

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTION

Name of Faculty Member: MARIA AURORA TERESITA W. TABADA

Program Involvement -1	Percentage Weight of Involvement -2	Numerical Rating (Rating X%) -3		Equivalent Numerical Rating (2x3)
1. Instruction				
a. Head/Dean (50%)		4.46	2.23	
b. Students (50%)		5.00	2.50	
TOTAL for Instruction	20%	9.46	4.73	0.95
2. Research	25%		3.61	0.90
3. Extension	25%		4.70	1.18
4. Administration	30%		4.71	1.41
TOTAL	100%		17.75	4.44

EQUIVALENT NUMERICAL RATING:

4.44

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.44

ADJECTIVAL RATING:

VERY SATISFACTORY

Prepared by:

MARIA AURORA TW. TABADA

Name of Faculty

Reviewed by:

ANTONIO P. ABAMO

Dean

Approved:


BEATRIZ S. BELONIAS

Vice President for Instruction

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MARIA AURORA TW. TABADA** of the **INSTITUTE FOR STRATEGIC RESEARCH AND DEVELOPMENT STUDIES** 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 2018**.

  
**MARIA AURORA TERESITA W. TABADA**  
 Ratee

  
**ANTONIO P. ABAMO**  
 Dean, CME

MFO No.	Description of MFOs/PAPs	Success indicators	Task assigned	Target	Details of Accomplishment	Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	Remarks
<b>MFO 2</b>	<b>Higher Education Services (Relevant and quality tertiary education ensured to achieve inclusive growth)</b>									
		<b>PI 1. Number of FTE implemented</b>	Teach graduate courses in DSoc & LAM	2.50	1.25	3.60	3.60	3.60	3.60	(1) LAM 231: Land Conflict Management; took over course from Dr. WT Alesna who retired in Dec 2017
		<b>PI 6a. Number of students advised</b>								
		On thesis/practicum/special problem	Thesis advising	1.0	1.0	5.00	5.00	5.00	5.00	GAC Chair: Malinao LND; graduated SY 2017-18
		<b>PI 7. No. of OBE-compliant Instructional materials</b>				4.9	4.70	4.70	4.77	
		Powerpoint lecture presentation (per course)	Prepared ppts for LAM 231	3.0	4.0					(1) ; Why Conflict (2) Conflicts; (3) Analysis Context of Land Conflicts; (4) Stakeholders & Power Relations
		Course outline	Revised course outline	1.0	1.0					LAM 231
						Average		<b>4.46</b>		
<b>MFO 3 Research services</b>		No. of research projects implemented and/or completed on time	Project Leader/ Study Leader	2.0	2.0	4.80	4.50	4.50	4.60	(1) Scoping Study on Sand & Gravel Operations in Leyte Island; (2) GAD in support to VSU's IRDE Programs

		No. of research outputs presented	Presenter	1.0	1.0	4.80	4.50	4.80	4.70	1) Methodology for SAG survey @ National CSO Conference on Transparency and Accountability Initiatives in the Extractive Industry on April 16-17, 2018
		Number of papers published in other peer-reviewed publications		1.0	0.0	0.00	0.00	0.00	0.00	
		Amount of research moneu generated from institutional funding (thousand PhP)		250000.00	314092.0	4.50	4.50	4.50	4.50	(1) Scoping Study on Sand & Gravel Operations in Leyte Island; (2) GAD in support to VSU's IRDE Programs
		No. of research reports submitted	Project Leader	4.0	4.0	4.40	4.40	4.00	4.27	
						Average			3.61	
MFO 4 Extension Services		No. of extension projects implemented and completed on time	Project Leader	1.0	1.0	5.00	5.00	5.00	5.00	Strengthening the Capabilities of LGUs and CSOs for Transparency in the Extractive Industry in Eastern Visayas
		No. of trainings/workshops conducted		1.0	1.0	4.50	4.50	4.50	4.50	BK National Conference - Visayas Island Group Planning Workshop
		No. of beneficiaries served (groups/ organizations)		2.0	2.0	5.00	5.00	5.00	5.00	(2) Irrigators' association in Albuera
		No. of extension reports submitted		2.0	2.0	4.00	4.00	4.00	4.00	
		Technical/expert services provided		2.0	3.0	5.00	5.00	5.00	5.00	(1) PH-EITI MSG, CSO Rep; BK-PWYP Philippines; ATM
						Average			4.70	
MFO 6 Administrative Services		No. of staff meetings conducted	Director	12.00	12.0	5.00	5.00	5.00	5.00	
		No. of EXECOM meetings attended	Director	6.00	6.0	5.00	4.80	4.80	4.87	
		No. of linkages forged	Director	2.0	3.0	4.80	4.80	4.80	4.80	Manila Observatory; National Resilience Council; VSU is a academic partner & member of the Ormoc City Resilience Council

		AACCUP PPP		1.0	1.0	3.80	3.80	3.80	3.80	First draft;
		No. of seminars/trainings/ fora coordinated for entire university		1.0	3.0	5.00	5.00	5.00	5.00	1) Forum on Train Law on Feb 28, 2018 during the CME Anniversary; 2) Forum for Women's Month celebration on March 1, 2018 with Asec Habitan; 3) Forum on Federalism during the 94th VSU Anniversary on April 25, 2018
		Functional GAD Focal Point Systems with regular meetings	University GAD Coordinator	4.00	4.0	4.80	4.50	4.50	4.60	
		Sexual harassment victims assisted	ASHU Coordinator	-	2.0	5.00	5.00	4.80	4.93	
						Average			4.71	
Average Rating (Total Over-all rating divided by by 4)									17.48	
Additional Points:										
Punctuality										
Approved Additional points (with copy of approval)										
FINAL RATING									4.37	
ADJECTIVAL RATING							VERY SATISFACTORY			

Evaluated and Rated by:

ANTONIO P. ABAMO

Dean, CME

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

Recommending Approval:

ANTONIO P. ABAMO

Dean, CME

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

Approved by:

BEATRIZ S. BELONIAS

Vice President

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

**EMPLOYEE DEVELOPMENT PLAN**

January – June 2018

Name of Employee: MARIA AURORA TERESITA W. TABADA

Performance Rating: VERY SATISFACTORY

Aim: Document the process of gender mainstreaming in VSU

Proposed Interventions to Improve Performance:

Date: January 15, 2017

Target Date: June 30, 2017

First Step:

Prepare first draft of gender policy

Result:

Draft circulated for discussion by various sectors of the University

Next Step:


Subject guidelines for peer review.

Outcome: (1) draft gender policy guidelines

Final Step/Recommendation:

Gender policy recommended by the appropriate university bodies for approval of the Board of Regents

Prepared by:

  
ANTONIO P. ABAMO  
Dean, CME

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2nd	
X	3rd	
	4th	

Name of Office: ISRDS

Head of Office: MARIA AURORA T.W. TABADA

Number of Personnel: For all ISRDS Faculty


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring: Issue on the approved minimum teaching workload for compliance		Discussion during staff meetings	Memo No. 01, series of 2018 on the : DETERMINATION OF TEACHING WORKLOADS AS PER BOR-APPROVED VSU CODE Dated July 20, 2018 (see attached)		
Coaching					

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

  
MARIA/AURORA T.W. TABADA  
Immediate Supervisor

Noted by:

  
ANTONIO P. ABAMO  
Next Higher Supervisor