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|  | RSU Strategic plan 2019-2025 |  | **Extension Performance Indicators and Targets** |
| Performance Ind+B6+C1:P8 |  | **Vision: *RSU as an innovative agricultural university, committed to develop industry responsive life-long learners resilient to the changing environment towards an internationally competitive higher education institution.*** |
| Vision:  Mission |  |
| **ROMBLON STATE UNIVERSITY** |

**Mission: *RSU exists by providing quality higher education and learning environment in agriculture, fisheries and forestry, arts and sciences, business and accountancy, education, engineering and technology, and other related disciplines; ensuring the development of competent professionals; and conducting relevant research and extension programs using modern and appropriate technology conforming with international standards***

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|  | Issues  Concerns | Goals | Objectives | Indicators | Baseline | Annual Targets | | | | | | |
| 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|  | Outdated extension manual; GAD-extension policies are not clearly articulated; unclear incentive and reward policy for extension; outdated extension structure; faculty are overloaded in terms of teaching and other functions; Some academic programs/discipline has no extension-related courses as an entry point | Improved enabling environment, policies, and governance | Develop a comprehensive and updated extension policies, processes, and guidelines | -Number of SUCs benchmarked vis- a- vis existing extension manual  - Number of policy review conducted  - Approved revised extension manual | in 2015, extension manual was reviewed but not institutionalized | 3  2  1 |  |  |  |  |  |  |
|  | Outdated/irrelevant extension structure; No units under the extension office for Project Management, Knowledge Management, and M&E; One-man team extension office, No plantilla positions for university extension specialist/associates; No support staff (admin asst) plantilla position; | Improved extension organizational structure responding to current needs | - Number of extension management council consultative meeting  - Concept Paper on Revised Extension Management Organizational Structure  - URECO minutes of meeting and endorsement to BOR | The current RSU organizational structure including the extension structure was approved in 2012 | 2  1  1 |  |  |  |  |  |  |
|  | Students and employee’s involvement are not clearly articulated; The faculty have hard times in developing and writing quality and relevant extension proposals; Limited capabilities on project management, project documentation, and monitoring & evaluation | Developed and strengthened the extension champions that are competent and service-oriented | - To capacitate the faculty, staff, and students on the principles, concepts, and processes of extension  -Organize a capable association/group of faculty-extensionists, employee-extensionist, a student-extensionists  - To capacitate the faculty, staff, and students on the principles, concepts, and processes of extension | - Number of extension Appreciation course for newly hired/junior faculty  -Percentage of newly hired/junior faculty trained on extension (appreciation course)  - Number of extension re-orientation/retooling trainings  - Percentage of senior faculty re-oriented/retooled on extension management  - Number of extension appreciation course for students  - Percentage of students trained on extension management  - Number of extension champion groups organized  - Percentage of faculty/student/employee who become members of the extension association/group  - Number of values enhancement trainings  - Number of technical trainings on extension management  - Number of mentoring/coaching sessions conducted  -Percentage of faculty/student/employee mentored on extension  - Number of special topics trainings conducted | - Only faculty-extension managers was organized  - Only 12% of the total faculty are engaged in extension; No involvement yet of employee and student | 2  1 | 1  1 | 1 | 1 | 1 | 1 | 1 |
|  | Few multi and interdisciplinary extension programs/projects; Few research outputs/results are utilize in extension; Passive extension activities (Not engaged); Few extension programs or projects implemented (7); Mostly capability building like training has no follow-up; Few number of adopters engaged in profitable enterprises | Developed and implement relevant, quality, gender responsive, and research-based extension programs and projects | Ensure the relevance and the quality of extension programs and project proposals to be developed  -Implemented multidisciplinary and unified extension programs/projects base on the needs of the community | - Number of Proposal In-house Review conducted  -Number of quality Extension Program/Projects Proposals approved  -Number of proposal that are gender sensitive/responsive  -Number of coaching/mentoring sessions conducted  -Percentage of faculty/employees/students mentored in extension proposal development  -Number of unified/integrated extension programs and projects implemented  -Number of community population served | 3 clusters were conducted in 2018  -10 extension programs/projects from 2013-2017  -10 extension programs/projects from 2013-2017  -4,500 population served in 2018 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |

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|  | **Strategies** | **PPAs** | **Responsible Entity** |
|  | -Benchmarking (Comparative Analysis)  -Policy Review and Public Forum  -Deliberation of revised extension manual | -1. Creation of extension policy review committee 2. Preparation of proposal and budgetary requirement 3. Conduct of benchmarking activity to 3 identified SUC in MIMARO (document scanning, KII or FGD) 4. Preparation of Benchmarking Report (comparative analysis and assessment of extension policies, processes, and guidelines)  -1. Presentation and discussion of Benchmarking Report 2. Finalization of proposed revised extension manual  -1. Presentation and discussion of revised extension manual 2. Incorporation of suggestions from URECO 3. Finalization of Revised Extension Manual for BOR approval  -Consultative meeting and organization structure review with all extension coordinators, deans, and campus directors regarding the existing extension organizational structure  -Develop a concept paper on the creation of different sub-units under the extension office including the Project and Training Management Unit, Knowledge Management Unit, Project Monitoring and Evaluation Unit, and Extension Linkages and Network Unit  -Present and discuss the concept paper with the University Research and Extension Council for evaluation and endorsement to the Board of Regents | -Extension Policy Review Committee  -Extension Management Council Members, extension stakeholders  -URECO, Extension Policy Review Committee  -Extension Management Council -Members,  -Extension Management Council, Director for Extension  -URECO, Extension Management Council, Director for Extension |
|  | Strengthening the capability of the Extension Champions | - Appreciation course on community extension for newly-hired/junior teaching and non-teaching staff  -Re-orientation and retooling for senior faculty and employees  -Extension appreciation course for student-volunteers |  |
|  | -Organize the extension core group champions for faculty, employee, and students  -Strengthening the capability of the Extension Champions | -Orientation on the core group for faculty-extension managers, employee-extensionists, and student extensionists in main campus and in satellite campuses  -Conduct trainings on values enhancement, community organizing, and facilitation  -Conduct trainings on needs assessment and situational analysis, project proposal development, project cycle management, project documentation and technical report writing, monitoring and evaluation, and scientific communication | Extension Management Office, OSA, SSC, NSTP, GAD, ROSUFEA, ROSUFA, UNTAPA |
|  | Mentoring and coaching | Mentoring the Mentors: Conduct of regular coaching and mentoring sessions through small group discussions, beanbag sessions, and informal talks about extension | Extension Management Office, Gender and Development, Extension Associations |
|  | Continuous Strengthening the capability of the Extension Champions | Retooling activities and special topics |  |
|  | Improving the quality of extension proposals developed | Conduct of extension proposal in-house review per crusted including Sibuyan/Romblon Cluster, Tablas Campuses Cluster, and Main Campus Cluster | Office of the Vice President for RET, Extension Management Office, Research Management Office, Gender and Development Office, Budget Office |
|  | Engendering the extension proposals | Evaluation of proposals using the Harmonized Gender and Development Guidelines Tool | Gender and Development |
|  | Coaching and mentoring in developing relevant and quality extension proposals | Conduct of one-on-one mentoring; roundtable and small group discussions, beanbag sessions | Extension Management Office, GAD, Extension Mentors from colleges and campuses |
|  | Multi and Interdisciplinary, collaborative extension | Implement integrated extension programs/projects per college/campuses base on their field of specialization available in their campus | Colleges and campuses, Extension Management Office |