

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS


Name of Faculty Member: Epifania G. Loreto

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating (2x3)
(1)	(2)	(3)	(2x3)
2. Instruction			
a. Head/Dean (50%)		2.04	
b. Students (50%)		2.50	
TOTAL for Instruction	75%	4.54	3.41
3. Research			
4. Extension			
5. Support to Operations	10%	5.00	0.50
6. Administration	15%	4.33	0.65
TOTAL			4.56

EQUIVALENT NUMERICAL RATING: 4.56  
Add: Additional Points, if any: 0  
TOTAL NUMERICAL RATING: 4.56

ADJECTIVAL RATING: Outstanding


Prepared by:

  
EPIFANIA G. LORETO  
Name of Faculty

Reviewed by:

  
ROBERTO C. GUARTE  
Dean, CET

Approved by:

  
BEATRIZ S. BELONIAS  
VP for Instruction



**VISAYAS**  
STATE UNIVERSITY



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**College of Engineering and Technology**  
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### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, EPIFANIA G. LORETO, a faculty member and department head of the DEPARTMENT OF CIVIL ENGINEERING commits to 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 2019.

*E. P. Loreto*  
**EPIFANIA G. LORETO**  
Ratee

Approved by:

*Roberto C. Guarte*  
**ROBERTO C. GUARTE**  
Dean

MFO No.	MFO Description	Success/ Performance Indicator (PI)	Program/ Activities/ Projects	Tasks Assigned	Target	Actual Accomplishments	Rating				Remarks
							Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
UMFO 2.	HIGHER EDUCATION SERVICES										
	MFO 1. Curriculum Program Management Services										
	PI 1. Total Undergraduate FTE monitored	Instruction	Teach BSCE subjects	4.00	20.10	5	5	5	5.00		
	PI 7. Number of academe/Industry linkage established	Established academe/industry linkage	Coordinates the academe/industry linkage	30	42	4	4	4	4.00		
	PI 8. Number of students advised	BSCE Academic Adviser	Advising and monitoring	33	17	4	4	4	4.00		
	PI 9. Number of Student organizations advised/assisted	PICE-VSU SC	Supervising and monitoring	1	1	4	4	4	4.00		
	PI10. Number of instructional materials developed	OBTL Syllabus for CEng 143	Preparation, encoding and printing	1	1	4	4	4	4.00		
	MFO 2. Student Management Services										
	PI 3. Number of graduates gainfully employed in jobs related to their undergraduate programs	BSCE 2019 graduates	Monitoring	15	10	4	4	4	4.00		









	Number of hours spent in preparaion for ISO accreditation	ISO Internal and External Audit	ISO Internal Auditor	10	48	4	4	4	4.00	
	Number of hours spent for BAC activities	Pre-bidding, bidding and meetings	BAC member	0	48	4	4	4	4.00	
	<b>MFO 2. Frontline Services</b>									
	<u>PI 1.</u> Efficient and customer-friendly frontline service		Supervising/ Monitoring	100%	100%	5	5	5	5.00	
	<u>PI 2.</u> Additional Outputs/Best Practices									
						Total points			26.00	
Total Over-all Rating						90.00				
Average Rating						4.29				
Adjectival Rating						Very Satisfactory				

<b>Average Rating (Total Over-all rating divided by 5)</b>		4.29
<b>Additional Points:</b>		
<b>Approved Additional points (with copy of approval)</b>		
<b>FINAL RATING</b>		<b>4.29</b>
<b>ADJECTIVAL RATING</b>		<b>Very Satisfactory</b>

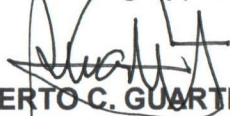
Comments & Recommendations for Development Purpose:
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Evaluated & Rated by:

  
**EPIFANIA G. LORETO**  
Department Head, DCE

Date: \_\_\_\_\_

Recommending Approval:

  
**ROBERTO C. GUARTE, Ph.D.**  
Dean, College of Engineering and Technology

Date: \_\_\_\_\_

Approved:

  
**BEATRIZ S. BELONIAS, Ph.D.**  
VP for Instruction

Date: \_\_\_\_\_

1 - Quality    2 - Efficiency    3 - Timeliness    4 - Average



Visayas State University  
**College of Engineering**  
 Visca, Baybay City, 6521-A, Leyte, Philippines

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Assoc. Prof. Engr. Epifania G. Loreto**  
 Performance Rating:

**Aim:** Assoc. Prof. Engr. E. Loreto as an effective and efficient implementor of the new OBEdized four (4)-year degree program in Bachelor of Science in Civil Engineering (BSCE) as provided for in the new CMO 92, s. of 2017

**Proposed Interventions to Improve Performance:**

- Assoc. Prof. Engr. E. Loreto will be developed into an effective implementor of the new OBEdized four (4)-year BSCE Program as her performance last year was already O

**Date:** January 2019

**Target Date:** June 2019

**First Step**

- Reorientation on the Outcomes-Based Education principles, orientation of the provisions of the new Policies, Standards, and Guidelines (PSG) in the offering of the new BSCE as provided for in CMO 92, s. 2017, and the implementation of the new VSU BSCE Curriculum

**Results:**

- Mastery on the provisions of CMO 92, s. 2017
- Mastery on the preparation of an OBTL Syllabus Course Content and Plan
- New BSCE Curriculum

**Date:** July 2019

**Target Date:** December 2019

**Next Step:**

- Continuous implementation of the newly approved BSCE Curriculum
- Monitor the implementation of the new BSCE Curriculum

**Outcomes:**

- Effective implementation of the offering of the new BSCE Program
- Proper management of human resource, facilities, and equipment in the offering of the new BSCE degree program
- Preparation and submission of **Research and Extension** proposals in line with the new OBEdized BSCE Program

**Final Steps/Recommendations:**

- Implement the new BSCE Program
- Conduct regular monitoring and coaching of the faculty and staff of the department in the implementation of OBE curriculum
- Conduct regular Continuous Quality Improvement in the offering of the new BSCE Program

Prepared by:

  
**ROBERTO C. GUARTE**  
 Dean, COE

Conforme:

  
**EPIFANIA G. LORETO**