTAL OVERALL RATING								4.01	4.01
FINAL AVERAGE RATING								4.08	4.08
ADJECTIVAL RATING								VS	VERY SATISFACTORY

DISCUSSED WITH	DATE
IAN C. PACULAYAN *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, MS *CEO*	

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

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BY: RW
TIME: 4:40PM DATE: 3-10-2021

ANNEX A

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: RCO
TIME: 4:42PM DATE: 3-10-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, JOHN WENDELL R. PANED, INSTRUCTOR III, Faculty of the College of Engineering and Architecture, commit to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period *(Rating Period : July to December 2024)*

JOHN WENDELL R. PANED
Employee

Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor			
		Engr. ROGER P. RUMPON, MST *Campus Executive Officer*	
Engr. JOHN MICHAEL B. CASIBANG, MSCE *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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.9	4	4	—	4.00	VS
	Number of gradesheets submitted on time	9		9				2	1st Semester Extended
	Number of Local Trainings completed	1		2	5	4	4	4.33	VS
	Percentage of Attendance to Campus Activities	100%		100%	5		3	4.00	VS
RESEARCH	Number of research involvement	1		2	5	4	—	4.5	VS
EXTENSION	Number of extension involvement	1		1	3	4	—	3.5	S
Average RatingS								4.066	
Weighted Average Rating								2.846	
STRATEGIC PRIORITIES									
KRA 1: Access and Equity	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	100%	Department Chair and All CpE faculty		5	-	-	5	
	2.2.2.2 Number of Program with level 3 accreditation status	1	All CpE faculty						No result yet

	2.5 Graduation Rate								
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period								
	3.1.2.2 Number of Local Research Collaboration	1		3	5	3	3	3.67	S
KRA 4 EXTENSION SERVICES	**4.3 Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted 4.3.1.1 Trainings	1	Department Chair and All CpE faculty	3	5	4	3	4.00	VS
	4.4 Impact/ Output of Extension Services								
	4.4.2 Beneficiaries of Extension Services/ Community								
	4.4.2.1 Number of trained stakeholders on need-based training program	15	All Extensionist	150	5	3	3	3.67	S
	DBM/PBB								
HIGHER EDUCATION PROGRAM	1.Percentage of graduates (2 years prior) that are employed	67%	All CpE faculty	70.00%	3	3	3	3.00	S
	2.Percentage of undergraduate programs with accreditation	100%	All CpE faculty	100%	~~5~~		3	~~4~~	S
	3.Number of research outputs/studies completed within the year	1		1	3	4	~~4~~	~~3.67~~ 3.33	S
RESEARCH PROGRAM									
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All CpE faculty	100%	5	4	~~5~~ 3	~~4.67~~ 4	VS
Average Rating								~~3.71~~	3.83375
Weighted Average Rating								~~0.56~~	0.58

OFFICE OF THE PLANNING and DEVELOPMENT
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BY: RVO
TIME: 4:42PM DATE: 3-10-2025

SUPPORT FUNCTIONS									
EMPLOYABILITY OF GRADUATES	Number of graduates traced	2	All CpE faculty	4	5		3	4.00	V
ACCREDITATION	Preparation of AACCUP compliance documents/reports	50%	All CpE faculty	100%	5	4	3	4.00	VS
Average Rating								4.00	
Weighted Average Rating								0.80	
TOTAL OVERALL RATING								4.0	
FINAL AVERAGE RATING								~~4.0~~	4.03
ADJECTIVAL RATING								VS	

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
JOHN WENDELL R. PANED		*I certify that I discussed my assessment of the performance with the employee*	Engr. ROGER P. RUMPON, MST	
Employee		Engr. JOHN MICHAEL B. CASIBANG, MSCE	*CEO*	
		Immediate Supervisor		

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

OFFICE OF THE PLANNING and DEVELOPMENT

CERTIFIED TRUE COPY

BY: RW

TIME: 4:41PM DATE: 3-10-2025

ANNEX A

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: KVO
TIME: 4:31 PM DATE: 3-10-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, MELODY S. PANED, ASSOCIATE PROFESSOR I , Faculty of the College of Engineering and Architecture, commit to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period *(Rating Period : July to December 2024)*

MELODY S. PANED
Employee

Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor		**Engr. ROGER P. RUMPON, MST** ***Campus Executive Officer***	
Engr. JOHN MICHAEL B. CASIBANG, MSCE ***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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.67	4	4	—	4.0	VS
	Number of gradesheets submitted on time	4		4	-	-	-	-	1st Semester Extended
	Number of Local Trainings completed	1		4	5	5	5	5.0	0
	Percentage of Attendance to Campus Activities	100%		100%	5		3	4.0	VS
RESEARCH	Number of research involvement	1		5	5	4		4.5	0
EXTENSION	Number of extension involvement	1		1	3	4		3.5	S
Average Rating								4.20	
Weighted Average Rating								2.94	
STRATEGIC PRIORITIES									
KRA 1: Access and Equity	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	100%	Department Chair and All CpE faculty		5		3	4.0	VS
	2.2.2.2 Number of Program with level 3 accreditation status	1	All CpE faculty						result not yet available

	2.5 Graduation Rate								
	2.6 Percentage of program with passing rate higher than national	1	All CpE faculty	1	3	3		3.0	S
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period								
	3.1.2.2 Number of Local Research Collaboration	1		3	5	4	3	4.0	VS
KRA 4 EXTENSION SERVICES	**4.3 Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted 4.3.1.1 Trainings	1	Department Chair and All CpE faculty	3	5	4	3	4.0	VS
	4.4 Impact/ Output of Extension Services								
	4.4.2 Beneficiaries of Extension Services/ Community Engagment								
	4.4.2.1 Number of trained stakeholders on need-based training program	15	All Extensionist	150	5	4	4	4.33	VS
DBM/PBB									
HIGHER EDUCATION PROGRAM	1.Percentage of graduates (2 years prior) that are employed	75%	All CpE faculty	85%	4	3	2	3.3	S
	2.Percentage of undergraduate programs with accreditation	100%	All CpE faculty	100%	~~5~~	~~5~~	3	~~5~~	S
	3.Number of research outputs/studies completed within the year	1		2	5	5	5	5	0
RESEARCH PROGRAM									
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All CpE faculty	106%	5	4	3	4 ~~4.67~~	VS
Average Rating								~~3.85~~	3.76
Weighted Average Rating								0.59	0.59

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BY: KLO
TIME: 4:31 PM DATE: 3-10-2025

SUPPORT FUNCTIONS									
EMPLOYABILITY OF GRADUATES	Number of graduates traced	2	All CpE faculty	4	5		3	4.0	VS
ACCREDITATION	Preparation of AACCUP compliance documents/reports	50%	All CpE faculty	100%	5	4	3	4.0	VS
Average Rating								4.0	
Weighted Average Rating								0.60	
TOTAL OVERALL RATING								4.13	4.12
FINAL AVERAGE RATING								4.13	
ADJECTIVAL RATING								VS	VS

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
MELODY S. PANED		*I certify that I discussed my assessment of the performance with the employee*	Engr. ROGER P. RUMPON, MST	
Employee		Engr. JOHN MICHAEL B. CASIBANG, MSCE	*CEO*	
		Immediate Supervisor		

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

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CERTIFIED TRUE COPY
BY: [illegible]
TIME: 4:31 PM DATE: 3-10-2025

ANNEX A

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: [signature]
TIME: 3:45PM DATE: 3-10-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, NATALIO G. PELOVELLO, Assistant Professor 1, of the Geodetic Engineering Department, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December 2024.

NATALIO G. PELOVELLO
Employee
Date: 01-30-2025

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor JOHN MICHAEL B. CASIBANG, MST *College Dean*		ENGR.ROGER P.RUMPON,MS *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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.64	4	4	4	4.00	VS
	Number of gradesheets submitted on time								1st Semester ended (tobe submitted next rating per
	Percentage of Attendance to Campus Activities	100%		100 %	5		4/3	4.50	VS
RESEARCH	Number of research involvement	1		1	3	3		3.00	S
EXTENSION	Number of extension involvement	1		1	3 4	4	-	4.00 3.5	VS
Average Rating								3.88	3.625
Weighted Average Rating								2.71	2.5375
STRATEGIC PRIORITIES									
KRA 2: Quality and Relevance of Instruction	**2.3 Faculty Profile**								
	2.3.1 Attendance and Completion of Local Training Programs	1	All Faculty	1	3	3	3	3.00	S
	2.3.2 Attendance and completion of International Training Programs	1	All Faculty	1	3	3	3	3.00	S
KRA 4 EXTENSION SERVICES	**4.2. Human Resource Capital Extension Services and Community Engagement**								

	4.2.1.1 Involvement in ESCE	1	All Faculty	1	3	3	3	3.00	S
	4.2.1.2 Percentage of students involved in ESCE enroled programs with extension	75%	All Faculty	100 %	5	4	4	4.33	VS
	4.4 Impact/ Output of Extension Services								
	4.4.2.1 Number of stakeholderson need based training programs	200	All Faculty	1,075	5	5	4	4.66	VS
DBM/PBB									
HIGHER EDUCATION PROGRAM	3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	60%	All faculty	100.00%	5	~~4~~	~~4~~	~~4.33~~ 4.5	VS
ACADEMIC DEPARTMENT (Promoting Qaulity and Relevant Tertiary Education)	Percentage compliance to standard class size	100%	All faculty	100%	5	4	4	4.33	VS
	Percentage of student concerns attended and acted upon	100%	All faculty	100%	5	4	~~4~~ 3	~~4.33~~	VS
Average Rating								~~3.87~~	3.92
Weighted Average Rating								0.58	0.58875
SUPPORT FUNCTIONS									
Compliance with the CHED minimum standards for Academic program	Completion and submission of compliance report/documents on assignedarea for COPC Compliance	100%	All faculty	100%	5	5	4	4.66	VS
Average Rating								4.66	
Weighted Average Rating								0.70	
TOTAL OVERALL RATING									
FINAL AVERAGE RATING								3.99	3.82
ADJECTIVAL RATING								VS	VS

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
NATALIO G. PELOVELLO *Employee*	01-30-25	*I certify that I discussed my assessment of the performance with the employee* JOHN MICHAEL B. CASIBANG, MST, MSCE *Immediate Supervisor*	Engr. ROGER P. RUMPON, MS *CEO*	

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: [illegible]
TIME: 3:45pm DATE: 3-10-2025

ANNEX A

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: RVO
TIME: 4:29PM DATE: 3-10-2025

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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, MELOWIN M. PEÑA, Instructor I, of the Electronics Engineering Department of 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 : July to December 2024)* .

MELOWIN M. PEÑA
Employee

Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor		**Engr. ROGER P. RUMPON, MST** *Campus Executive Officer*	
Engr. JOHN MICHAEL B. CASIBANG, MSCE *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
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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.26	4	4		4.00	VS
	Number of gradesheets submitted on time	5		8	5	4	3	4.00	VS
	Percentage of Attendance to Campus Activities	100%		100 %	5		3	4.00	VS
RESEARCH	Number of research involvement	1		1	3	4		3.5	S
EXTENSION	Number of extension involvement	1		3	5	4		4.5	VS
Average Rating								4.10	
Weighted Average Rating								2.18	
STRATEGIC PRIORITIES									
KRA 1: Access and Equity	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	100%	Department Chair and all EcE faculty	100 %	5		3	4.00	VS
	2.2.2.2 Number of Program with level 3 accreditation status	1	All EcE faculty						Result not yet available
	2.6 Percentage of program with passing rate higher than national	1	All EcE faculty	1.0	3	3		3.00	P (10/18 = 55.56 vs 45.59)

KRA 4 EXTENSION SERVICES	**4.3 Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted 4.3.1.1 Trainings	1	Department Chair and all EcE faculty	3	5	4	3	4.00	S
	4.4.2.1 Number of trained stakeholders on need-based training program	15	All Extensionist	150	5	4	3	3.37	S
			DBM/PBB						
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	50%	All EcE faculty	0.00 %	1	1		1.00	P
	2. Percentage of graduates (2 years prior) that are employed		All EcE faculty	65.22%	2	2	2	2.00	S
	3. Percentage of undergraduate programs with accreditation	100%	All EcE faculty	100 %	3	3	3	3.00	S
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All EcE faculty	100 %	5	4	5	4.67	VS
Average Rating								3.13	
Weighted Average Rating								0.47	
			SUPPORT FUNCTIONS						
EMPLOYABILITY OF GRADUATES	Number of graduates traced	2	All EcE faculty	4	5		3	4.00	VS
ACCREDITATION	Preparation of AACCUP compliance documents/reports	50%	All EcE faculty	100 %	5	4	4	4.00	VS
Average Rating								4.00	
Weighted Average Rating								0.60	
TOTAL OVERALL RATING								3.87	
FINAL AVERAGE RATING								3.87	
ADJECTIVAL RATING								VS	

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
MELOWIN M. PEÑA *Employee*		*I certify that I discussed my assessment of the performance with the employee* Engr. JOHN MICHAEL B. CASIBANG, MSCE *Immediate Supervisor*	Engr. ROGER P. RUMPON, MST *CEO*	

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: RJO
TIME: 4:29pm DATE: 3-10-2021

ANNEX A

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: [signature]
TIME: 4:29PM DATE: 3-10-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, LUKE MARK P. RIVERA , Instructor 1 of the Electrical Engineering Department ,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 : July to December 2025)* .

LUKE MARK P. RIVERA
Employee

Date: _____

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor ENGR. JOHN MICHAEL B. CASIBANG, MST *College Dean*		ENGR. ROGER P. RUMPON, MS *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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4	All EE Faculty	4.29	3	4	-	3.5	VS
	Number of gradesheets submitted on time	6		6	5		4	4.50	VS
	Percentage of Attendance to Campus Activities	100%		100%	~~25~~		3 4	~~3.50~~ 4	S
EXTENSION INVOLVEMENT	Number of extension involvement	1		1- GREEN ENERGY CONFERENCE	3	3	4	3.33	S
Average Rating								~~3.7075~~	~~3.8325~~
Weighted Average Rating								2.59	2.68

STRATEGIC PRIORITIES									
KRA 1: Access and Equity	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	1	Department Chair and all EE faculty	1	3	3	3	3	S
	2.2.2.2 Number of Program with level 3 accreditation status	1	All EE faculty members	1					COMPLIED
	2.6 Percentage of Board Programs with Passing Rate Consistently Higher than the National Passing over Number of Board Programs	100%	All EE Faculty	100% (INSTITUTIONAL = 81.25%, NATIONAL = 52.12%)	5	5		5	O
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period 3.1.2.1 International Research Collaboration	1 N/A	All EE Faculty	N/A					N/A
	3.3 Institutional Research and Creative Outputs								
	3.3.3 Number of research outputs/ creative works published/ presented/ exhibited/ utilized 3.3.3.1 Published in internationally indexed journal (1.0) 3.3.3.2 Published in non-indexed journal (0.125 pt each) a. National b. International 3.3.3.3 Presented in conferences but not published (0.25 pt each) a. National b. International	1 N/A	All EE Faculty	N/A					N/A
KRA 4 EXTENSION SERVICES	**4.3. Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted	1	EE faculty	1- CHED ENERGY GONZAGA	3	4	4	3.67	S
DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	100%	All EE faculty	80%	2	4	-	3	S
	2. Percentage of graduates (2 years prior) that are employed	80%	All faculty	100%	5	4	4	4.33	VS
	3. Program Accredited	100%	All faculty	100%					COMPLIED
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All teachers	100%	5	4	4	4.33	VS
Average Rating								3.89	
Weighted Average Rating								3.98	

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BY: KJO

TIME: 4:29PM DATE: 3-10-2024

SUPPORT FUNCTIONS									
EMPLOYABILITY OF GRADUATES	Number of graduates traced	3	All EE faculty members	3	4	4	3	3.67	5
ACCREDITATION	Preparation and Submission of compliance to the accreditation (Level 4)	50%	All EE faculty members	100%	~~4~~ 5	4	~~3~~ 4	4	VS
Average Rating								~~2.83~~	3.83
Weighted Average Rating								~~0.58~~	0.59
TOTAL OVERALL RATING									~~3.755~~ 3.753
FINAL AVERAGE RATING									3.84
ADJECTIVAL RATING									VERY SATISFACTORY

DISCUSSED WITH	DATE
LUKE MARK P. RIVERA *Employee*	

ASSESSED BY

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

ENGR. JOHN MICHAEL B. CASIBANG, MST
Immediate Supervisor

FINAL RATING BY	DATE
ENGR. ROGER P. RUMPON, MS *CEO*	

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

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BY: KW
TIME: 4:29PM DATE: 3-10-2025

ANNEX A

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY:
TIME: 8:30 AM DATE: 03/10/2025

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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, MARIA NIÑA DIOCETH P. SALES, Assistant Professor IV and Faculty of the College of Engineering and Architecture, commit to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period *(Rating Period : July to December 2024)*

MARIA NINA DIOCETH P. SALES
Employee

Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor **Engr. JOHN MICHAEL B. CASIBANG, MSCE** *Dean*		**Engr. 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 ACCOUNTABL	ACTUAL ACCOMPLISHMENTS	RATING Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS (70%)									
INSTRUCTION	Teaching Effectiveness Rating	4		4.14	4	5	–	4.5	0
	Number of gradesheets submitted on time	7							1st Semester Extended
	Number of international trainings completed	1		2	5	4	3	4.15	V
	Number of local trainings completed	1		2	3.5	4	3	3.67	S
	Percentage of Attendance to Campus Activities	100%		100%	3.5		4	3.50	S
RESEARCH	Number of research involvement	1		2	5	4	4	4.33	O
EXTENSION	Number of extension involvement	1		2	5	4	4	4.33	S
Average Rating								4.11	
Weighted Average Rating								2.877	
STRATEGIC PRIORITIES (15%)									
KRA 1: Access and Equity	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	100%	Department Chair and all CpE faculty	100%	5 4		5	5 4.50	O
	2.2.2.2 Number of Program with level 3 accreditation status	1	All CpE faculty						No results yet
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period								
	3.1.2.2 Number of Local Research Collaboration	1	All CpE faculty	3	5	4	3	4.00	VS

KRA 4 EXTENSION SERVICES	**4.3 Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted 4.3.1.1 Trainings	1	Department Chair and all CpE faculty	3	5	4	3	4.00	VS
	4.4 Impact/ Output of Extension Services								
	4.4.2 Beneficiaries of Extension Services/ Community								
	4.4.2.1 Number of trained stakeholders on need-based training program	15	All Extensionist	150	5	4	4	4.33	O
DBM/PBB									
HIGHER EDUCATION PROGRAM	2. Percentage of graduates (2 years prior) that are employed	67%	All CpE faculty	70 %	4	4	3	3.67	S
	3. Percentage of undergraduate programs with accreditation	100%	All CpE faculty	100 %	~~3~~	3	3	~~3.00~~	S 3.67
RESEARCH PROGRAM	2. Number of research outputs/studies completed within the year	1							
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All CpE faculty	100 %	5	4	5	4.67	O
Average Rating								~~4.02~~	4.191
Weighted Average Rating								0.60	0.63
SUPPORT FUNCTIONS (15%)									
EMPLOYABILITY OF GRADUATES	Number of graduates traced	2	All CpE faculty	4	5		4	4.50	O
ACCREDITATION	Preparation of AACCUP compliance documents/reports	50%	All CpE faculty	75 %	4	4	4	4.00	VS
Average Rating								4.25	
Weighted Average Rating								0.64	
TOTAL OVERALL RATING								~~4.19~~	4.45
FINAL AVERAGE RATING								~~4.12~~	4.15
ADJECTIVAL RATING								VS	

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
MARIA NINA DIOCETH P. SALES *Employee*		*I certify that I discussed my assessment of the performance with the employee* Engr. JOHN MICHAEL B. CASIBANG, MSCE *Immediate Supervisor*	Engr. ROGER P. RUMPON, MST *Campus Executive Officer*	

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: _____
TIME: 5:34 PM DATE: 03/11/2025

ANNEX A

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: KO
TIME: 4:30 PM DATE: 3-10-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, DIANNA ROSE E. SAMBRANA, INSTRUCTOR III and Faculty of the College of Engineering and Architecture, commit to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period *(Rating Period : July to December 2024)*

DIANNA ROSE E. SAMBRANA
Employee

Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor			
Engr. JOHN MICHAEL B. CASIBANG, MSCE *Dean*		Engr. 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 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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.79	4	5	—	4.50	VS
	Number of gradesheets submitted on time	10							1st Semester Extended
	Number of Local Trainings completed	1		1	5	4	3	4.00	VS
	Percentage of Attendance to Campus Activities	100%		100%	5	—	3	4.00	VS
RESEARCH	Number of research involvement	1		1	3 5	4	4	~~4.33~~	3.667 VS
EXTENSION	Number of extension involvement	1		1	3 5	4	4	~~4.33~~	3.667 VS
Average Rating								4.232	3.9668
Weighted Average Rating								2.96	2.776676
STRATEGIC PRIORITIES									
KRA 1: Access and Equity	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC)	100%	Department Chair and All CpE faculty	100%	5		3	4.00	VS
	2.2.2.2 Number of Program with level 3 accreditation status	1	All CpE faculty	0					Results not yet available
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period								
	3.1.2.2 Number of Local Research Collaboration	1		1	3 5	4	3	~~4.00~~	3.733 VS

KRA 4 EXTENSION SERVICES	**4.3 Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted 4.3.1.1 Trainings	1	Department Chair and All CpE faculty	3	5	4	3	4.00	VS
	4.4 Impact/ Output of Extension Services								
	4.4.2 Beneficiaries of Extension Services/ Community Engagment								
	4.4.2.1 Number of trained stakeholders on need-based training program	15	All Extensionist	150	5	4	4	3.71	S
DBM/PBB									
HIGHER EDUCATION PROGRAM	1.Percentage of graduates (2 years prior) that are employed	100%	All CpE faculty	105.22%	2	2	2	2.00	S
	2.Percentage of undergraduate programs with accreditation	100%	All CpE faculty	100 %	3	3	3	3.00	S
	3.Number of research outputs/studies completed within the year	1							ongoing
RESEARCH PROGRAM									
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All CpE faculty	100%	5	4	3 5	4 ~~4.07~~	VS
Average Rating								2.11	3.43
Weighted Average Rating								0.3x25	0.5-15
SUPPORT FUNCTIONS									
EMPLOYABILITY OF GRADUATES	Number of graduates traced	2	All CpE faculty	4	5		3	4.00	VS
ACCREDITATION	Preparation of AACCUP compliance documents/reports	50%	All CpE faculty	100%	5	4	4	4.00	VS
Average Rating								4.00	
Weighted Average Rating								0.60	
TOTAL OVERALL RATING								~~3.876~~	3.89
FINAL AVERAGE RATING								~~3.88~~	
ADJECTIVAL RATING								VS	Very Satisfactory

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
DIANNA ROSE E. SAMBRANA *Employee*		*I certify that I discussed my assessment of the performance with the employee* Engr. JOHN MICHAEL B. CASIBANG, MSCE *Immediate Supervisor*	Engr. ROGER P. RUMPON, MST *CEO*	

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

OFFICE OF THE PLANNING and DEVELOPMENT
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BY: RJO
TIME: 4:20 PM DATE: 3-10-2025

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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, REZEL A. STO. TOMAS, INSTRUCTOR I, Faculty of the College of Engineering and Architecture, commit to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period *(Rating Period : July to Cecember 2024)*

REZEL A. STO. TOMAS
Employee

Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor			
Engr. JOHN MICHAEL B. CASIBANG, MSCE *Dean*		Engr. 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 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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.61	4	5	–	4.5	O
	Number of gradesheets submitted on time	3		5	5	–	4	4.5	O
	Number of Local Trainings completed	1		2	4	4	3	3.67	S
	Percentage of Attendance to Campus Activities	100%		100%	5 4		3	3.5 4	S
RESEARCH	Number of research involvement	1		1	3 4	4	3	~~3.67~~	3.33 S
EXTENSION	Number of extension involvement	1		1	3 4	4	3	3.67	3.33 S
Average Rating								~~3.92~~	3.89
Weighted Average Rating								2.74	2.72
STRATEGIC PRIORITIES									
	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	100%	Department Chair and all EcE faculty	100%	5		3	4.00	VS
	2.2.2.2 Number of Program with level 3 accreditation status	1	All EcE faculty						Result not yet available
	2.5 Graduation Rate								
	2.6 Percentage of program with passing rate higher than national	1	All EcE faculty	1	3	3		3	P (10/18 ~~55.5%~~ VS 45.59)

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TIME: 8:31 AM DATE: 03/10/2025

KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period								
	3.1.2.2 Number of Local Research Collaboration	1		1	3 ~~4~~	3	3	~~3.33~~ 3	S
KRA 4 EXTENSION SERVICES	**4.3 Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted 4.3.1.1 Trainings	1	Department Chair and all EcE faculty	1	3 ~~4~~	4	3	3.33 ~~3.67~~	S
	4.4 Impact/ Output of Extension Services								
	4.4.2 Beneficiaries of Extension Services/ Community Engagment								
	4.4.2.1 Number of trained stakeholders on need-based training program	15	All Extensionist	50	5	4	5	4.66	VS
DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	50%	All EcE faculty	0.00%	1	1	-	1.00	P
	2. Percentage of graduates (2 years prior) that are employed	100%	All EcE faculty	65.22%	2	2	2	2.00	S
	3. Percentage of undergraduate programs with accreditation	100%	All EcE faculty	100%	~~5~~ 3	3	3	~~3.00~~ 3.667	S
RESEARCH PROGRAM	4. Number of research outputs/studies completed within the year	1							on going
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All EcE faculty	100%	5	4	3 ~~4~~	4 ~~4.67~~	VS
Average Rating								~~3.25~~ 3.18	
Weighted Average Rating								~~0.4875~~ 0.478	
SUPPORT FUNCTIONS									
EMPLOYABILITY OF GRADUATES	Number of graduates traced	2	All EcE faculty	4	5 ~~4~~		3	~~3.5~~ 4	S
ACCREDITATION	Preparation of AACCUP compliance documents/reports	50%	All EcE faculty	100%	5	4	4	4.33	VS
Average Rating								3.92	4.165
Weighted Average Rating								0.59	0.62475
TOTAL OVERALL RATING								~~3.87~~	
FINAL AVERAGE RATING								3.82	3.82
ADJECTIVAL RATING								VS	VS

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
REZEL A. STO. TOMAS *Employee*		*I certify that I discussed my assessment of the performance with the employee* Engr. JOHN MICHAEL B. CASIBANG, MSCE *Immediate Supervisor*	Engr. ROGER P. RUMPON, MST *CEO*	

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

OFFICE OF THE PLANNING and DEVELOPMENT
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BY: _____
TIME: 03/11/2025 DATE: 5:31 PM

ANNEX A

OFFICE OF THE PLANNING and DEVELOPMENT

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BY: RVO

TIME: 4:25 PM DATE: 3-10-2025

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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, THERESA LEAN ROMA T. SUMER , Instructor I of the Chemical Engineering Department ,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 : July to December 2024)* .

THERESA LEAN ROMA T. SUMER
Employee

Date: _____

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor		ENGR. ROGER P. RUMPON ***Campus Executive Officer***	

JOHN MICHAEL B. CASIBANG, MST
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
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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4	All ChE faculty members	4.8	4	5	-	~~4.50~~ 4	0
	Number of gradesheets submitted on time	6							1st sem extended to be submitted next rating period
	Number of Local Trainings completed	1		1	3	3	3	3.0	S
	Percentage of Attendance to Campus Activities	100%		100%	5		3	4.0	VS
RESEARCH	Number of research involvement	1		1	3	3	3	3.0	S
EXTENSION	Number of extension involvement	1		1	3	3	3	3.0	S
Average Rating								~~3.50~~ 1.75	3.4 1.7
Weighted Average Rating									

STRATEGIC PRIORITIES									
KRA 1: ACCESS AND EQUITY	1.2 Percentage of disadvantaged students enrolled in the college over total student population	55%	Department Chair, Enroling Faculty	72%	5	5	5	5.0	O
	1.6 Percentage of total enrollment over carrying capacity within the evaluation period	100%	Department Chair, Enroling Faculty	107%	5	4	4	~~4.33~~	VS
KRA 2. QUALITY AND RELEVANCE OF INSTRUCTION	2.6 Percentage of program with passing rate higher than national	100%	All Faculty	67%	2	2	2	2	U
KRA 4 EXTENSION SERVICES	**4.2. Human Resource Capital Extension Services and Community Engagement**								
	4.2.1.1 Involvement in ESCE	1	All Faculty	1	3	3	3	3.0	S
	4.2.1.2 Percentage of students involved in ESCE enrolled in programs	75%	All Faculty	100%	5	4		4.67	VS
	4.4 Impact/Output of Extension Services								
	4.4.2.1 Number of trained stakeholders on need-based training	200	All Faculty	1075	5	5	5	5.0	O
DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	57%	All ChE faculty members	100%	5	5	-	5.0	O
	2. Percentage of graduates (2 years prior) that are employed	67%	All ChE faculty members	64%	4	4	-	4.0	VS
	3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	100%	All faculty	100%	~~4~~ 5	4	4	~~4.0~~ 5	VS
	4. Undergraduate program with accreditation	1	All faculty	1	5	3	~~4~~ 5	~~4.0~~ 3.667	VS
ACADEMIC DEPARTMENT (Promoting Qaulity and Relevant Tertiary Education)	Percentage compliance to standard class size	100%	All faculty	100%	5	5	5	5.0	O
	Percentage of student concerns attended and acted upon	100%	All faculty	100%	~~5~~ 4	4	~~4~~ 3	4.0	VS
Average Rating								~~4.5~~ 3.93	
Weighted Average Rating								~~1.04~~ 0.9825	
SUPPORT FUNCTIONS									
	On-time submission of Documentation for Ranking as required by the university, Integrate SDGs in Curriculum and Syllabi, Integrate FT	4	All faculty						No requests docs
	Percentage of submission of employee SALN and updated PDS	100%	All faculty						to be submitted next rating period
	Submission of compliance report for accreditation	1	All faculty	2	5	4	4	4.0	VS
ACCREDITATION	Completion and submission of compliance report/documents	100%	All faculty	100%	~~5~~ 4	4	~~4~~ 3	4.0	VS
	Involvement in ISO Quality Assurance	1	All Faculty	1	~~5~~ 3	3	3	3.0	S

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	Number of graduates traced	4	All faculty	20	5	4	4	4.0	VS
Average Rating								~~3.92~~	3.75
Weighted Average Rating								~~0.98~~	0.94
TOTAL OVERALL RATING								3.77	3.6225
FINAL AVERAGE RATING								VS	Very ~~Satisfactory~~
ADJECTIVAL RATING									

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
		I certify that I discussed my assessment of the performance with the employee		
THERESA LEAN ROMA T. SUMER		**JOHN MICHAEL B. CASIBANG, MST, MSCE**	**Engr. ROGER P. RUMPON, MS**	
Employee		***Immediate Supervisor***	***CEO***	

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

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BY: RJO

TIME: 4:25PM DATE: 3-10-25

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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, *AZEREEL C. SUOR* , *INSTRUCTOR I* of the *Agricultural and Biosystems Engineering Department* ,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 : July to December 2024)* .

AZEREEL C. SUOR
Employee

Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor		**ENGR. ROGER P. RUMPON, MS** ***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
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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.62	4	4	-	4.00	VS
	Number of gradesheets submitted on time	5							Semester not yet ended
	Percentage of Attendance to Campus Activities	100%		100%	~~5~~ 3	3	3	~~3.00~~	3.647 S
RESEARCH	Number of research proposal submitted and presented	1		2	~~5~~ 4	4	~~4~~ 3	4.00	VS
	Number of research proposal approved	1			1		1	1	No approved research proposal yet
EXTENSION	Number of extension activity conducted	1		2	~~5~~ 4	4	~~4~~ 3	4.00	VS
Average Rating								~~3.75~~	3.33
Weighted Average Rating								2.63	2.33

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STRATEGIC PRIORITIES									
KRA 2: Quality and Relevance of Instruction	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	1	Department Chair and all ABE faculty	1	3	4	4	3.67	S
	2.2.2.2 Number of Program with level 3 accreditation status	1	All ABE faculty members	1	3	4	4	3.67	S
	2.6 Percentage of Board Programs with Passing Rate Consistently Higher than the National Passing over Number of Board Programs	100%	All ABE Faculty	100%	5	3		4.00	VS
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period 3.1.2.1 International Research Collaboration	1	All ABE Faculty	1	3	3	3	3.00	S
	3.1.2.2 Number of Local Research Collaboration	1	DOST	2 J	4	4	4	4.00	VS
KRA 4 EXTENSION SERVICES	**4.3 Institutional Extension Activities Conducted**								
	4.3.2 Number of collaborations/ engagements with stakeholders 4.3.2.1 LGUs 4.3.2.2 NGOs/ Private Sector 4.3.2.3 International Agencies - Number of points earned	3 (MOA LGU Gattaran, LGU Alcala, Gosi Sur)	ABE department	3(MOA LGU Gattaran, LGU Gonzaga, Gosi Sur)	3	3	3	3.00	S
	4.4 Impact/ Output of Extension Services								
	4.4.2.1 Number of trained stakeholders on need-based training program	25	All Extensionist	50	5	4	4	4.33	VS
DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	50%	All ABE faculty	70.11%	5	4	-	4.50	O
	2. Percentage of graduates (2 years prior) that are employed	80%	All faculty	82.67%	4	4	4	4.33	VS
	4. Percentage of undergraduate programs with accreditation	100%	All faculty	100% J	3	4	5	4.00	4.5 VS
OO: Community engagement									

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TIME: 03/10/2025 DATE: 8:37 AM

TECHNICAL ADVISORY EXTENSION PROGRAM									
	2. Number of trainees weighted by the length of training	25	All faculty extensionists	50	5	5	5	5.00	0
	3. Number of extension programs organized and supported consistent with the SUCs mandated and priority programs	1	All faculty extensionists	3	5	5	4	4.67	0
	4. Percentage of beneficiaries who rate the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	97%	All faculty extensionists	100%	5 ~~3~~	4	3 ~~4~~	~~3.67~~ 4	5
B. Support to Operations (STO)	Percentage of academic programs with instructions, research, extension, and production interface	60%		100%	5	5	5	5.00	0
	Percentage of student concerns attended and acted upon	100%	All teachers	100%	~~3~~ /	3	~~4~~ 3	~~3.33~~ 4.01	3.447 4.08
Average Rating								0.6015	0.613
Weighted Average Rating									
SUPPORT FUNCTIONS									
ACCREDITATION	Preparation of Compliance Reports	1	All faculty members	1	3	3	4	3.33	5
EMPLOYABILITY OF GRADUATES	Number of graduates traced	10	All faculty members	70	5	5	5	5.00	0
Average Rating								4.17	
Weighted Average Rating								0.6255	
TOTAL OVERALL RATING								3.857	3.96 3.57
FINAL AVERAGE RATING								VS	Very Satisfactory
ADJECTIVAL RATING									

DISCUSSED WITH	DATE
AZEREEL C. SUOR	
Employee	

ASSESSED 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
ENGR. ROGER P. RUMPON, MS	
Campus Executive Officer	

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

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ANNEX A

OFFICE OF THE PLANNING and DEVELOPMENT
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DATE: 03/10/2025 8:15 AM

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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, LEONORA C. UDAUNDO , Associate Professor I, of the Electrical Engineering Department ,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 : July to December 2024)* .

LEONORA C. UDAUNDO
Employee

Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor ENGR. JOHN MICHAEL B. CASIBANG, MST *College Dean*		ENGR. ROGER P. RUMPON, MS *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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.67	~~4~~	4		~~4~~	VS
	Number of gradesheets submitted on time	10		10					1st Semester extended
	Percentage of Attendance to Campus Activities	100%		100%	~~5~~	3	3	~~3.0~~	3.4 ~~3~~
RESEARCH INVOLVEMENT	Number of research involvement	1		1	3	3	3	3.0	S
EXTENSION INVOLVEMENT	Number of extension involvement	1		1	3	3	3	3.0	S
Average Rating									3.6 3.42
Weighted Average Rating									(2.52) 2.394
STRATEGIC PRIORITIES									
KRA 1: Access and Equity	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	1	Department Chair and all EE faculty	1	~~5~~	~~3~~	~~3~~	~~5~~ 3.0	S
	2.2.2.2 Number of Program with level 3 accreditation status	1	All EE faculty members	1					COMPLIED
	2.6 Percentage of Board Programs with Passing Rate Consistently Higher than the National Passing over Number of Board Programs	100%	All EE Faculty	100% INSTITUTIONAL - 81.25% NATIONAL - 54.12%	5	✓		✓	O

KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS									
	3.3 Institutional Research and Creative Outputs								
	3.3.3 Number of research outputs/ creative works published/ presented/ exhibited/ utilized 3.3.3.1 Published in internationally indexed journal (1.0) 3.3.3.2 Published in non-indexed journal (0.125 pt each) a. National b. International 3.3.3.3 Presented in conferences but not published (0.25 pt each) a. National b. International	1	All EE Faculty	0	1	1	1	1.0	P
KRA 4 EXTENSION SERVICES	**4.3. Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted	1	EE faculty	1 - GREEN ENERGY in GONZAGA, CAG.	3	3	3	3.0	S
DBM/PBB									
HIGHER EDUCATION PROGRAM	1. Percentage of first-time licensure exam takers that pass the licensure exams	100%	All EE faculty	80% (12/15)	~~3~~ 4	4		~~3~~ 4.0	VS
	2. Percentage of graduates (2 years prior) that are employed	80%	All faculty	100%	5	4	4	4.33	VS
	3. Program Accredited	100%	All faculty	100%	5			5	COMPLIED
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All teachers	100%	5	4	3	4.0	VS
Average Rating									~~3.47~~ 3.79
Weighted Average Rating									~~1.52~~ 0.57
SUPPORT FUNCTIONS									
EMPLOYABILITY OF GRADUATES	Number of graduates traced	3	All EE faculty members	3	4	4	3	3.67	S
ACCREDITATION	Preparation and Submission of compliance to the accreditation (Level 4)	1	All EE faculty members	100% (ALL DOCUMENTS NEED WERE COMPILED)	5	3	4	4.0	VS
Average Rating									3.8
Weighted Average Rating									1.57
TOTAL OVERALL RATING									~~3.67~~ 3.534
FINAL AVERAGE RATING									VS VS
ADJECTIVAL RATING									

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BY: [signature]
TIME: 07/10/2025 DATE: 8:15 AM

DISCUSSED WITH	DATE
LEONORA C. UDAUNDO *Employee*	

ASSESSED BY

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

ENGR. JOHN MICHAEL B. CASIPANG, MST.
Immediate Supervisor

FINAL RATING BY	DATE
ENGR. ROGER P. RUMPON, MS *CEO*	

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

ANNEX A

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

OFFICE OF THE PLANNING and DEVELOPMENT
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BY: R/O
TIME: 4:30pm DATE: 10-3-2025

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, JEROME PAUL G. VIADOR, Instructor I of Computer Engineering Department, 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 : July to December 2024)*

JEROME PAUL G. VIADOR
Employee

Date:

REVIEWED BY	DATE	APPROVED BY	DATE
Immediate Supervisor			
Engr. JOHN MICHAEL B. CASIBANG, MSCE *Dean*		**Engr. 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
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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 Q[1]	E[2]	T[3]	A[4]	REMARKS
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.39	4	5	-	4.5	1st Semester Extended
	Number of gradesheets submitted on time	6							
	Number of international trainings completed	1		1	5	4	4	4.33	VS
	Number of Local Trainings completed	1		1	4	4	3	3.67	S
	Percentage of Attendance to Campus Activities	100%		96%	3		3	3.00	S
RESEARCH	Number of research involvement	1		2	5	4	4	4.33	VS
EXTENSION	Number of extension involvement	1		2	5	4	4	4.33	VS
Average Rating								4.02	0.7
Weighted Average Rating								2.82	
STRATEGIC PRIORITIES									
KRA 1: Access and Equity	2.1 Compliance with the CHED Minimum Standards for Academic Program (Program offerings with COPC) - Percentage of program offerings with COPC	100%	Department Chair and all CpE faculty	100%	5 4		5	5 4.50	VS
	2.2.2.2 Number of Program with level 3 accreditation status	1	All CPE faculty						
KRA 3: EXCELLENCE IN RESEARCH AND CREATIVE WORKS	3.1.2 Number of research collaborations with organizations, Research and Academic Institutions with active MOA within the evaluation period								
	3.1.2.2 Number of Local Research Collaboration	1	All CPE faculty	1	3 3	4	3	4.00 3.33	VS

KRA 4 EXTENSION SERVICES	**4.3 Institutional Extension Activities Conducted**								
	4.3.1 Number of Extension activities conducted 4.3.1.1 Trainings	1	All CPE faculty	2	~~4~~ 5	5	3	~~4.00~~ 4.33	VS
	4.4 Impact/ Output of Extension Services								
	4.4.2 Beneficiaries of Extension Services/ Community Engagment								
	4.4.2.1 Number of trained stakeholders on need-based training program	15	All extentionist	150	5	4	4	4.33	VS
			DBM/PBB						
HIGHER EDUCATION PROGRAM	1. Percentage of graduates (2 years prior) that are employed	67%	All CPE faculty	70%	4	4	3	3.67	VS
	2. Percentage of undergraduate programs with accreditation	100%	All CPE faculty	100%	~~5~~ 4	~~3~~ 3	~~3~~ 3	~~3.00~~ 4	5
RESEARCH PROGRAM	Number of research outputs/studies completed within the year	1							
B. Support to Operations (STO)									
Sufficient Physical Resources and Support Services for quality and relevant Tertiary Education	Percentage of student concerns attended and acted upon	100%	All CPE faculty	100%	5	4	4	4.33	VS
Average Rating								3.976	0.15 4.14
Weighted Average Rating								0.596	0.62
			SUPPORT FUNCTIONS						
EMPLOYABILITY OF GRADUATES	Number of graduates traced	2	All CPE faculty	4	5		4	4.5	VS
ACCREDITATION	Preparation of AACCUP compliance documents/reports	50%	All CPE faculty	75%	4	4	4	4.00	VS
Average Rating								4.25	0.15
Weighted Average Rating								0.638	
TOTAL OVERALL RATING								~~4.05~~	4.08
FINAL AVERAGE RATING								~~4.05~~	Very Satisfactory
ADJECTIVAL RATING								VS	

DISCUSSED WITH	DATE	ASSESSED BY	FINAL RATING BY	DATE
JEROME PAUL G. VIADOR ***Employee***		*I certify that I discussed my assessment of the performance with the employee* **Engr. JOHN MICHAEL B. CASIBANG, MSCE** ***Immediate Supervisor***	**Engr. ROGER P. RUMPON, MST** ***CEO***	

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

OFFICE OF THE PLANNING and DEVELOPMENT
CERTIFIED TRUE COPY
BY: [signature]
TIME: 4:30 pm DATE: 3-10-2025