#### SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS Jan-June 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)
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
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:

Reviewed by:

Name of Faculty

DANIEL C. LOR

Head, Department of Meteorology

Recommending Approval:

ROBERTO C. GUARTE

Dean, College of Engineering & Technology

Approved:

BEATRIZ S. BEL Vice President for 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

### 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 January - June 2021.

ROTSEN B. LABISORES

Faculty

Date: 7-21-2

Approved:

DANIEL C. LOR

Head

Date: 7-21-2

ROBERTO C. GUARTE

College Dean
Date: 7-23-21

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	<b>#VALUE!</b>	0.0	0	0
Regular Faculty (VSL)*	-	0	<b>#VALUE!</b>	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	***************************************	-		
TOTAL:				2.0	1	1
N						

Note:

<sup>\*\*\*</sup> Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research (UMFO 3) and extension (UMFO 4)

		Unite /Dansana	D	Actual Accomplishments		Rating				Remark (Details of the	
MFO No.	Success/Performance indicator (PI)	Units/Persons Responsible	Dep Target	% Accomp	Details of Accomp	Quality	Efficiency	Timelines	Average	targetted output indicators with **)	% weight
MFO 1	ADVANCED EDUCATION SERVICES (20%)		-								
	OVPI MFO 1. Graduate Degree Program Management Services									Not yet applicable	
		Dept. Head & Faculty									4%

Rating Equivalents:

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

<sup>\*</sup> On vacation-sick-leave status. Ratio of Instruction and RDE commitments should determined based on FTE of 18 units

<sup>\*\*</sup> On Teacher's Leave status. Minimum FTE required is 18 units

					ctual lishments		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
	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								<b>†</b>		<b></b>
	improvement										
	d. whose research resulted in an extension program										
	OVPI MFO 2. Graduate Student Management Services									Not yet applicable	
	Pl 1: Percentage of graduate students enrolled in research degree programs *	Dept. Head & Faculty									2%
	PI 2: Percentage of accredited graduate programs *	Dept. Head &						_	_		2%
		Faculty									2/0
	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 &									2%
	PI 6: Percentage increase in number of students who graduated within prescribed period *	Faculty 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%

		Units/Persons			tual lishments		Ra	ting		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 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; Esci 114 (lec-3sec)	20%
	PI 8: Number of students advised: *	Dept. Head & Faculty									
	On thesis/ field practice/special problem										1%
	No. of approved manuscript submitted within prescribed period										1%
	On consultation										0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty									
	Student organizations advised		2	0%							1.25%
	Student organizations assisted on student related activities										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; Esci 114 (lec-3sec)	
	Flexible instructional materials	Dept. Head & Faculty	8	25%	2	4.0	5.0	5.0	4.67	(00 0000)	
	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	Dept. Head &								needs title of publication, name	
	recognized journal within the year (2%) *	Faculty								of journal and where published	
	In refereed int'l journals										1.50%
	In refereed nat'l/regional journals										0.50%
	Pl 4. Number of research outputs presented in regional/national/ int'l	Dept. Head &								title of paper, what for	
	fora/conferences *	Faculty				4				a/conference, where and when presented	
	In int'l fora/conferences										1.50%
	In nat'l/regional fora/conferences										0.50%

MFO No.  Success/Performance Indicator (PI)  Dept Target  Accomp (Accomp Accomp	Rating			nts	ctual olishments		D	Heite (December)						
PI.S. Percent of research proposals approved * PI.S. Additional outputs* PI.S. Additional outputs* No. of research-related awards (research conducted by faculty or student w  MFO.4 EXTENSION SERVICES (10%) PI.S. Number of activity or partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities.* PI.S. Number of reviews weighted by the length of training * PI.S. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs.* PI.S. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs.* PI.S. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs.* PI.S. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs.* PI.S. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs.* PI.S. Number of extension programs organized and supported consistent with the Such Pi.S. Number of extension programs organized and advisory. PI.S. Number of fachnical/expert services.*  Research Mantoring Peer reviewers/Panelists Research Mantoring Peer reviewers/Panelists Research Mantoring Peer reviewers/Panelists Research Mantoring Pi.S. Percent of extension proposals approved.*  Pi.S. Percent of extension proposals approved.*  Dept. Head & Faculty No. of extension-related awards (extn. conducted by faculty or student & faculty).*  MFO.5 Support to Operations OVPI MFO.1, Faculty Development Services  Pi.S. Number of faculty pursuing advanced research degree programs (PhD) Faculty Development Services Pi.S. Number of faculty pursuing advanced research degree programs (PhD) Faculty Development Services Pi.S. Number of seniorars/trainings/conventions/workshops coordinated for entire university.*  Poeth Head & Faculty Evaluation Services Pi.S. Number of seniorars/trainings/conventions/workshops coordinated for entire university.*	Efficiency Timeliness	Efficiency	Quality						Success/Performance Indicator (PI)	0.	No.			
Pi & Additional outputs*   Dept. Head & Faculty		T							PI 5. Percent of research proposals approved *	Ī	ent	PI 5.		PI 5. Percent of research proposals approved *
No. of research-related awards (research conducted by faculty or student will		_		_						-		51.0		
No. of research-related awards (research conducted by faculty or student w  MFO 4 EXTENSION SERVICES (10%)  P1.1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities "  P1.2. Number of trainees weighted by the length of training "  P1.3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs organized and supported consistent with the SUC's mandated and priority programs and supported consistent with the SUC's mandated and priority programs organized and supported consistent with the SUC's mandated and priority programs organized and supported consistent with the SUC's mandated and priority programs organized and supported consistent with the SUC's mandated and priority programs organized and supported consistent with the Paculty  P1.4. Percentage of beneficiaries who rated the training course/s and advisory on the programs organized and supported consistent with the Paculty  P1.5. Number of technical/expert services "  P1.5. Number of technical/expert services "  P2.5. Percent Mentoring  Peer reviewers/Panelists  Resource Persons  Conventancy  Consultancy  Evaluator  P1.8. Percent of extension proposals approved "  P1.8. Percent of extension proposals approved "  P2.8. Percent of extension proposals approved "  P2.8. Percent of extension proposals approved "  P3. Number of faculty pursuing advanced research degree programs (PhD)  Additional outputs "  Dept. Head & Faculty  Dept. Head & Faculty  P1.1. Number of faculty pursuing advanced research degree programs (PhD)  P1.5. Number of faculty recruitedhired based on needed competencies and aligned with ISO standards "  OVPI MFO 3. Faculty Recruitment/Hiring Services  P1.3. Number of seninars/trainings/ conventions/workshops coordinated for entire university "  Dept. Head & Faculty  Dept. Head & Faculty									PI 6. Additional outputs*	1	tion	<u>PI 6</u> .		PI 6. Additional outputs*
MFO 4 EXTENSION SERVICES (10%) P11. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities." P12. Number of trainees weighted by the length of training. * P13. Number of trainees weighted by the length of training. * P14. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs. * P14. Percentage of beneficiaries who rated the training course/s and advisory P15. Number of technical/expert services. * P16. Number of technical/expert services. * P17. Number of technical/expert services. * P18. Number of technical/expert services. * P19. Number of faculty programs. * P19. Number of faculty pursuing advanced research degree programs (PhD) Support to Operations OVPI MFO 1. Faculty Development Services. * P11. Number of faculty pursuing advanced research degree programs (PhD) Dept. Head & Faculty OVPI MFO 1. Faculty Recruitment/Hiring Services P12. Number of faculty prevailed based on needed competencies and aligned with ISO standards. * P19. Number of seminars/trainings/ conventions/workshops coordinated for entire Dept. Head & Faculty OVPI MFO 3. Faculty Evaluation Services P13. Number of seminars/trainings/ conventions/workshops coordinated for entire Dept. Head & Faculty	_	+		$\overline{}$	<u> </u>			racuity	No. of research-related awards (research conducted by faculty or student w/	$\forall$	sea	No		No. of research-related awards (research conducted by faculty or student w/
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PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*  PI 5. Number of technical/expert services *  Per reviewers/Panelists  Research Mentoring  Peer reviewers/Panelists  Resource Persons  Convenor/Organizer  Consultancy  Evaluator  PI 8. Percent of extension proposals approved *  PI 11. Additional outputs *  Pet 11. Additional outputs *  No. of extension-related awards (extn. conducted by faculty or student & faculty) *  MIFO 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 *  PI 2: Number of faculty recruited/hiring Services  PI 2: Number of faculty recruited/hiring Services  PI 3: Number of Faculty Evaluation Services  PI 3: Number of Faculty Evaluation Services  PI 3: Number of Faculty Evaluation Services  PI 3: Number of Sexplantands *  OVPI MFO 3. Faculty Evaluation Services  PI 3: Number of Sexplantands Sexplan					0	0%	1	Dept. Head &	PI 3. Number of extension programs organized and supported consistent with the	Ē	ber	PI 3.		PI 3. Number of extension programs organized and supported consistent with the
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No. of extension-related awards (extn. conducted by faculty or student & faculty) *  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 *  OVPI MFO 2. Faculty Recruitment/Hiring Services  PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *  OVPI MFO 3. Faculty Evaluation Services  PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *  Dept. Head & Faculty  Dept. Head & Faculty				$\forall$				Dept. Head &	PI 11. Additional outputs *	F	itior	PI 11		PI 11. Additional outputs *
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		Units/Persons	Dep		tual lishments			ting		Remark (Details of the	
MFO No.	Success/Performance Indicator (PI)	Responsible	Target	% Accomp	Details of Accomp	Quality	Efficiency	Timeliness		targetted output indicators with **)	% weight
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in	Dept. Head &	80%	100%	75%	4.0	4.0	4.0	4.00	TPES on line	0.75%
	50% of the subjects evaluated *	Faculty									
	P16 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head &									0.25%
	PI 7 : Additional outputs *	Faculty 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,	Dept. Head &	100%	100%	1	4.0	5.0	5.0	4.67	Zero non-conformity (No NC)	2.50%
	maintenance and improvement of the QMS of the core processes of the	Faculty									
MFO 6	General Admin. & Support Services (GASS)										
	PI 1. Submission of College/Department PPMP for the following year within deadline		1	0%							1%
	Pl 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	1 valid comp		No complain	1					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		070							
	Attendance to meetings	Dept. Head & all faculty & staff	12	100%	12	4.0	4.0	5.0		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		

		Units/Persons			tual lishments	Rating				Remark (Details of the				
MFO No.	Success/Performance Indicator (PI)					Dep Target	% Accomp	Details of Accomp	Quality	Efficiency	Timelines Average		targetted output indicators with **)	% weight
				t practices/new initiatives in academic units' management hmarked 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-a	all F	Rating								55.	000			
Average Ra	STATE OF THE PERSON NAMED IN	the same of the same of the same of					76.88%			4.5	583			
Adjectival R										Outsta	anding			
								4 41				arts.		

Comments & Recommentation for Development Purpose:

Improve time management to deliver targets,

1 espi specifically on the conduct of online classes and

giving of major examinations.

Evaluated & Rated by:

Recommending Approval:

Approved:

DANIEL C. LOR

Head, DMet
Date: 7-21-21

ROBERTO C. GUARTE

Dean, CET

Date: 7-23-4

BEATRIZ'S, BELONIAS

Vice Pres. for Academic Affairs

Date: 7/0/2021

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. Labisores

Algeria Ag

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 (calculus-based)  ESci 114 PHYSICS FOR ENGINEERS (calculus-based)  ESci 114 PHYSICS FOR ENGINEERS (calculus-based)  ESci 114 PHYSICS FOR ENGINEERS (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 moth 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 improveme nt	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

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

Conforme:

ROTSEN B. LABISORES
Faculty