

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS July-Dec 2021

Name of Faculty Member: ROTSEN B. LABISORES

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
6. Instruction			
c. Head/Dean (50%)		4.66x50%= 2.33	
d. Students (50%)		4.50x50% = 2.25	
Total for Instruction	90%	4.58	4.13
7. Research			
e. Client/Dir. for Research (50%)			
f. Dept. Head/Center Director (50%)			
Total for Research			
8. Extension			
e. Client/Dir. for Extension (50%)			
f. Dept Head/Center Director (50%)			
Total for Extension	5%	5.00	0.25
9. Administration	5%	5.00	0.25
10. Production			
TOTAL			4.63

EQUIVALENT NUMERICAL RATING:

4.63

Add: Additional Points, if any:

0.00

TOTAL NUMERICAL RATING:

4.63

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by

Name of Faculty

DANIEL C. LOR

Department Head

Recommending Approval:

Thulula ET C. BENCURE

Dean, CET

Approved:

Vice President, Academic Affairs







DEPARTMENT OF METEOROLOGY

1st Floor Annex Engineering Building
Visca Baybay City, Leyte 6521-A
Email Address: meteorology@vsu.edu.ph

Website: www.vsu.edu.ph

Exhibit B

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ROTSEN B. LABISORES, faculty of the Department of Meteorology, College of Engineering & Technology, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>July-December 2021.</u>

ROTSEN B. LABISORES

Faculty

Date: 20 JAN 2022

1

Approved

DANIEL C. LOR Head, DMet

Date: 01/2

JANNET C. BENCURE

Dean, CET

ate: 61/2/ 2012

Rating Equivalents:

5 - Outstanding 4 - Very Satisfactory 3 - Satisfactory 2 - Fair 1 - Poor

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):	Tot	al FTE (1	RDE Comm	itments***	
Personnel	Number (1)	in. FTE	(2)	Research	ublication	Extension
Department Head	-	0	#VALUE!	0.0	0	0
Faculty w/ Univ. Designated Position	-	0	#VALUE!	0.0	0	0
	-	0	#VALUE!	2.0	1	1
	-	0	#VALUE!	0.0	0	0
	-	0	#VALUE!	0.0	0	0
Admin Staff Members	_	0				-
TOTAL:				2.0	1	1
Regular Faculty (VSL)* Regular Faculty (TLS)* Part time Faculty Admin Staff Members		0 0 0 0	#VALUE! #VALUE!	2.0 0.0 0.0	0 1 0 0	0 1 0 0

Note:

^{***} Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research (UMFO 3) and extension (UMFO 4)

	Success/Performance Indicator (PI)	Unite/Dansana	D	Actual Accomplishments		Rating				Remark (Details of the	
MFO No.		Units/Persons Responsible	Dep Target	% Accomp	Details of Accomp	Quality	Efficiency	imeliness	Average	targetted output indicators with **)	% weight
MFO 1	ADVANCED EDUCATION SERVICES (20%)						_ W				6
	OVPI MFO 1. Graduate Degree Program Management Services				***************************************					Not yet applicable	

^{*} On vacation-sick-leave status. Ratio of Instruction and RDE commitments should determined based on FTE of 18 units

^{**} On Teacher's Leave status. Minimum FTE required is 18 units

Actual Rating Accomplishments Remark (Details of the Units/Persons Dep Efficiency weight MFO No. Success/Performance Indicator (PI) targetted output indicators Timelines Quality Responsible Target Details of with **) Accomp Accomp % PI 1. Percentage of graduate school faculty engaged in research work Dept. Head & applied in any of the following: Faculty a. pursuing advanced research degree program (Ph.D) * b. actively pursuing in the last three (3) years (investigative research. basic and applied scientific research, policy research social science research) c. producing technologies for commercialization or livelihood d. whose research resulted in an extension program OVPI MFO 2. Graduate Student Management Services Not yet applicable PI 1: Percentage of graduate students enrolled in research degree programs * Dept. Head & 2% Faculty PI 2: Percentage of accredited graduate programs * Dept. Head & 2% Faculty PI 3: Number of graduate degree specializations offered and monitored * Dept. Head & 2% Faculty PI 4: Total FTE coordinated, implemented & monitored* Dept. Head & 2% Faculty PI 5: Percentage increase in number of graduate students enrolled * Dept. Head & 2% Faculty PI 6: Percentage increase in number of students who graduated within prescribed Dept. Head & 2% Faculty PI 7: Number of graduate students awarded with honors/distinction * Dept. Head & 2% Faculty PI 8: Number of graduate students advised * Dept. Head & 2% Faculty PI 9: Number of instructional materials developed * Dept. Head & Faculty On-line ready courseware Flexible instructional materials Assessment tools PI 10: Number of virtual classrooms created and operationalized MFO₂ **HIGHER EDUCATION SERVICES (50%)** PI 1. Percentage of first time licensure exam takers that pass the licensure exams Dept. Head & Not Applicable 7.5% Faculty PI 2. Percentage of graduates (2 years prior) that are employed * Dept. Head & Not Applicable 2.5% Faculty PI 3. Percentage of undergraduate student population enrolled in CHED-identified 5.00 BS in Meteorology degree Dept. Head & 100% 100% 100% 5 5 2.5% and RDC-identified priority programs * Faculty program

		1			ctual olishments		Ra	ting		Remark (Details of the	
MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Dep Target	% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average	targetted output indicators with **)	% weight
	Pl 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty								Not Applicable	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	12	144%	17.25	5	5	4	4.67	Teaches the ff subjects: Labisores: EC 131,Mete 143, ESci 114	20%
	PI 8: Number of students advised: *	Dept. Head & Faculty								1501 114	
	On thesis/ field practice/special problem	T de dite					_	_			1%
	No. of approved manuscript submitted within prescribed period						\vdash	_	_		1%
	On consultation						1		_		0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty									0.570
	Student organizations advised	Tabulty	2	0%			1				1.25%
	Student organizations assisted on student related activities			070			1				1.25%
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty								Title and name of faculty	10%
	On-line ready courseware	Dept. Head & Faculty	8	38%	3	4.0	3.0		Labisores: ES 131 Lec; Esci 114 (lec-3sec)		
	Flexible instructional materials	Dept. Head & Faculty	8	38%	3	5.0	4.0	5.0	4.67	114 (180-3880)	
	Assessment tools	Dept. Head & Faculty	8	138%	11	4.0	4.0	3.0	3.67		
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	8	38%	3	5.0	5.0	5.0	5.00		
	<u>PI 11:</u> Additional Outputs	Dept. Head & Faculty									
	RESEARCH SERVICES (10%)										
	<u>PI 1.</u> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty								needs project titles	2%
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	1	0%	0					needs project titles	2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED	Dept. Head &								needs title of publication, name	
	recognized iournal within the year (2%) * In refereed int'l journals	Faculty								of journal and where published	1.50%
	In refereed nat'l/regional journals										0.50%
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty								title of paper, what for a/conference, where and when	0.5076
	In int'l fora/conferences									presented	1.50%

.

				POSSESSION CONTRACTOR OF THE PROPERTY OF THE P	ctual olishments		Ra	ting		Remark (Details of the	
MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Dep Target	% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average	targetted output indicators with **)	% weight
	In nat'l/regional fora/conferences						1				0.50%
	PI 5. Percent of research proposals approved *	Dept. Head &					T				0.5%
		Faculty									0.07
	PI 6. Additional outputs*	Dept. Head &									
		Faculty									
	No. of research-related awards (research conducted by faculty or student w/										1.50%
MFO 4	EXTENSION SERVICES (10%)										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and	Dept. Head &	3	0%	0						2.0%
	other stakeholders as a result of extension activities *	Faculty									
	PI 2. Number of trainees weighted by the length of training *	Dept. Head &	25	100%	25	5.0	5.0	5.0	5.00	25pax with 2 days of training (8	2%
		Faculty								hours per day)	
	PI 3. Number of extension programs organized and supported consistent with the	Dept. Head &	1	0%	0						2%
	SUC's mandated and priority programs *	Faculty									
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory	Dept. Head &	80%	100%	80%	5.0	5.0	5.0	5.00	World Meteorological Day	1%
	services as satisfactory or higher in terms of quality and relevance*	Faculty								(Webinar)	
	PI 5. Number of technical/expert services *	Dept. Head & Faculty									1%
	Research Mentoring	doutty									
	Peer reviewers/Panelists										
	Resource Persons										
	Convenor/Organizer										
	Consultancy										
	Evaluator										
	PI 8. Percent of extension proposals approved *	Dept. Head &	100%		0%						0.5%
		Faculty									0.070
	PI 11. Additional outputs *	Dept. Head &									
		Faculty									
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *										1.5%
MFO 5	Support to Operations										11070
	OVPI MFO 1. Faculty Development Services										
	PI 1: Number of faculty pursuing advanced research degree programs (PhD)	Dept. Head &									0.625%
	facilitated, monitored and assisted *	Faculty									
h	OVPI MFO 2. Faculty Recruitment/Hiring Services										
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned	Dept. Head &									0.125%
	with ISO standards *	Faculty									
	OVPI MFO 3. Faculty Evaluation Services										
		Dept. Head &									0.25%
		Faculty									

		Units/Persons Responsible		Actual Accomplishments		Rating				Remark (Details of the	
MFO No.	Success/Performance Indicator (PI)		Dep Target	% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average	targetted output indicators with **)	% weight
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty									0.25%
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	80%	100%	75%	5.0	5.0	4.0	4.67	TPES on line	0.75%
	P16 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty									0.25%
	PI 7 : Additional outputs *	Dept. Head & Faculty									
	Number of faculty/staff awards/honors received related to operations support										0.25%
	OVPI MFO 4. Program and Institutional Accreditation Services										
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the	Dept. Head & Faculty	100%	100%	1	4.0	5.0	5.0	4.67	Zero non-conformity (No NC)	2.50%
MFO 6	General Admin. & Support Services (GASS)	l doung									_
	PI 1. Submission of College/Department PPMP for the following year within deadline	Dept. Head	1	0%							1%
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	1 valid comp		No complain						2%
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	1	0%							-
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	3	0%						Meeting for the OPCR & IPCR	
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	12	0%							
	PI 3: Additional Outputs	Dept. Head & all faculty & staff									
	Attendance to meetings	Dept. Head & all faculty & staff	12	100%	12	5.0	5.0	5.0		Monthly department meeting, every first Tuesday of the Month; Special meetings: Enrollment; Curriculum; Instructional; Meteorology	
	Enrolment Focal Person, DMet	Faculty		100%		5.0	5.0			Ruilding.	

	Success/Performance Indicator (PI)	Units/Persons	D	Actual Accomplishments		Rating				Remark (Details of the	
MFO No.		Responsible	Target	% Accomp	Details of Accomp	Quality	Efficiency	Timelines	Average	targetted output indicators with **)	% weight
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *									explain here briefly why consider said department practice can be considered as a best practice	2%
						57.0	56.0	55.0	56.0		
Total Over-a							56.	000			
	Average Rating			91.15%			4.6	367			
Adjectival Rating					Outstanding		1				

Comments & Recommentation for Development Purpose: Set priorities to Finish Ms Degree within this year.

Evaluated & Rated by:

DANIEL C. LOR
Head, DMet
Date: 0/24/www

Recommending Approval:

JANNET C. BENCURE

Dean, CET
Date: 01 24 702

Approved:

BEATRIZ S. BELONIAS
Vice Pres. for Academic Affairs

Date:

PERFORMANCE MONITORING FORM July – December, 2021

Name of Employee: Rotsen B. Labisores

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessme nt of output**	Remarks/ Recommendati on
1	Teaches subjects on: EC 131	Meets class regularly (on line); Checked students' outputs & submits grades to the Registrar's Office	August 2021	August – December 2021	August – December 2021	Impressive	Very Satisfactory	Organized in conducting online classes; flexible in requiring students with outputs like assessments and quizzes. Submit grades on time
2	Student advising	Advised students especially academic advisees & also other students needing his advice	July 2021	July – December 2021	July – December 2021	Impressive	Very Satisfactory	Pro-active in addressing students' concerns.
3	Attends department organized meeting.	Attendance during scheduled meeting	July - December 2021	As scheduled	Every first Tuesday of the moth for regular department meeting & as scheduled for emergency meeting	Impressive	Very Satisfactory	Meeting is blended (virtual / face-to-face) observing health protocols as advised by USHER, VSU.
4	Develops Instructional Materials of the subjects to teach in the semester for flexible learning	Instructional materials available to students	July – August 2021	August – December 2021	August – December 2021	Impressive	Satisfactory	Resourceful in finding excellent references.
5	Participates in activities like webinar; google meetings & other virtual meeting called by the department, college and university.	Attendance to the virtual activities	July - December 2021	As scheduled	As scheduled	Very Impressive	Outstandin g	None

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessme nt of output**	Remarks/ Recommendati on
6	Coordinates with the university engineer on the Building Plan for the Department of Meteorology for construction	Approved Building Plan of the Department of Meteorology is already submitted to the Planning Office for implementation of the university	July - December 2021	September 2021	September 2021	Needs improveme nt	Satisfactory	Always follow up the status of the document for the implementation of the construction of the building.

^{*} Either very impressive, impressive, needs improvement, poor, very poor
** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

DANIEL C. LOR
Head, Department of Meteorology



EMPLOYEE DEVELOPMENT PLAN July – December, 2021

Name of Employee: Rotsen B. Labisores

Perfo	rmance Rating:
Aim:	Improve Teaching Skills
	Improve performance as committee chair on Building and Maintenance
Propo	sed Interventions to Improve Performance:
Date:	October 2021 Target Date: October 2021
First S	Step:
•	Virtual Class Observation Discussion of the result of his TPES of the previous semester
Resul	t:
:	The faculty even noticed his improvement in his teaching skills. He takes time to do follow-ups from the General Services Office especially the university engineer who is responsible in preparing for the building design of the Department of Meteorology.
Date:	Target Date:
Next (Step:

Outco	
Final	Step/Recommendation:
None	Prepared by:
	DANIEL C. LOR Head, Department of Meteorology
Confo	ROTSEN B. LABISORES Faculty