

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

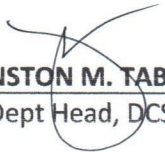
Name of Faculty Member: Prof. WINSTON M. TABADA

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating)	Equivalent Numerical Rating (2x3)
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)	50%	4.93	2.46
b. Students (50%)	50%	4.00	2.00
TOTAL for Instruction	70%	4.46	3.12
2. Research	5%	4.78	0.24
3. Extension	5%	4.87	0.24
4. Support to Operations	10%	5.00	0.50
5. Administration	10%	4.93	0.49
TOTAL	100%		4.60


EQUIVALENT NUMERICAL RATING: 4.60  
Add: Additional Points, if any: \_\_\_\_\_  
TOTAL NUMERICAL RATING: 4.60

ADJECTIVAL RATING: Outstanding

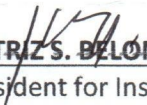
Prepared by:

  
WINSTON M. TABADA  
Dept Head, DCST

Reviewed by:

  
ROBERTO C. GUARTE  
College Dean

Approved:

  
BEATRIZ S. BELONIAS  
Vice President for Instruction

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR) FORM

**Prof. WINSTON M. TABADA**, Department Head of the Department of Computer Science and Technology commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January to June, 2019**.

WINSTON M. TABADA

Ratee

ROBERTO C. CUARTE

Dean, CoE

[illegible]

	Student organizations assisted on student related activities	Acquaintance Party, Christmas Party, DCST /COE/VSU Anniversaries and other special events	Advise students organization on their roles of the aforementioned activities	5	7	5	5	5	5.0	Graduates Tribute party, conducted tutorial for BSCS Freshmen Students on Programming and Calculus subject and assist the different activities such as DCST/ COE/VSU Anniversaries and other special events.
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		<b>PI 7.</b> Number of instructional materials developed								
		<i>New syllabi</i>								
		<i>New lab. manual</i>								
		<i>Revised Powerpoint lect. presentation (per course)</i>	Improving existing powerpoint presentation	Revised the existing powerpoint presentation for the CS138 and CS139 courses.	2	2	4	5	5	4.7
		<i>On-line course lecture materials</i>	Management and enhancement	Revised the CS138, CS 139 and CS199 online lectures	2	6	5	5	5	5.0
		<i>On-line course lab. materials</i>	Management and enhancement	Revised the CS138 and CS 139 laboratory exercises	2	2	5	5	5	5.0
		<b>PI 8.</b> Additional Outputs								
		<i>No. of students passing the PHILNITS FE and IT Passport examinations, given by ITPEC</i>	Tutoring/Mentoring	Conducted tutorials to students taking the FE and IT passport exam						
		<i>No. of online PhilNITS reviewer</i>	Test questions and solutions formulation	Solving and encoding to MOODLE the test questions of previous PHILNITS examinations	1	2	5	5	5	5.0
							Total			44.33
							Mean			4.93



Research mentoring	Conference papers and MS Thesis review	Peer reviewer/ Panelist			5	5	5	5.0	ICE 2019 Paper Reviewed : 64. Don Rodolfo Abril, et. al. A Feasibility Study on a Handheld Inertial Navigation System with Continuous Localization Methods 51. Roger Tamargo and Thelma Palaoag. An Intelligent Microclimate-Control Framework for Propagation Greenhouse 41. Mark Van Buladaco and Frank Lou Ubay. GETMOSY: A plant pathologists' geotagging and monitoring system for infected banana plant. <b>MSCS Thesis, UPLB :</b> A method of Semi-Supervised Learning using Siamese Neural Network for Disaster Monitoring on Philippines Social Media
	Regional PSITE Research Symposium	Evaluator for IT area paper presentations			5	5	5	5.0	PSITE 8 - 2nd STRING - April 2019
					Total points			24.33	
					Mean Rating			4.87	

MFO 5	Support to Operations (STO)										
MFO 5	Support to Operations	PI 1. Number of seminars/trainings/conventions/workshops coordinated for entire university									
		PI 2. Number of in-house seminars/trainings/workshops/reviews conducted									
		PI 3. Additional outputs									
		Percent availability of the Instructors Performance Evaluation System (IPES)	System maintenance	Update and upgrade the system	100%	100%	5	5	5	5.0	This system is used by all VSU campuses : Main, Isabel, Villaba, Alangalang & Tolosa
		Visayas State University Human Resource Management System (HRMIS) Project	Program Leader	Manage the development of the HRMIS of the university.			5	5	5	5.0	Provide technical assistance to 10 programmers and 5 computer operators
		Percent availability of the Visayas Socioeconomics Research Data Analysis Center website	System and Database administrator	System administration and content management of theVISERDAC website	100%	100%	5	5	5	5.0	Working with some faculty and staff of the different departments of COE
						Total points			15.0		
						Mean Rating			5.00		

MFO 6	General Adminis- tration and Support Services (GASS)	<u>PI 1.</u> Number of departments and/service units supervised and monitored	Administration	Department head	1	2	5	5	5	5.0	DCST and HRMIS developers
		<u>PI 2.</u> No. of management meetings conducted	Management	-do-	6	12	5	5	5	5.0	Regular department meetings and CET Execom meetings
		<u>PI 3.</u> Number of documents attended and served	Administration	-do-	1,000	1,500	4	5	5	4.7	Gradesheets, Registration Forms, Shifting Forms, Vouchers, etc
		<u>PI 7.</u> Number of office and laboratory equipment purchased	Management	-do-	20	38	5	5	5	5.0	Computers
		<u>PI 8.</u> Zero percent complaint from clients served	Management	-do-	100%	100%	5	5	5	5.0	100% no complaint
		<u>PI 9.</u> Additional Outputs									
							Total points			24.7	
							Mean Rating			4.93	
Total Over-all Rating										68.7	
Average Rating										4.90	
Adjectival Rating										Outstanding	

Average Rating (Total Over-all rating divided by 4)		4.90
Additional Points:		
Punctuality	0.2	
Approved Additional points (with copy of approval)	0.1	
FINAL RATING		4.90
ADJECTIVAL RATING		

Evaluated & Rated by:

**WINSTON M. TABADA**

Dept./ Unit Head

Date: \_\_\_\_\_

Recommending Approval:

**ROBERTO C. GUARTE**

College Dean

Date: \_\_\_\_\_

Comments & Recommendations for Development Purpose:

Approved by:

**BEATRIZ S. BELONIAS**

VP for Instruction

Date: \_\_\_\_\_

1- Quality 2 - Efficiency 3 - Timeliness 4 - Average

## Exhibit L



Visayas State University  
**College of Engineering**  
 Visca, Baybay City, 6521-A, Leyte, Philippines

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Prof. Engr. Winston M. Tabada**  
 Performance Rating:

**Aim:** Prof. Engr. Tabada as an effective and efficient implementor of the new OBEdized four (4)-year degree program in Bachelor of Science in Computer (BSCS) as provided for in the new CMO 25, s. 2015

**Proposed Interventions to Improve Performance:**

**Note:** Prof. Engr. Tabada will be developed into an effective implementor of the new OBEdized four (4)-year BSCS Program as his performance last year was already O.

**Date:** January 2019

**Target Date:** June 2019

**First Step**

- Reorientation on the Outcomes-Based Education principles, orientation of the provisions of the new Policies, Standards, and Guidelines (PSG) in the offering of the new BSCS as provided for in CMO 25, s. 2015, and the implementation of the new VSU BSCS Curriculum.

**Results:**

- Mastery on the provisions of CMO 25, s. 2015
- Mastery on the preparation of an OBTL Syllabus Course Content and Plan

**Date:** July 2019

**Target Date:** December 2019

**Next Step:**

- Continuous implementation of the newly approved BSCS Curriculum
- Monitor the implementation of the new BSCS Curriculum

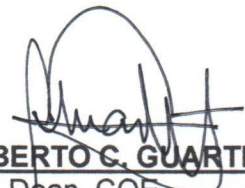
**Outcomes:**

- Effective implementation of the new BSCS Program
- Increased enrolment of freshman students of the new Program
- Proper management of human resource, facilities, and equipment in the offering of the new BSCS degree program
- Preparation and submission of **Research and Extension** proposals in line with the new OBEdized BSCS Program

**Final Steps/Recommendations:**

- Implement the new BSCS Program
- Conduct regular monitoring and coaching of the faculty and staff of the department in the implementation of OBE curriculum
- Conduct regular Continuous Quality Improvement (**CQI**) in the offering of the new BSCS Program

**Prepared by:**

  
**ROBERTO C. GUARTE**  
 Dean, COE

**Conforme:**

  
**WINSTON M. TABADA**  
 Head, DCST