

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Nam CHARIS B. LIMBO

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	0.50	3.43	1.72
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
Total for Instruction		100%	4.22	4.22
2.	Administration and Support Services	0%	0.00	0.00
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.22

EQUIVALENT NUMERICAL RATING:

4.22

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

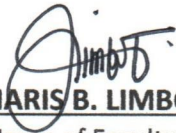
4.22


ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

Reviewed by:

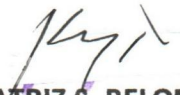
  
**CHARIS B. LIMBO**  
Name of Faculty

  
**ROSARIO P. ABELA**  
Department Head

Recommending Approval:

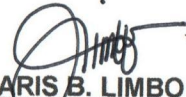
  
**ALELI A. VILLOCINO**  
Dean/Director

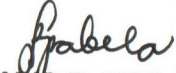
Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President

Visayas State University  
College of Education  
**VISAYAS STATE UNIVERSITY INTEGRATED HIGH SCHOOL**  
**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **CHARIS B. LIMBO**, faculty of VSUIHS, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January, 2019 to June, 2019.

  
**CHARIS B. LIMBO**  
Faculty, VSUIHS

  
**ROSARIO P. ABELA**  
Principal, VSUIHS

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
<b>MFO 1</b>	<b>Advanced Education Services 20%</b>									
	<b>1. Graduate Degree Program Management Services</b>									
	0 = 3 1 = 4.8 ≥2 = 5.0	<b>PI 1:</b> Number of graduate degree specializations offered and monitored		NA						
	1.5 - 2.0 = 4.8 > 2 = 5.0	<b>PI 2:</b> Total FTE monitored		NA						
	0-25% = 3.0 26 - 90% = 4.5 >90% = 5.0	<b>PI 3:</b> Percentage of students who graduated within the prescribed period		NA						
	<b>2. Graduate Student Management Services</b>									
	0-25% = 3.0 26-50% = 4.5 >50% = 5.0	<b>PI 1:</b> Percentage of graduate students awarded with honors/distinction		NA						
	0-25% = 3.0 26-50% = 4.5 >50% = 5.0	<b>PI 2:</b> Percentage of graduate students advised who rated the adviser/GAC member at least very satisfactory		NA						

	<b>0-25% = 3.0</b> <b>50% = 4.5</b> <b>26-50% = 5.0</b>	<b>PI 3:</b> Percentage of graduate school faculty engaged in research work applied in any of the ff:		NA						
		a. Pursuing advanced research degree program		NA						
		b. Actively pursuing in the last three years (investigative research, basic and applied scientific research, policy research, social science research)		NA						
		c. Producing technologies for commercialization or livelihood improvement		NA						
		d. Whose research work resulted in an extension program		NA						
<b>MFO 2</b>	<b>Higher Education Services</b>									
	<b>1. Curriculum Program Management Services</b>									
	<b>&lt;15 = 4.0</b> <b>15 - 17.99 = 4.5</b> <b>18 &amp; above = 5.0</b>	<b>PI 1:</b> Total FTE monitored (Higher Ed and Basic Ed)	VSUIHS Faculty	48	54.90	5	5	5	5.00	PEHMA 8, PEHMA 9, Phed 12n
	<b>0= 3%</b> <b>1-25%= 4</b> <b>26-100% = 5.0</b>	<b>PI 2:</b> Percentage of undergraduate curricular program compliant to CMO, approved and offered		NA						
	<b>below nat'l = 4.0</b> <b>above nat'l up to 75% = 4.5</b> <b>76 - 100% = 5.0</b>	<b>PI 3:</b> Average percentage passing in licensure exam		NA						
		<b>PI 4:</b> Percentage of first time licensure exam takers who passed the licensure exam		NA						
	<b>0 graduate = 3.0</b> <b>100% or more = 5.0</b>	<b>PI 5:</b> Number of graduates who graduated within prescribed period		NA						
	<b>No increase = 4</b> <b>1 - 10% = 4.5</b>	<b>PI 6:</b> Percentage increase in the number of undergraduate students who graduated within prescribed period		NA						



	> 10% = 5.0	PI 7: Percentage of graduates (two years prior) who are employed and/or pursuing graduate studies		NA						
	0 linkage = 3.0 1 - 2 linkage = 4.5 >2 = 5.0	PI 8: Number of academe/industry linkages established		NA						
	100% = 5.0	PI 9: Number of thesis/special problem students:	VSUIHS Faculty							
		a. Thesis outline/manuscript/Case Studies/Special Problems/OJT Narrative Reports/Engineering Projects/Portfolios advised	VSUIHS Faculty	1	1	4.5	4.5	4.5	4.50	Grade 9 Research
		b. Thesis outline/manuscript/Case Studies/Special Problems/OJT Narrative Reports/Engineering Projects/Portfolios approved	VSUIHS Faculty							
	0 organization = 3.0 1 organization = 4.0 2 or more = 5.0	PI 10: Number of student organizations advised/ assisted	VSUIHS Faculty	3	8	5	5	5	5.00	JS Promenade, Senior High Graduation, Junior High Graduation, Parents' Consultation, Honors' Assembly, PEHMA Culmination, Home Science Culmination, Camping Adventure
	0 IEC = 3.0 1 IEC = 4.0 2 or more = 5.0	PI 11: Number of instructional materials developed/revised	VSUIHS Faculty	2	2	5	5	5	5.00	PEHMA 8, PEHMA 9
		a. OBE-compliant syllabi	VSUIHS Faculty							
		b. Teaching guides/Student guides/ Laboratory Manuals	VSUIHS Faculty							
		c. Complete sets of teacher-developed audio visual materials (powerpoints, videos, computer games, etc)	VSUIHS Faculty							

		d. On-line interactive learning resources per subject	VSUIHS Faculty							
		PI 12. Number of instruction-related awards	VSUIHS Faculty	0		3	3	3	3.00	
MFO 3	Research Services									
	<b>0 output = 3.0</b> <b>1 - 2 output = 4.0</b> <b>3 - 5 output = 4.5</b> <b>&gt; 5 output = 5.0</b>	PI 1. Number of published papers in peer-reviewed journals	VSUIHS Faculty	0		3	3	3	3	
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l journals</i>								
		<i>In institutional journals</i>								
		PI 2. Number of patents/Utility Models/copyrights filed and registered	VSUIHS Faculty	0		3	3	3	3.00	
		PI 3. Number of research papers (oral presentation, posters, keynote speaker, plenary speaker) presented in regional/national/ int'l scientific/professional fora and conferences	VSUIHS Faculty							
		<i>In int'l fora/conferences</i>		1	1.00	4	4	4	4.00	ACEID 2019
		<i>In nat'l fora/conferences</i>								
		<i>In reg'l fora/conferences</i>								
		<i>In institutional fora/conferences</i>								
	<b>0 prop/proj = 3.0</b> <b>1 - 2 prop/proj = 4.5</b> <b>3 or more prop/proj = 5.0</b>	PI 4. Number of research studies conducted	VSUIHS Faculty	0		3	3	3	3.0	
		PI 5. Number of research proposals submitted	VSUIHS Faculty	0		3	3	3	3.00	
		PI 6. Number of research proposals approved	Research Committee	0		3	3	3	3.00	
	<b>None = 3.0</b> <b>100K - 1M = 4.0</b> <b>1.1M - 5M = 4.5</b> <b>&gt;5M = 5.0</b>	PI 7. Amount of research money generated from external funding (Thousand PHP)	VSUIHS Faculty	None						



	None = 3.0 50K = 4.5 >50K = 5.0	PI 8. Amount of research money generated from institutional funding (Thousand PHP)	VSUIHS Faculty	None						
	0 awards = 3.0 1 award =4.5 2 or more = 5.0	PI 9. Number of research outputs in the last three years utilized by the industry or other beneficiaries	VSUIHS Faculty	0		3	3	3	3.00	
		PI 10. Number of research projects/studies completed within the year	VSUIHS Faculty	0		3	3	3	3.00	
		PI 11. Number of research-related awards (research conducted by faculty or student w/ faculty)	VSUIHS Faculty	0		3	3	3	3.00	
MFO 4 Extension Services										
	0 pds = 3.0 100 - 500 pds = 4.5 >500 pds = 5.0	PI 1. Number of trainees weighted by the length of training	VSUIHS Faculty	0		3	3	3	3.00	
	0 training = 3.0 1 training = 4.0 2 or more = 5.0	PI 2: Number of trainings conducted	VSUIHS Faculty	0		3	3	3	3.00	
	0 IEC = 3.0 1 IEC = 4.0 2 or more = 5.0	PI 3. Number of IEC materials/techno-guides developed/used	VSUIHS Faculty	0		3	3	3	3.00	
	0 group/ind = 3.0 1 grp/ind = 4.0 > 2 or more = 5.0	PI 4. Number of beneficiaries served	VSUIHS Faculty	0		3	3	3	3.00	
		Groups								
		Individuals								
	0 services = 3.0 1 - 10 services = 4.0 10 - 20 services = 4.5 >20 services = 5.0	PI 5. Number of technical/expert services provided/rendered	VSUIHS Faculty							
		Research Mentoring		1		4	4	4	4.00	Grade 9 Research
		Peer reviewers/Panelists								
		Resource Persons								
		Convenor/Organizer								
		Consultancy								
	Evaluator									

	<b>0 proposal = 3.0</b> <b>1 - 2 proposals = 4.5</b> <b>3 or more prop = 5.0</b>	<b>PI 6.</b> Number of extension projects conducted	VSUIHS Faculty	0		3	3	3	3.00	
		<b>PI 7.</b> Number of extension proposals submitted	VSUIHS Faculty	0		3	3	3	3.00	
		<b>PI 8.</b> Number of extension proposals approved	VSUIHS Faculty	0		3	3	3	3.00	
	<b>None = 3.0</b> <b>100K - 1M = 4.0</b> <b>1.1M - 5M = 4.5</b> <b>&gt;5M = 5.0</b>	<b>PI 9.</b> Amount of extension money generated from external funding (Thousand PHP)	VSUIHS Faculty	0		3	3	3	3.00	
	<b>None = 3.0</b> <b>50K = 4.5</b> <b>&gt;50K = 5.0</b>	<b>PI 10.</b> Amount of extension money generated from institutional funding (Thousand PHP)	VSUIHS Faculty	0		3	3	3	3.00	
	<b>0 awards = 3.0</b> <b>1 award = 4.5</b> <b>2 or more = 5.0</b>	<b>PI 11</b> Percentage of beneficiaries who rated the training course and advisory services as satisfactory or higher in terms of quality and relevance	VSUIHS Faculty	0		3	3	3	3.00	
		<b>PI 12.</b> No. of extension-related awards (extn. conducted by faculty or student & faculty)	VSUIHS Faculty	0		3	3	3	3.00	
<b>MFO 5</b>	<b>Support to Operations (STO)</b>									
	<b>1. Faculty Development Services</b>									
	<b>0 faculty = 4</b> <b>1 - 2 faculty = 4.5</b> <b>&gt;3 faculty = 5.0</b>	<b>PI 1:</b> Number of faculty pursuing advanced degree programs	OVPI, ODAHRD, SFAC, Department							
	<b>2. Faculty Recruitment/Hiring Services</b>									
	<b>0 faculty = 4</b> <b>1 - 2 faculty = 4.5</b> <b>&gt;3 faculty = 5.0</b>	<b>PI 2:</b> Number of faculty recruited/hired aligned with university RSP policy and competency-based HRM	VSULHS Personnel committee & APB							



<b>3. Faculty Evaluation Services</b>										
	0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	<b>PI 3:</b> Number of seminars/trainings/ conventions/workshops organized/coordinated for the entire university	OVPRE							
	0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	<b>PI 4:</b> Number of seminars/trainings/ conventions/workshops organized/coordinated outside the university	OVPRE							
	90 - 100% = 5.0 60 - 89% = 4.5 <60% = 4.0	<b>PI 5:</b> Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated	OVPI, Department, admin staff							
	0 event = 3.0 1 - 2 events = 4.5 3 or more events = 5.0	<b>PI 6:</b> Number of college/department-level seminars/trainings/workshops/ reviews conducted/ attended/ facilitated	OVPRE							
<b>4. Program and Institutional Accreditation Services</b>										
	100% programs = 5.0 <100% programs = 4.5	<b>PI 1:</b> Number of degree programs which passed accreditation/evaluation at least Level 1								
	100% compliant = 5.0 <100% compliant = 4.5	<b>PI 2:</b> Degree program compliant with CHED requirements								
<b>MFO 6</b>	<b>General Admin. &amp; Support Services (GASS)</b>									
	0 complaint = 5.0 1 or more = 4.5	<b>PI 1.</b> Zero complaint from clients (complaints dropped in suggestion boxes, complaints on change of grades and other complaints)	OVPI, College, Department, Units							
		<b>PI 2.</b> Number of complaints addressed within the prescribed time	OVPI, College, Department, Units							
		<b>PI 3:</b> Additional Outputs								



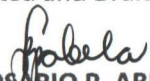
	<b>No initiative = 3.0</b> <b>1 initiative = 4.5</b> <b>2 or more initiatives = 5.0</b>	Best practices/new initiatives/innovations	OVPI, College, Department, Units							
		Values Restoration Program		1		4.5	4.5	4.5	4.50	
Total Over-all Rating						79.00				
Average Rating						3.43				
Adjectival Rating						Satisfactory				

Average Rating ( Total Over-all Rating Divided by 4)	
Additional Points	
Punctuality	
Approved Additional Points ( with copy of approval)	
FINAL RATING	3.43
ADJECTIVAL RATING	Satisfactory

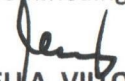
Comments & Recommendations for  
Development

Purpose:

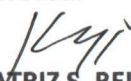
Rated and Evaluated by:

  
**ROSARIO P. ABELA**  
 Department head

Recommending Approval:

  
**ALELI A. VILLOCINO**  
 College Dean

Approved:

  
**BEATRIZ S. BELONIAS**  
 Vice- President for Instruction

# PERFORMANCE MONITORING FORM

Name of Employee: CHARIS B. LIMBO

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Teach Physical Education, Health, Music and Arts.	Empowered students to do regular physical activities through dance for health and fitness  Design physical activities to address the needs of students with disability in a class	January 2019	May 2019	May 2019	Very impressive	Outstanding	no failed students
2	Prepare and utilize instructional materials; conducts periodical , long exams, practical and final examinations; collected and checked students 'assignments and projects	Produce instructional materials in courses taught; be able to conduct all the required activities for student learning and evaluation	January 2019	January 2019	June 2019	Very impressive	Outstanding	Instructional materials must be updated regularly
3	Submit reports and other requirements	Sign CSR, submit grade sheets	January 2019	January 2019	June 2019	Very impressive	Outstanding	Submit reports and other requirements
4	Coach student athletes in the varsity program	Produce highly competitive athletes that can represent the university in the regional, national SCUAA and other invitational games	January 2019	January 2019	June 2019	Very impressive	Outstanding	Was able to produce National Players.
5	Advice and counsel VSU-IHS Sports Club Organization	Well-organized, capacitated and productive Officers	January 2019	May 2019	May 2019	Impressive	Very satisfactory	Conduct regular follow-up and meeting to ensure a well-organized organization
6	Advice Sapphire students	Empowered students to face challenges courageously	January 2019	May 2019	June 2019	Impressive	Very satisfactory	Conduct regular communication to students especially with academic



								concerns
7	Prepare forms for promotion	100% ready for the grade level promotion	January 2019	May 2019	June 2019	Impressive	Very satisfactory	Double check forms
8	Organize the PEHMA Culmination	Provide students an avenue for sports participation	January 2019	April 2019	May 2019	Very impressive	Outstanding	Very successful
9	Prepare and sign Certificates of students who will be promoted and those who are honored students	Organized distribution of certificates	January 2019	March 2019	April 2019	Very impressive	Outstanding	Very organized

\* Either very impressive, impressive, needs improvement, poor, very poor

\*\* Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

*R. Abela*  
**ROSARIO P. ABELA**  
 Department Head

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **CHARIS B. LIMBO**

Performance Rating: Outstanding

Aim: To execute and implement university and office orders relative to academic and other assigned tasks and concerns with 90% accuracy.

Proposed intervention to improve Performance:

Manage time wisely and collaboration with colleagues not only in the office but in the university as a whole.

Date: June 2019

Target Date: July 2019

First Step:

- Make a time table and list of things to do according to its priority (instructions, research, extension and others)

Result:

- Can submit reports on time
- Can closely monitor faculty of their attendance
- Can closely monitor faculty on reports to be submitted

Date: August 2019

Target Date: November 2019

Next Step: Carefully implement the plans and wisely supervise the faculty and its performance to work

Outcome:

- Reports will be submitted on time
- Effectively and efficiently faculty in the unit

Final Step/Recommendation:

"Walk the talk". It is easy to plan but implementation is hard. Therefore, a close monitoring of plan implementation is therefore recommended.

Prepared by:



**ALEM A. VILLOGINO**

Dean, College of Education

Conforme:



**CHARIS B. LIMBO**

Director, IHK