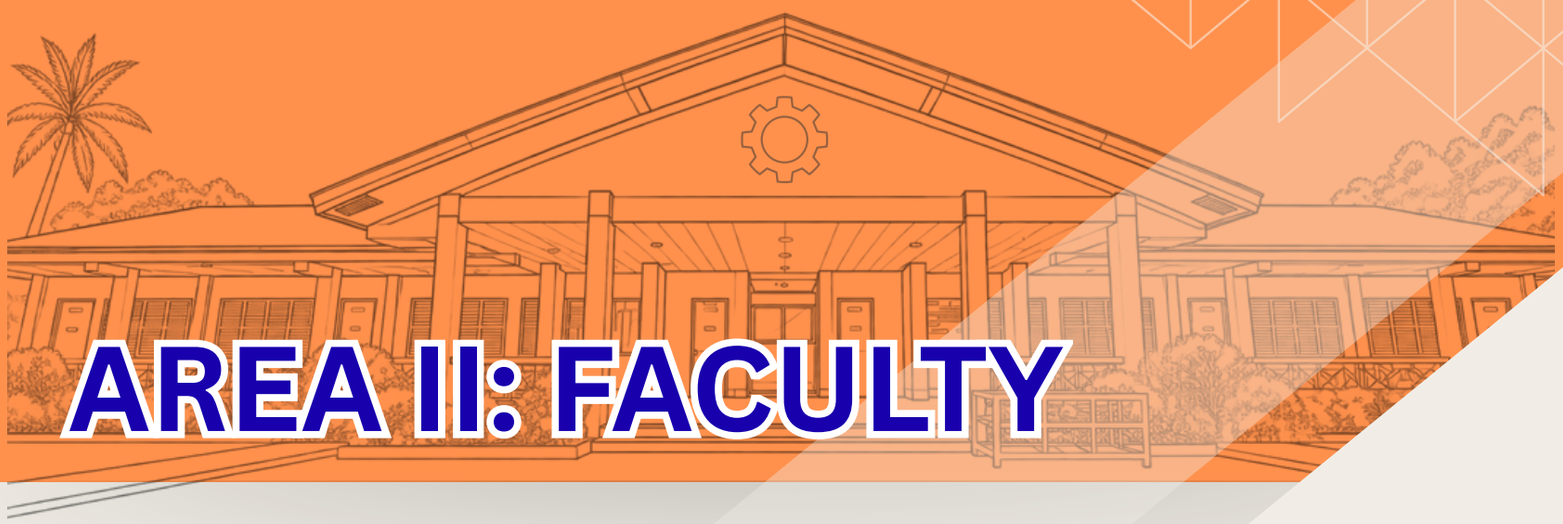
UNIVERSITY OF SOUTHERN MINDANAO
COLLEGE OF TRADES AND INDUSTRIES

AACCUP

LEVEL 1 SURVEY VISIT

BTVTED

BACHELOR OF
TECHNICAL - VOCATIONAL
TEACHER EDUCATION



AREA II: FACULTY

PARAMETER D:
RANK AND TENURE

IMPLEMENTATION

I.5. The institution implements a CSC-approved Strategic Performance Management System (SPMS) which emphasizes quality teaching performance, research, creative work, extension and production services.

Guidebook on the STRATEGIC PERFORMANCE MANAGEMENT SYSTEM

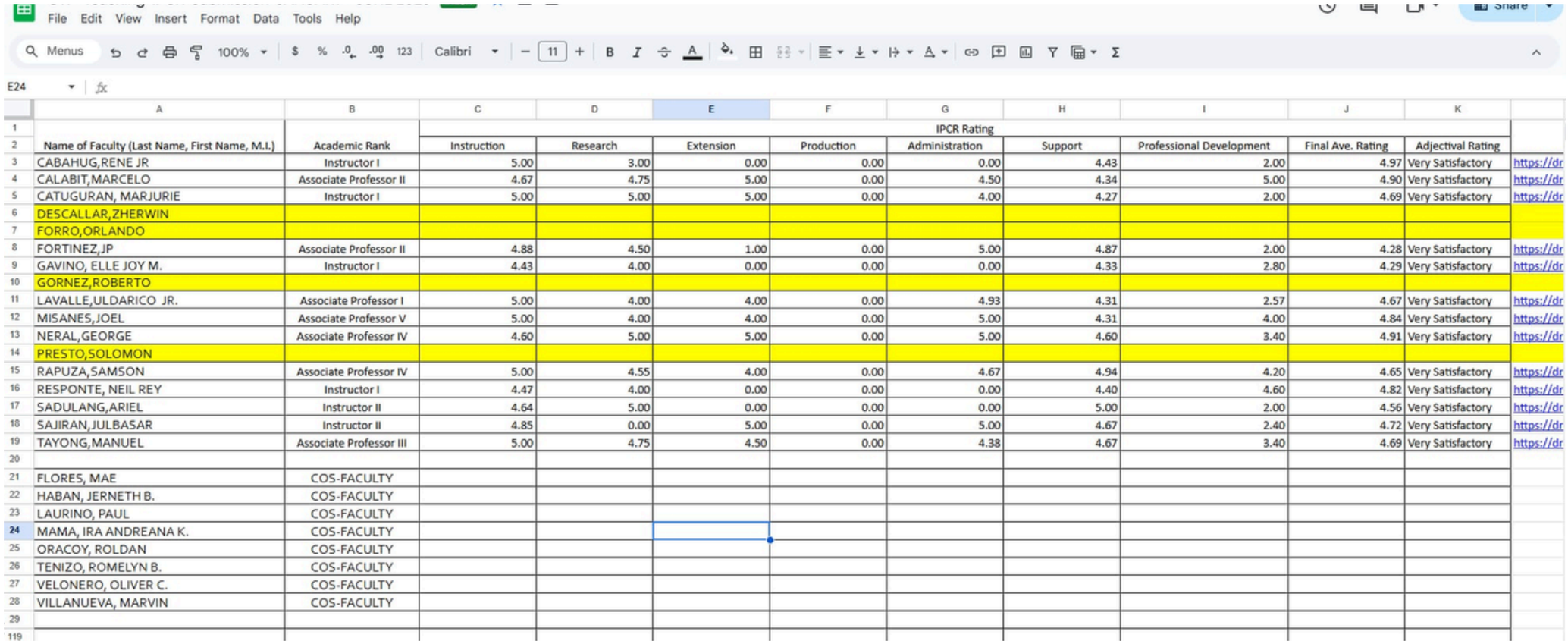
Republic of the Philippines
CIVIL SERVICE COMMISSION
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SPMS RATING SCALE

Rating		Description
Numerical	Adjectival	
5	Outstanding	Performance represents an extraordinary level of achievement and commitment in terms of quality and time, technical skills and knowledge, ingenuity, creativity and initiative. Employees at this performance level should have demonstrated exceptional job mastery in all major areas of responsibility. Employee achievement and contributions to the organization are of marked excellence.
4	Very Satisfactory	Performance exceeded expectations. All goals, objectives and targets were achieved above the established standards.
3	Satisfactory	Performance met expectations in terms of quality of work, efficiency and timeliness. The most critical annual goals were met.
2	Unsatisfactory	Performance failed to meet expectations, and/or one or more of the most critical goals were not met.
1	Poor	Performance was consistently below expectations, and/or reasonable progress toward critical goals was not made. Significant improvement is needed in one or more important

SUMMARY OF IPCR



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	A	B	C	D	E	F	G	H	I	J	K	
1			IPCR Rating									
2	Name of Faculty (Last Name, First Name, M.I.)	Academic Rank	Instruction	Research	Extension	Production	Administration	Support	Professional Development	Final Ave. Rating	Adjectival Rating	
3	CABAHUG,RENE JR	Instructor I	5.00	3.00	0.00	0.00	0.00	4.43	2.00	4.97	Very Satisfactory	https://dr
4	CALABIT,MARCELO	Associate Professor II	4.67	4.75	5.00	0.00	4.50	4.34	5.00	4.90	Very Satisfactory	https://dr
5	CATUGURAN, MARJURIE	Instructor I	5.00	5.00	5.00	0.00	4.00	4.27	2.00	4.69	Very Satisfactory	https://dr
6	DESCALLAR,ZHERWIN											
7	FORRO,ORLANDO											
8	FORTINEZ,JP	Associate Professor II	4.88	4.50	1.00	0.00	5.00	4.87	2.00	4.28	Very Satisfactory	https://dr
9	GAVINO, ELLE JOY M.	Instructor I	4.43	4.00	0.00	0.00	0.00	4.33	2.80	4.29	Very Satisfactory	https://dr
10	GORNEZ,ROBERTO											
11	LAVALLE,ULDARICO JR.	Associate Professor I	5.00	4.00	4.00	0.00	4.93	4.31	2.57	4.67	Very Satisfactory	https://dr
12	MISANES,JOEL	Associate Professor V	5.00	4.00	4.00	0.00	5.00	4.31	4.00	4.84	Very Satisfactory	https://dr
13	NERAL,GEORGE	Associate Professor IV	4.60	5.00	5.00	0.00	5.00	4.60	3.40	4.91	Very Satisfactory	https://dr
14	PRESTO,SOLOMON											
15	RAPUZA,SAMSON	Associate Professor IV	5.00	4.55	4.00	0.00	4.67	4.94	4.20	4.65	Very Satisfactory	https://dr
16	RESPONTE, NEIL REY	Instructor I	4.47	4.00	0.00	0.00	0.00	4.40	4.60	4.82	Very Satisfactory	https://dr
17	SADULANG,ARIEL	Instructor II	4.64	5.00	0.00	0.00	0.00	5.00	2.00	4.56	Very Satisfactory	https://dr
18	SAJIRAN,JULBASAR	Instructor II	4.85	0.00	5.00	0.00	5.00	4.67	2.40	4.72	Very Satisfactory	https://dr
19	TAYONG,MANUEL	Associate Professor III	5.00	4.75	4.50	0.00	4.38	4.67	3.40	4.69	Very Satisfactory	https://dr
20												
21	FLORES, MAE	COS-FACULTY										
22	HABAN, JERNETH B.	COS-FACULTY										
23	LAURINO, PAUL	COS-FACULTY										
24	MAMA, IRA ANDREANA K.	COS-FACULTY										
25	ORACOY, ROLDAN	COS-FACULTY										
26	TENIZO, ROMELYN B.	COS-FACULTY										
27	VELONERO, OLIVER C.	COS-FACULTY										
28	VILLANUEVA, MARVIN	COS-FACULTY										
29												
119												