

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Engr. Juztine Jane L. Rebuyas

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.41	
b. Students (50%)		1.96	
TOTAL for Instruction	80%	4.37	3.49
2. Research	0%	0.00	0.00
3. Extension	15%	5.00	0.75
4. Administration & Support to Operation	5%	5.00	0.25
5. Production	0%	0.00	0.00
TOTAL			4.49


\*Instructor I - July 1, 2021 - December 31, 2021

EQUIVALENT NUMERICAL RATING: 4.49  
 Add: Additional Points, if any: \_\_\_\_\_  
 TOTAL NUMERICAL RATING: 4.49


ADJECTIVAL RATING: Outstanding

Prepared by:


Reviewed by:

  
JUZTINE JANE L. REBUYAS  
 Instructor I

jjlr22-01

  
JANNET C. BENCURE  
 Head, DGE and Dean, CET

Approved:

  
BEATRIZ S. BELONIAS  
 VP, Academic Affairs



**VISAYAS**  
STATE UNIVERSITY



**DEPARTMENT OF GEODETIC  
ENGINEERING**

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**"Exhibit B"**

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, JUZTINE JANE L. REBUYAS, a faculty member of the DEPARTMENT OF GEODETIC ENGINEERING, commit to the deliver and agree to be rated on the attainment of the following targets with accomplishments in accordance with the indicated measures for the period **July 1, 2021 to December 31, 2021**.

Approved:

 jjlr22-02  
**JUZTINE JANE L. REBUYAS**  
Instructor  
Date: *26 January 2022*

  
**JANNET C. BENCURE**  
Head, DGE and Dean, CET  
Date: *26 January 2022*

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students	A2. Number of students advised	Acts as academic adviser to graduate							
		A3 . Number of students advised on thesis/special problem/dissertation								

		<i>As GAC Chairman</i>	<i>Advises and corrects research outline and thesis/SP/dissertation manuscript</i>							
		<i>AS GAC Member</i>	<i>Advises and corrects research outline and thesis/SP/dissertation manuscript</i>							
		<i><b>A4</b> . Number of students entertained for consultation purposes</i>	<i>Entertains students seeking consultation with faculty</i>							
	<i><b>PI 9:</b> Number of instructional materials developed *</i>	<i><b>A5</b> . Number of on-line ready coursewares developed and submitted for review</i>	<i>Converts the existing instructional materials into flexible learning systems</i>							
<i>On-line ready courseware</i>			<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>							
<i>Supplemental learning resources</i>			<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>							



Assessment tools			Prepares assessment tools such as long exam, quizzes, problems sets etc							
A 6 : Number of on-line course were reviewed by TRP & edited by MMDC editor			Submits the course were duly reviewed by TRP for editing by MMDC editor							
A 7 : Number of virtual classroom created and operational			Creates virtual classroom using either Moddle or Google Classroom							
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	20	8.80	5	5	5	5.00	July-Dec =8.80 (GEng 133n, GEng 198, GEng 199, GEng 200) Jan-June = 35.75 (GEng 114, GEng 152, GEng 136, GEng 124, GEng 146)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	2	5	5	4	4.67	GEng 200a (YF05,YF11)

		<b>A 11</b> . Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period							
		<b>A12</b> . Number of trainings attended related to instruction	Attend mandated trainings							
		<b>A13</b> . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	9	5	5	5	5.00	GEng 133-4, Geng 198-1, Geng 199-4
		<b>A14</b> . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	4	5	5	5	5.00	GEng 133-2, Geng 199-2
		<b>A15</b> . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	3	5	5	4	4.67	GEng 133
	<b>PI 8:</b> Number of students advised: *	<b>A16</b> . Number of students advised:	Acts as academic adviser to students	15	20	5	5	5	5.00	Google Consultation Form - 5; Email - 15
		<b>A17</b> . Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	3	1	5	4	4	4.33	Cesar, Delphine Katrien
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							

		<b>A18</b> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	10	5	5	5	5.00	Email
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19</b> . Number of Student organizations advised	Advises student organizations recognized by USOO							
		<b>A20</b> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21</b> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	2	5	5	4	4.67	GEng 198, GEng 199
		Flexible instructional materials								
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2						Accomplished Jan-June 2021



		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	16	5	5	4	4.67	GEng 133n, GEng 198, GEng 199
		<b>A 23 :</b> Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	3	5	5	5	5.00	GEng 133n, GEng 198, GEng 199
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 3 . RESEARCH SERVICES</b>										

	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries							
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year							
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								



	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)								
		<b>A 33.</b> Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper							
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>										

	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	1	1	5	5	5	5.00	LGU Baybay
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	10	134	5	5	5	5.00	Map and data turn-over to Baybay LGU Project title: Baybay City's Water-Invoked Hazard-Prone Household Identification, Mitigation and Emergency Response
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implementes duly approved extension projects	1	1	5	5	5	5.00	Baybay City's Water-Invoked Hazard-Prone Household Identification, Mitigation and Emergency Response
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	60	90	5	5	5	5.00	Map and data turn-over to Baybay LGU Project title: Baybay City's Water-Invoked Hazard-Prone Household Identification, Mitigation and Emergency Response

	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor								
	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons			1	5	5	5	5.00	Map and data turn-over to Baybay LGU Project title: Baybay City's Water-Invoked Hazard-Prone Household Identification, Mitigation and Emergency Response
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							



	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
	<b>PI 8.</b> Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	<b>A 44.</b> Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member		100%	5	5	5	5.00	
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
		On program accreditations								
		On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>										

	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients	0	Zero % complaint	5	5	5	5.00	
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							
		<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/manag ement related activities and other outputs to implement new normal							
	<b>Total Over-all Rating</b>								88.00	
	<b>Average Rating</b>								<b>4.89</b>	
	<b>Adjectival Rating</b>								<b>O</b>	

<b>Average Rating (Total Over-all rating divided by 4)</b>			<b>4.89</b>
<b>Additional Points:</b>			
Approved Additional points (with copy of approval)			
<b>FINAL RATING</b>			<b>4.89</b>
<b>ADJECTIVAL RATING</b>			<b>OUTSTANDING</b>

**Comments and Recommendations for Development Purposes:**

✓ All the best!

Evaluated & Rated by:

  
**JANNET C. BENCURE**

Department Head

Date: 26 January 2022

  
**JANNET C. BENCURE**  
Dean, College of Engineering and Technology

Date: 26 January 2022

Approved by:

  
**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs

Date: 26 January 2022



**EMPLOYEE DEVELOPMENT PLAN**Name of Employee: Juztine Jane L. Rebuyas

Performance Rating: \_\_\_\_\_

**Aim:** Engr. Juztine Jane L. Rebuyas as an effective and efficient implementor of the new OBE-dized four (4) year degree program in Bachelor of Science in Geodetic Engineering (BSGE) as provided for in the new CMO 89, s. of 2017 and the department's RDE Agenda in her field of specialization.

**Proposed Interventions to Improve Performance:**

Date: July 2021

Target Date: December 2021

**Next Step:**

Re-orientation on the Outcomes-Based Education principles, provisions of the new normal Policies, Standards, and Guidelines in offering the new BSGE curriculum as provided for in CMO 89, s. 2017 will be given. She should likewise adopt the new teaching strategies for the new normal scheme. Attend virtual trainings, conferences, and conventions to strengthen her competencies and qualifications.

**Outcome:**

Finalize and submit the Student Learning Guide (Module) and Outcomes-Based (OBE) Teaching and Learning (OBTL) Syllabus for the new normal scheme in accordance with the minimum requirements provided by the CMO 89, s. 2017 and the university. Likewise, the faculty will implement OBE in all her subjects. The department's instruction, research, and extension activities will be implemented by attending virtual classes, training, seminars, and conferences.

**Final Step/Recommendation:**

Engr. Rebuyas should continuously attend training, seminars, and workshops to strengthen her competencies and qualifications. It is also highly recommended that the faculty member proposes possible research and/or extension projects that are in line with her field of interest and to the university's RDE Agenda.

Prepared by:

  
Jannet C. Bencure

Head, Dept. of Geodetic Engineering

Conforme:

  
Juztine Jane L. Rebuyas

Name of Ratee Faculty

jjlr21-05