

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
Jan-June 2021**

Name of Faculty Member: **ROTSSEN B. LABISOIRES**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.72x50%= 2.36	
b. Students (50%)		3.8x50% = 1.900	
Total for Instruction	85%	4.26	3.62
2. Research			
3. Extension	10%	4.67	0.47
4. Administration & Support to Operation	5%	4.33	0.22
5. Production	NA		
TOTAL			4.3052

EQUIVALENT NUMERICAL RATING: 4.3052

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.3052

ADJECTIVAL RATING: **Very Satisfactory**

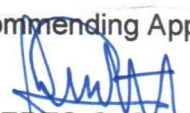
Prepared by:


ROTSSEN B. LABISOIRES
Name of Faculty


Reviewed by:


DANIEL C. LOR
Head, Department of Meteorology

Recommending Approval:


ROBERTO C. GUARTE
Dean, College of Engineering & Technology


Approved:



BEATRIZ S. BELONIAS
Vice President for Academic Affairs

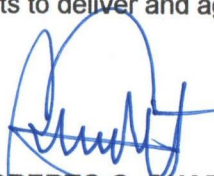


INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ROTSSEN 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 January - June 2021.


ROTSSEN B. LABISORES
Faculty
Date: 7-21-21

Approved:

DANIEL C. LOR
Head
Date: 7-21-21


ROBERTO C. GUARTE
College Dean
Date: 7-23-21

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):

Personnel	Total FTE (1)		RDE Commitments***			
	Number (1) in.	FTE (2)	Research	Publication	Extension	
Department Head	-	0	#VALUE!	0.0	0	0
Faculty w/ Univ. Designated Position	-	0	#VALUE!	0.0	0	0
Regular Faculty (VSL)*	-	0	#VALUE!	2.0	1	1
Regular Faculty (TLS)*	-	0	#VALUE!	0.0	0	0
Part time Faculty	-	0	#VALUE!	0.0	0	0
Admin Staff Members	-	0	#VALUE!	0.0	0	0

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair

TOTAL: 2.0 1 1

Note: * On vacation-sick-leave status. Ratio of Instruction and RDE commitments should be determined based on FTE of 18 units
** On Teacher's Leave status. Minimum FTE required is 18 units
*** Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research (UMFO 3) and extension (UMFO 4))

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
MFO 1	ADVANCED EDUCATION SERVICES (20%)										
	OVPI MFO 1. Graduate Degree Program Management Services									Not yet applicable	
1	PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following:	Dept. Head & Faculty									4%

MFO No.	Success/Performance Indicator (PI)			Units/Persons Responsible	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
		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 improvement										
		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 & Faculty									2%
	PI 2: Percentage of accredited graduate programs *			Dept. Head & Faculty									2%
	PI 3: Number of graduate degree specializations offered and monitored *			Dept. Head & Faculty									2%
	PI 4: Total FTE coordinated, implemented & monitored*			Dept. Head & Faculty									2%
	PI 5: Percentage increase in number of graduate students enrolled *			Dept. Head & Faculty									2%
	PI 6: Percentage increase in number of students who graduated within prescribed period *			Dept. Head & Faculty									2%
	PI 7: Number of graduate students awarded with honors/distinction *			Dept. Head & Faculty									2%
	PI 8: Number of graduate students advised *			Dept. Head & Faculty									2%
	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												
MFO 2	HIGHER EDUCATION SERVICES (50%)												
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *			Dept. Head & Faculty								Not Applicable	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *			Dept. Head & Faculty								Not Applicable	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *			Dept. Head & Faculty	100%	100%	100%	5	5	5	5.00	BS in Meteorology degree program	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *			Dept. Head & Faculty								Not Applicable	2.5%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	12	135%	16.2	5	5	4	4.67	Teaches the ff subjects: ES 131 Lec; Escl 114 (lec-3sec)	20%
	PI 8: Number of students advised: *	Dept. Head & Faculty									
	<i>On thesis/ field practice/special problem</i>										1%
	<i>No. of approved manuscript submitted within prescribed period</i>										1%
	<i>On consultation</i>										0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty									
	<i>Student organizations advised</i>		2	0%							1.25%
	<i>Student organizations assisted on student related activities</i>										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	25%	2	4.0	5.0	5.0	4.67	Labisores: ES 131 Lec; Escl 114 (lec-3sec)	
	Flexible instructional materials	Dept. Head & Faculty	8	25%	2	4.0	5.0	5.0	4.67		
	Assessment tools	Dept. Head & Faculty	8	13%	1	4.0	5.0	5.0	4.67		
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	8	25%	2	5.0	5.0	4.0	4.67		
	PI 11: Additional Outputs	Dept. Head & Faculty									
MFO 3	RESEARCH SERVICES (10%)										
	PI 1: 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 recognized journal within the year (2%) *	Dept. Head & Faculty								needs title of publication, name of journal and where published	
	<i>In refereed int'l journals</i>										1.50%
	<i>In refereed nat'l/regional journals</i>										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 presented	
	<i>In int'l fora/conferences</i>										1.50%
	<i>In nat'l/regional fora/conferences</i>										0.50%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty									0.5%
	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 other stakeholders as a result of extension activities *	Dept. Head & Faculty	3	0%	0						2.0%
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	25	100%	25	4.0	5.0	5.0	4.67	25pax with 2 days of training (8 hours per day)	2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	1	0%	0						2%
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	Dept. Head & Faculty	80%	100%	80%	5.0	5.0	4.0	4.67	World Meteorological Day (Webinar)	1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty									1%
	Research Mentoring										
	Peer reviewers/Panelists										
	Resource Persons										
	Convenor/Organizer										
	Consultancy										
	Evaluator										
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	100%		0%						0.5%
	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										
	OVPI MFO 1. Faculty Development Services										
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty									0.625%
	OVPI MFO 2. Faculty Recruitment/Hiring Services										
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty									0.125%
	OVPI MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty									0.25%
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty									0.25%

MFO No.	Success/Performance Indicator (PI)		Units/Persons Responsible	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	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%	4.0	4.0	4.0	4.00	TPES on line	0.75%
	PI6 : 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)											
	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	4.0	4.0	5.0	4.33	Monthly department meeting, every first Tuesday of the Month; Special meetings: Enrollment; Curriculum; Instructional; Meteorology Building	
	Enrolment Focal Person, DMet		Faculty		100%		4.0	4.0	5.0	4.33		

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	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%
						52.0	57.0	56.0	55.0		
Total Over-all Rating						55.000					
Average Rating					76.88%	4.583					
Adjectival Rating						Outstanding					
Comments & Recommendation for Development Purpose: Improve time management to deliver targets, focus specifically on the conduct of online classes and giving of major examinations.											

Evaluated & Rated by:

DANIEL C. LOR

Head, DMet

Date: 7-21-21

Recommending Approval:

ROBERTO C. GUARTE

Dean, CET

Date: 7-23-21

Approved:

BEATRIZ S. BELONIAS

Vice Pres. for Academic Affairs

Date: 7/6/2021

* To indicate in the remarks column the details of the targetted outputs for easy review and calibration.

** No percentage weight for ranking purposes since these are activities only expected to be performed at the department level

PERFORMANCE MONITORING FORM

January – June 2021

Name of Employee: Rotsen B. Labisoires

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	Teaches subjects on: ES 131 ATMOSPHERIC PHYSICS LEC ESci 114 PHYSICS FOR ENGINEERS LEC (calculus-based) ESci 114 PHYSICS FOR ENGINEERS LEC (calculus-based) ESci 114 PHYSICS FOR ENGINEERS LEC (calculus-based)	Meets class regularly (on line); Checked students' outputs	January- June 2021	January – June 2021	June 2021	Impressive	Very Satisfactory	Organized in conducting online classes; flexible in requiring students with outputs like assessments and quizzes.
2	Student advising	Advised students especially academic advisees & other students needing it	Jan– June 2021	January- June 2021	June 2021	Impressive	Very Satisfactory	Pro-active in addressing students' concerns.
3	Attends department organized meeting.	Attendance during scheduled meeting	January- June 2021	January – June 2021	Every first Tuesday of the month for regular department meeting & as scheduled for emergency meeting	Impressive	Very Satisfactory	None
4	Develops Instructional Materials of the subjects to teach in the semester for flexible learning	Instructional materials available to students	January – March 2021	January – March 2021	March 2021	Impressive	Very Satisfactory	Resourceful in finding excellent references.
5	Participate in activities like webinar; google meetings & other virtual meeting called by the department, college and university.	Attendance to the virtual activities	January – June 2021	As scheduled	As scheduled	Very Impressive	Outstanding	None
6	Coordinate with the university engineer on the Building Plan for the Department of Meteorology for construction	Approved Building Plan of the Department of Meteorology	January – June 2021	May 2021	On-going	Needs improvement	Satisfactory	Give time and priority of this particular task. This is important for the department – to have a building of its own.

* 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
January – June 2021

Name of Employee: Rotsen B. Labisores

Performance Rating:

Aim: Improved Teaching Skills

Proposed Interventions to Improve Performance:

Date: April 2021

Target Date: April 2021

First Step:

Virtual Class Observation

Result:

Not able to implement the proposed intervention since the department is waiting for the instruction from OVPAA.

Date: _____ Target Date: _____

Next Step:

Outcome: No proof of improvement for the teaching skills of the faculty since the faculty was not observed for his improvement


Final Step/Recommendation:

None

Prepared by:


DANIEL C. LOR
Head, Department of Meteorology

Conforme:


ROTSEN B. LABISOIRES
Faculty