

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**

Name of faculty Member: **CHARIS B. LIMBO-RIVERA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x 3)
<b>1. Instruction</b>			
a. Head/Dean (100%)		$4.97 \times 50\% = 2.49$	
b. Students		$4.83 \times 50\% = 2.4$	
Total for Instruction	45%	4.89	2.2
<b>2. Research</b>			
c. Client/Dir. For Research			
d. Dept. Head/Center Director (100%)		$5.0 \times 100\% = 5.00$	
Total for Research	5%	5.00	.25
<b>3. Extension</b>			
a. Client/Dir. For Extension			
b. Dept. Head/Center Director (100%)		$5.0 \times 100\% = 5.00$	
Total for Extension	5%	5.00	.25
<b>4. Support to Operations</b>			
<b>4. Gen. Admin &amp; Support Services</b>	45%	5.0	2.25
<b>TOTAL</b>	<b>100%</b>		

EQUIVALENT NUMERICAL RATING: **4.95**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.95**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

  
**CHARIS B. LIMBO-RIVERA**

Name of Faculty

Recommending Approval:

  
**BAYRON S. BARREDO**

College Dean

Approved:


  
**BEATRIZ S. BELONIAS**

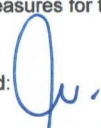
Vice-President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **CHARIS B. LIMBO-RIVERA**, a faculty member of the **INSTITUTE OF HUMAN KINETICS** commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January-December 2023**.

  
**CHARIS B. LIMBO-RIVERA**  
 Associate Professor III  
 Date: X

Approved:   
**BAYRON S. BARREDO**  
 College Dean  
 Date: X

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
						Quality	Efficiency	Timelines	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
SA23:L32L104A23:K28A23:L37L104A23:KA23:L97										
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 advised *	A2. Number of students advised	Acts as academic adviser to graduate students	0	18	5	5	5	5.00	M.Ed Advisees
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							



		<b>A4 . Number of students entertained for consultation purposes</b>	Entertains students seeking consultation with faculty	0	18	5	5	5	5.00	M.Ed students
	<b>PI 9:</b> Number of instructional materials developed *	<b>A5 . Number of on-line ready coursewares developed and submitted for review</b>	Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		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 ware 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							
	<b>PI 10 . Additional outputs:</b>	<b>A 8. Other outputs implementing the new normal due to covid 19</b>	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	Handles and teaches courses assigned	2	27.3	5	5	5	5.00	
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	8	5	5	5	5.00	PhEd 14 (4 sections), PhEd 124, Pred 200, PrEd 153, PrEd 154

		<b>A11.</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	2	3	5	5	5	5.00	
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	2	6	5	5	5	5.00	Basic Ethics Research Training, 35th AACUP Annual National Conference, Training-workshop on the Crafting of VSU IHS Handbook, Learn and Re-learn: VSU Table of Specifications and Test Item Analysis, Turnitin Feedback Studio ,3 day curriculum and instruction review
		<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	8	5	5	5	5.00	PhEd 14 (4 sections), PhEd 124, Pred 200, PrEd 153, PrEd 154
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	12	5	5	5	5.00	PhEd 14 (4 sections), PhEd 124, Pred 200, PrEd 153, PrEd 154
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0	5	5	5	5	5.00	PhEd 14 (4 sections), PhEd 124, Pred 200, PrEd 153, PrEd 154
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to students	0	11	5	5	5	5.00	
		<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	0	11	5	5	5	5.00	Buen, Carcahente, Berdin, Chu, Cupas, Alpeche, Baldicana, Abenoja, Baulita, Gudmalin, Beltran

		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript							
		<u>A18</u> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	14	427	5	5	5	5.00	BPED and BCAEd students,shiftees,parents, VSU faculty and staff
	<u>PI 9</u> : Number of student organizations advised/assisted *	<u>A19</u> . Number of Student organizations advised	Advises student organizations recognized by USOO		1	5	5	5	5.00	USSC-Baybay Campus
		<u>A20</u> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	5	14	5	5	5	5.00	UISB Sportsfest, ADARNA General Assembly Meeting, Mugna, Election,Anniversary, BPEDSS Sports Clinic, USSC-Baybay Meeting, Election, Students'Night, USSCF Students' Night, CE-SSC -COEd Week, Ultimate Frisbee-Goodwill,Dulang Pinoy,VSU Anniversary Booth Activities,
	<u>PI 10</u> : Number of instructional materials developed *	<u>A 21</u> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	3	5	5	5	5.00	PrEd 153, PrEd 154, PrEd 200
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	4	4	4	4.00	PrEd 124
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	7	5	5	5	5.00	Video presentations, powerpontos presentation in PhEd 125



		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	12	5	5	5	5.00	PhEd 14 (4 sections), PhEd 124, Pred 200, PrEd 153, PrEd 154 At and LT
		<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	1	1	5	5	5	5.00	PhEd 124
	<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	0	1	5	5	5	5.00	BpEd CoPC documents
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0	2	5	5	5	5.00	LGU-Baybay, LGU-Albuera
		<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 oroject 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	0	5%	5	5	5	5.00	Lived Experiences of Health Optimizing Physical Education Teachers
		<i>In refereed int'l journals</i>		0	5%	5	5	5	5.00	Lived Experiences of Health Optimizing Physical Education Teachers
		<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 for a/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	5%	5%	5	5	5	5.00	Students Physical Activity, Morivation and Attitude Toward Physical Education in the New Normal
	<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	1	1	5	5	5	5.00	
		<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	DepEd-Leyte, DepEd-Ormoc, DepEd-Baybay, LGU-San Agustin, Bunga, Guadalupe, Pangasugan
	<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	172	5	5	5	5.00	Internship-70, Field Study-64, LSK-38
	<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	Langoy sa Kaluwasan
	<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	95%	100%	5	5	5	5.00	Langoy sa Kaluwasan Externsion Project
	<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							
	<i>Research Mentoring</i>	<i>Research Mentor/ Sports Trainer</i>		1	1	5	5	5	5.00	Varsity Coach-Arnis, Action Research mentees
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists/ Coach</i>		1	1	5	5	5	5.00	Action Research Final Defense
	<i>Resource Persons</i>	<i>Resource Persons/ Coach of Diff.Sports</i>								



	Convenor/Organizer	Convenor/Organizer		1	10	5	5	5	5.00	Cerna-3 (Mr. and Ms. VSU, Pasigarbong Mugna, Sayaw Hataw), Sapan (Dulang Pinoy), Cayetano (Goodwill Games, San Isidro Yourth Choir and Orchestra), Varron (Run for a Cause, Pasigarbong Mugna, School for the Arts Culmination, University Wellness Program), Tabudlong (Pinning Ceremony, ST Culmination, ST Orientation), Gula (Research Conference from GET International (National and International), Maningo (Run for a Cause), Artiga (Goodwill Games), Aberilla (Ugmadani), Mr. and Ms. VSU, Limbo-Rivera (Goodwill games, Fun Run for a cause)
	Consultancy	Consultant		0	1	5	5	5	5.00	IHS Research Congress
	Evaluator	Evaluator		0	3	5	5	5	5.00	ISO Internal Auditor, Pride Month Judge, USB Dance Festival Judge
	<u>PI 8.</u> Percent of extension proposals approved *	<u>A 41.</u> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	5%	5%	5	5	5	5.00	LSK
	<u>PI 11.</u> Additional outputs *	<u>A 42.</u> No. of extension-related awards (extrn. 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							
		<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		Zero % complaint					
	<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	3	9	5	5	5	5.00	Annual Athletic Awards, Pasigarbong Mugna, Sports Camp, Recreation Program, Classical Chamber Music, Biggest Loser and Sandalphone, Dulang Pinoy, Team Building
		<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							



			Submit budget propoals of sports program	2	12	5	5	5	5.00	Budget Proposals for RSCUAA, Goodwill Games, Annual Athletic Awards,
	<b>Total Over-all Rating</b>					184	184	184	184	
	<b>Average Rating</b>					4.97	4.97	4.97	4.97	
	<b>Adjectival Rating</b>					Outstanding				

Evaluated & Rated by:

**BAYRON S. BARREDO**

Immediate Head

Date: X

Recommending Approval

**BAYRON S. BARREDO**

Dean

Date: X

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Instruction

Date:

## PERFORMANCE MONITORING FORM

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

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 service PE major subjects and BPED courses	Empower 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  Design a LEPT review materials	January 2023	July 2023	July 2023	Very impressive	Outstanding	no failed students
2	Submit reports and other required documents:  * grade sheets * INC Forms * Submission of deferred grades * Accomplishment report	Timely submission of all the required documents to avoid delay in the processing	January 2023	July 2023	July 2023	Impressive	Outstanding	Tasks were done on time



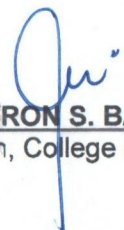
3	Prepare and utilize instructional materials; conducts mid-term, long exams, practical and final examinations; collected and checked students 'assignments and projects	Produce instructional materials in courses taught; be able to conduct all the required activities for student learning and evaluation	January 2023	July 2023	July 2023	Very impressive	Outstanding	Instructional materials must be updated regularly
4	Attend regular meetings, emergency meetings, institutional meetings	Up to date knowledge and information on the current status of the Institute, College and the University as a whole	January 2023	July 2023	July 2023	Impressive	Outstanding	Actual attendance/participation and online participation
5	Attend mandated and essential trainings/seminar/workshop	Faculty development and professional growth	January 2023	July 2023	July 2023	Impressive	Outstanding	Have attended
6	Develop student assessment and evaluation tool	Checking of student output and make a report grade)	January 2023	July 2023	July 2023	Impressive	Outstanding	Well-prepared
7	Student Consultation	Advise courses to be taken graduate M.Ed and BPEd Advisees  Facilitates students in their completion of the course	January 2023	July 2023	July 2023	Impressive	Outstanding	Assisted students' concerns

8	Facilitated and supervised IHK activity	Coordinated with the proper conduct of related activities	January 2023	July 2023	July 2023	Impressive	Outstanding	Assigned task were accomplished
9	Advice and counsel USSC-Baybay Officers	Well-organized, capacitated and productive Officers	January 2023	July 2023	July 2023	Impressive	Very satisfactory	Conduct regular follow-up and meeting to ensure a well-organized council
10	Student consultation and graduate admission committee	Advise undergraduate on the requirements for graduation  Advise and coached graduate students in the requirement for taking the oral comprehensive examination Conduct a comprehensive exam to graduate students	January 2023	July 2023	July 2023	Impressive	Very satisfactory	Activity done very satisfactorily

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

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

Prepared by:

  
**BAYRON S. BARREDO**  
 Dean, College of Education