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|  | RSU Strategic plan 2019-2025 |  | **Instruction 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 |
| **C****U****R****I****C****U****L****U****M** |  | I-To strengthen Curricular Offering | 1. To submit curricular programs to accreditation, RQUAT and ISO | -No. of Accredited Programs (Level 1)-No. of Accredited Programs (Level 2)-No. of Accredited Programs (Level 3)-No. of Accredited Programs (Level 3)-No. of Undergraduate Programs for PSV-No. of Graduate Programs not yet submitted for accreditation | 11137079 | 44679 | 7 | 777 | 4 | 76 | 77 |  |
|  |  |  | No. of Programs with COPC | 17 |  | 17 |  |  |  |  |  |
|  |  | II-To identify strength and weaknesses of offered program |  |  |  |  |  |  |  |  |  |  |
|  |  | III- To ensure curricular relevance and quality |  |  |  |  |  |  |  |  |  |  |
|  |  | IV-To promote total quality management initiatives |  |  |  |  |  |  |  |  |  |  |
|  |  | V- To align program offering according to Flagship by course offering |  |  |  |  |  |  |  |  |  |  |

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|  |  | Goals | Objectives | Indicators | Baseline | Annual Targets |
| 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|  |  |  | 2. To request for RQUAT | No. of Programs without COPC | 34 | 17 | 17 |  |  |  |  |  |
|  |  |  | 3. Determine the readiness of Programs for COD/COE Application | COD/COE |  |  |  | 1 |  |  |  |  |
|  |  |  | 4. To submit possible program for ISO Accreditation |  |  |  |  |  |  |  |  |  |
|  |  |  | 5. To rationalize program | Rationalized Program | 10 |  | 3 |  |  |  |  |  |
|  |  | 1. To improve enabling environment through established policies and guidelines | Produce an approved operation, faculty, academic and administrative manuals | Revised Manuals |  |  |  |  |  |  |  |  |
|  |  | 2. To improve competence, effectiveness and efficiency of faculty members | 1. To equip quality and highly-competent faculty2. To enhance and advance knowledge and skills | -Number of Ph. D.-Number of on-going Ph. D-No. of Scholars-Number of M.A.-Number of on-going M.A.-Number of Faculty with M.A. units |  |  |  |  |  |  |  |  |
|  |  | 2. To enhance and advance knowledge and skills | -Number of Teachers who attended trainings, conferences, seminars (Local) | 170 | 100 | 100 | 100 | 100 | 100 | 100 | 600 |
|  |  |  |  | - Number of Teachers who attended trainings, conferences, seminars (Regional/National)- Number of Teachers who attended trainings, conferences, seminars (International) | 602 | 303 | 303 | 303 | 303 | 303 | 303 | 18018 |
|  |  | 3. To improve efficiency and productivity | To hire administrative personnel | No. of Administrative Plantilla Items (1:1) | 20 |  |  |  |  |  |  | 20 |
|  |  | Provide adequate student services for welfare and development | 1. To enhance transparency of information and policies | Revised Student Handbook is not yet approved | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
|  | 2. To strengthen Student internship Program abroad | Number of student intern sent abroad | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|  | 3.To provide student housing which shall prioritize non-Odionganon students | Women's and Men's Dormitory | 0 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
|  | 4. To improve library services | Additional library facilities, bigger library building | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
|  | 5. To give financial assistance to poor and deserving students | -Student scholars (private scholarship program)-Number of student Scholars (government scholarship program)-Number of student Scholars (government scholarship program) | 7530030 | 7730650 | 8532052 | 8832554 | 9133056 | 9433558 | 9734060 | 100350 |
|  | 6. To enhance student services and comply with the AACCUP recommendation. | Number of student Scholars (government scholarship program) | 1 | 1 | 2 | 2 | 3 | 3 | 4 | 4 |
|  | 7. To address student issues and concerns in the campus | -Number of counseling cases-Individual inventory-Testing-Seminar Attendees-Student Placement | 2,0103,0006,0006,5001,200 | 2,1434,0006,0757,3491,482 | 2,2435,0006,1757,5491,582 | 2,3456,0006,2757,6491,682 | 2,4457,0006,3757,7491,782 | 2,5458,0006,4757,8492,000 | 2,6009,0006,5757,9493,000 | 2,70010,0007,0008,0004,000 |
|  | 8. To improve employability of graduates | Employability of Graduates | 60% | 67.10% | 70% | 72% | 74% | 76% | 78% | 85% |
|  | 9.To increase educational engagement in the province. | Number of Enrollment |  | 8,593 | 9,000 | 9,200 | 9,500 | 9,800 | 10,000 | 11,000 |
|  | 10.To assess program offering in the university. | Performance in Licensure Exam (average in the last 3 years) |  | 44.78% | 48% | 50% | 55% | 60% | 65% | 75% |

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|  | Strategies | PPAs | Responsible Entity |
|  | Capacitate key players to their respective tasks in accreditation activities through: | Assess accreditation level of all programs | VPAA, Director for Admission and deans and heads of units involved in accreditation |
| orientation of OBE instrument of AACCUP | Assign committee to work on document preparation |  |
| need assessment and planning session | -Revisit recommendation compliance of previous accreditation level- Request for internal accreditation visit- Request for actual external accreditation visit |  |
| Calibrate programs on curricular goals and competencies | Instruct program chair to prepare reports for the three (3) mandates of the university; instruction, research and extension for RQUAT visit | VPAA, deans/campus director and program chairperson |
| Organize workshop/briefing and orientation on program preparation for COD/COE | -Conduct Preliminary assessment on programs that would possibly qualify for COD/ COE- Presentation of CMO and criteria for COD/COE Application- Evaluate the prospect program as to- instructional Quality- a. quality of performance of graduates- b. graduate profile- c. curriculum & instruction- Research & Publication- Institutional Qualification- faculty & staff- student support system- Extension & Linkages | VPAA, Planning Officer, dean and program chairperson |
| Streamline process and procedures of Instructional Delivery |  - Include ISO expenses to PPMP for funding- Submit proposal for ISO budget for approval- Bidding and other related procurement procedure- Identify key players for ISO training- Identify key players for ISO training- Close monitoring of document preparation for internal and external audit | Planning officer, deans, directors and unit heads |
| Calibrate program offering as to flagship course per campus | - Assess program offering per campus as to faculty profile- graduate performance as to:- licensure performance- graduate employability- distance of campus offering duplicated programs- Number of enrollees | VPAA, Curriculum committee, deans/campus director and program chairperson |
| **FACULTY** |
|  | Review the manuals and present to the administrative, academic council and to the Board for approval | - Consultation with the Deans and Directors- Presentation and Deliberation at the Academic Council- Finalization of the Manuals for Approval of the Board | - Unit Heads, Deans and Directors- Administrative and Academic Council- Board of Trustees |
| Faculty members are encouraged to enroll in COD/COE delivery institutions | Faculty Development Plan and Succession Plan | Director for Faculty Development |
| Faculty members apply local and CHED FDP scholarships | Offerings of Local and CHED Scholarship Programs | Director for Faculty Development |
| Send teachers to conferences, seminars, workshops and trainings (local, regional, national and international) | -Conduct INSET/In-House trainings- Membership in Professional Organizations/Associations | Office of the Academic Affairs |
| Identify, hire and develop highly qualified faculty based on priority requirements | Proper Implementation of Faculty Selection and Promotion Program | Faculty Selection Board |
| Identify, hire and develop highly qualified administrative personnel based on priority requirements | Proper Implementation of Personnel Selection and Promotion Program | Personnel Selection Board |
| **STUDENTS** |
|  | Conduct Committee meeting for Review of contents  | Presentation to student representatives, Federated SSC officers, SSC advisers  | Student officers, advisers, campus directors |
| Partner with International Linkage | Active Membership to AAACU and other organizations with international engagement | President, Qualified student, deans and faculty adviser |
| Construct 2 dormitories | Submission of a Proposal for Women's and Men's Dorm | OSAS, VPAA, President, BOR |
| Construct 2 Library Buildings | Submission of a Proposal for Library | Auxiliary and Physical Plant and Facilities |
| Purchase of additional books |
| Submit compliance of grade requirements among student scholars | Collaboration with benefactor/sponsor about the promotion of the program | OSAS, sponsors, and students |
| Conduct extensive dissemination of qualifying exam schedule | Collaboration with benefactor/sponsor about the promotion of the program | OSAS, sponsors, and students |
| Request Increase in Student Development Funding | Request for additional funding for student assistantship program | federated SSC, VPAA, OSAS |
| Request of item for Guidance Counselor | Request funding for the plantilla position | President, VPAA, OSA Director, |
| Conduct Varied counseling programs and activities | create peer counselor group | Guidance and Placement Services  |
| Coordinate with admission office | Collaborate with Deans and Directors | Guidance and Placement Services |
| Purchase of additional testing material | Conduct tests to all students including external campuses | Guidance and Placement Services |
| Conduct more student seminars | Federated student council to conduct more seminars | Guidance and Placement Services |
| Rationalize program offerings and improvement of licensure exam | Coordinate with DOLE and other linkages for possible employment | Guidance and Placement Services, OSA |
| Improvement of licensure exam | Coordinate with DOLE and other linkages for possible employment | Deans and Campus Directors |
| Improvement of licensure exam | Promotion of program | Deans and Campus Directors |
|  | Review of admission and retention policy | Conduct review classes and course evaluation examination | Deans and Campus Directors, Faculty |