

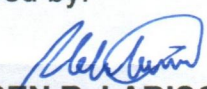
**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
July-Dec 2022**

Name of Faculty Member: **Rotsen B. Labisoires**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
6. Instruction			
a. Head/Dean (100%)		4.71 x 50% = 2.355	
b. Students		4.50 x 50% = 2.25	
Total for Instruction	95%	4.605	4.37475
7. Research			
c. Client/Dir. for Research (50%)			
d. Dept. Head/Center Director (50%)			
Total for Research			
8. Extension			
c. Client/Dir. for Extension (50%)			
d. Dept Head/Center Director (50%)			
Total for Extension			
9. Administration	5%	4.67	0.2335
10. Production			
TOTAL			4.60825

EQUIVALENT NUMERICAL RATING: 4.60825
 Add: Additional Points, if any: 0.00
 TOTAL NUMERICAL RATING: 4.60825
 ADJECTIVAL RATING: **Outstanding**


Prepared by:


ROTSEN B. LABISOIRES
 Name of Faculty

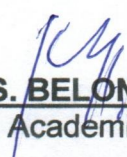
Reviewed by:


CHARLIE S. ANDAN
 Department Head

Recommending Approval:


JANNET C. BENCURE
 Dean, CET

Approved:


BEATRIZ S. BELONIAS
 Vice President, Academic Affairs



VISAYAS
STATE UNIVERSITY




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Website: www.vsu.edu.ph


"Exhibit B"


INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Engr. ROTSEN B. LABISORES, a faculty member of the DEPARTMENT OF METEOROLOGY commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December 2022.

Approved:


ROTSEN B. LABISORES
Instructor I
Date: 03 Jan 2023


CHARLIE S. ANDAN
Department Head
Date: Jan 6, 2023


JANNET C. BENCURE
College Dean
Date: 1/10/23

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 denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										NA
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							

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 denominators)
						Quality	Efficiency	Timeliness	Average	
		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							
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	PI 9: Number of instructional materials developed *	A5 . Number of on-line ready coursewares developed and submitted for review	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 ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							

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 denominators)
						Quality	Efficiency	Timeliness	Average	
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
	<u>PI 10</u> . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	<u>PI 1</u> . Percentage of first time licensure exam takers that pass the licensure exams	<u>A1</u> . Percentage of first time takers that passed the licensure exams	Handles and teaches courses assigned							
	<u>PI 3</u> . Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	<u>A3</u> . Provide support to RQAT compliance for the Program	Follow the CMO for the program							
	<u>PI 4</u> . Percentage of undergraduate programs with accreditations	<u>A4</u> . Percentage of undergraduate programs with accreditations								
	<u>PI 5</u> : Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	Handles and teaches courses assigned	10	13.1	5	5	5	5.00	EC 131; EC 132; ES 134; Mete 143; ABEn 145
		<u>A10</u> . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline							
		<u>A 11</u> . 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 prescribed period		0					No student submitted their INC form

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 denominators)
						Quality	Efficiency	Timeliness	Average	
		A12 . Number of trainings attended related to instruction	Attend mandated trainings		2	4	5	5	4.67	CET OBE Syllabus Harmonization; Seminar-Workshop on TOS Preparation
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught		2	5	5	4	4.67	EC 131 - 1; Mete 143 - 1
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	10	5	5	4	4.67	EC 131 - 3; ES 134 - 3; EC 132 - 1; Mete 143 - 3
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	3	3	4	5	5	4.67	ABEn 145 Laboratory Exercises
	PI 8: Number of students advised: *	A16 . Number of students advised:	Acts as academic adviser to students		29	5	5	5	5.00	BSMet 1 students
		A17 . Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							

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 denominators)
						Quality	Efficiency	Timeliness	Average	
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	28	5	5	5	5.00	EC 131 - 6; EC 132 - 3; ES 134 - 5; Mete 143 - 4; ABEn 145 - 10
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	4	5	4	4.33	VSU MetSoc
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	5	5	5.00	VSU MetSoc
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	5	5	5	4	4.67	EC 131 - Revision; EC 132 - Revision; ES 134 - New; Mete 143 - Revision; ABEn 145 - Revision
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught		24	4	5	5	4.67	EC 131 - 6 (Revision); EC 132 - 4 (Revision); ES 134 - 6 (New); Mete 143 - 8 (Revision)

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 denominators)
						Quality	Efficiency	Timeliness	Average	
		<i>Assessment tools</i>	<i>Prepares assessment tools such as long exam, quizzes, problems sets, etc.</i>		15	4	5	4	4.33	EC 131 (5); EC 132 (2); ES 134 (5); Mete 143 (5); ABEn 145 (3)
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom		2	4	5	5	4.67	EC 131; EC 132; ES 134; Mete 143; ABEn 145
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal		2	4	5	5	4.67	ES 134 Field Trip and Mete 143 Tour to VSU Agromet Station
		A.28. Number of batches of examinees proctored for VSU CAT	Validation of examinee's identity and proctoring the exam		0					VSUCAT is held annually (March-May)
			Total points						4.71	
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A29. 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							
	PI 2. Number of research outputs completed within the year *	A 29. Number of research outputs completed within the year *	Conducts and completes research orproject within the year							

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 denominators)
						Quality	Efficiency	Timeliness	Average	
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 31. 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							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 32. 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>								
	PI 5. Percent of research proposals approved *	A 33. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	PI 6. Additional outputs*	A 34. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		A 35. 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							
		A 36. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 37. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
			Total points							

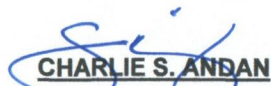
MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 38. 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							
	PI 2. Number of trainees weighted by the length of training	A 39. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 40. Number of extension programs/projects implemented	Implements duly approved extension projects							
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 41. 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							
	PI 5. Number of technical/expert services	A 42. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor								
	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								

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 denominators)
						Quality	Efficiency	Timeliness	Average	
	PI 8. Percent of extension proposals approved *	A 43. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	PI 11. Additional outputs *	A 44. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		A 45. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
			Total points						0.00	
UMFO 5. SUPPORT TO OPERATIONS										
	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 College/department under ISO 9001:2015*	A 46. 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	zero non-conformity		5	5	5	5.00	None
		A 47. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant		4	4	4	4.00	
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent complaint from clients served	A 48. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	0	5	5	5	5.00	No complaint


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 denominators)
						Quality	Efficiency	Timeliness	Average	
	PI 3: Additional Outputs	A 49. 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							
		A 50. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
			Total points						4.67	
	Total Over-all Rating								80.00	

Average Rating (Total Over-all rating divided by 4)	4.71	Comments & Recommendations for Development Purpose: <i>Must finish his MS degree</i>
Additional Points:		
Approved additional points (with copy of approval)		
FINAL RATING	4.71	
ADJECTIVAL RATING	0	

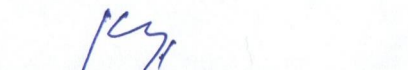
Evaluated & Rated by:


CHARLIE S. ANDAN
 Department Head
 Date: Jan 6, 2023

Recommending Approval


JANNET C. BENCURE
 College Dean, CET
 Date: 1/10/23

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date: _____

PERFORMANCE MONITORING FORM
July – December 2022

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 assessment of output**	Remarks/ Recommendation
1	Teaches subjects on:			Meets class regularly (face-to-face); Checked students' outputs. Submit grades to the Registrar's Office	At the start of the semester	July – December 2022	After midterm & after final as set by the University Registrar	Impressive	Very Satisfactory	Must submit grades on time
	EC 131	Astronomy	Lec							
	ES 134	Field Work	Lec							
	EC 132	Descriptive Oceanography	Lec							
	Mete 143	Basic Climatology & Agrometeorology	Lec							
2	Attends department organized meeting.			Attendance during meeting	Monthly	As scheduled	Every first Wednesday of the month and as scheduled	Very Impressive	Outstanding	Actively participating in the discussion during the meeting.
3	Student advising			Advised students especially academic advisees & also other students needing advice	Within the semester	Within the semester	Within the semester	Very Impressive	Very Satisfactory	Pro-active in addressing students' concerns
4	Develops Instructional Materials of the subjects to teach in the semester for flexible learning			Instructional materials available to students	Before the start of regular classes and within the semester	July – December 2022	Within the semester	Very Impressive	Very Satisfactory	Very resourceful in developing IM's
5	Participate in activities of the department, college and university			Attendance to the activities	Within the semester	As scheduled	As scheduled	Very Impressive	Outstanding	None
6	Function as the Health Coordinator of the Department			Monitor faculty & staff of their health status &	Within the semester	Within the semester	Within the semester	Very Impressive	Very Satisfactory	Pro-active in giving updates.

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
		submit reports to USHER						
7	Coordinates with the university engineer on the Building Plan of the Department of Meteorology	Approved Building Plan of the Department is already submitted to the Planning office for implementation of the university	Within the semester	Within the semester	Within the semester	Needs Improvement	Satisfactory	Regularly follow up the status of the document for the implementation of the construction of the building
8	Create an inventory for all the department's equipment and instruments.	Complete inventory of the department's equipment and instruments	Within the semester	Within the semester	Within the semester	Needs Improvement	Satisfactory	Must provide regular inventory update

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

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

Prepared by:


CHARLIE S. ANDAN
 Head, Department of Meteorology

EMPLOYEE DEVELOPMENT PLAN
July – December 2022

Name of Employee: **Rotsen B. Labisoares**
Performance Rating: **Outstanding**

Aim: To finish his master's degree in Meteorology in compliance to VSU Rules and Regulations and CHED Minimum Requirements and to be an effective implementer of the new OBEdized four (4) year BSMet degree program.

Proposed Interventions to Improve Performance:

Date: January 2022

Target Date: December 2022

First Step:

- Constant updates of the status of completion of his MS Meteorology thesis and make plans for possible interventions and assistance.
- Re-orientation on the Outcomes-Based Education principles, provisions of the new Policies, Standards, and Guidelines in the offering of the BSMet curriculum
- Monitoring and coaching on the performance of the faculty member to his committed outputs as reflected on his IPCR.
- To recommend for conferences, conventions, seminars and trainings aligned to his field of specialization to further strengthen his competencies and qualifications.

Results:

- Still working with his thesis for defense but was unable to finish due to high teaching load assigned.
- Prepared and submitted approved Outcomes-Based Teaching and Learning (OBTL) Syllabi of his assigned courses for the second semester SY 2021-2022 and first semester SY 2022-2023.
- Performed his duties and responsibilities as faculty of the Department of Meteorology.

Next Step:

- Require the faculty to communicate with IESM, UP-Diliman for the completion of his MS Meteorology degree
- Reduce the teaching load of the faculty member to be able to have time to work and finish his thesis
- Continue monitoring of his accomplishments and performance to his committed outputs as reflected in his IPCR
- Organize a department-based workshop on writing Extension and Research proposals to strengthen the Department's RDE
- To continue to recommend the faculty member to attend relevant trainings and seminars aligned to his field of specialization