



**Exhibit K**

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

**Name of Faculty Member: James Roy P. Lesidan**

Program Involvement	(1) Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		2.45	
b. Student (50%)		2.21	
Total for Instruction	80%	4.66	3.72
2. Research			
a. Client/Dir. For Research (50%)		0.00	
b. Dept. Head/Center Director (50%)		0.00	
Total for Research		0.00	0.00
3. Extension			
a. Client/Dir. For Extension (50%)		0.00	
b. Dept. Head/Center Director (50%)		0.00	
Total for Extension		0.00	0.00
4. Support to Operation	10%	4.50	0.45
5. General Admin. & Support Services	10%	5.00	0.50
<b>TOTAL</b>			<b>4.67</b>

EQUIVALENT NUMERICAL RATING:

4.67

Add: Additional points, if any:

TOTAL NUMERICAL RATING:

4.67

ADJECTIVAL RATING:

**Outstanding**

Prepared by:

**JAMES ROY P. LESIDAN**

Name of Faculty

Reviewed by:

**REV RHIZZA L. AURE**

Head, DPhys

Recommending Approval:

**MA. THERESA P. LORETO**

Dean, CAS

Approved:

**BEATRIZ S. BELONIAS**

Vice President of Academic Affairs



**VISAYAS**  
STATE UNIVERSITY



**DEPARTMENT OF PHYSICS**

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"Exhibit B"

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, James Roy P. Lesidan, a faculty member of the DEPARTMENT OF PHYSICS 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 July - December 2021.

JAMES ROY P. LESIDAN

Instructor

Date: 1/17/22

Approved:

REV RHIZZA L. AURE

Department Head

Date: 1/26/2022

MA. THERESA P. LORETO

College Dean

Date: 2/8/2022

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec 2021)	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										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	N/A						
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	N/A						
		A3. Number of students advised on thesis/special problem/dissertation		N/A						
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						



		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	N/A						
	<u>PI 9</u> : Number of instructional materials developed *	<u>A5</u> . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	N/A						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	N/A						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	N/A						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	N/A						
		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	N/A						
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	N/A						
	<u>PI 10</u> . Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	Designs experiential learning activities and other outputs to implement new normal	N/A						
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										

[illegible]

	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	Handles and teaches courses assigned: ( i ) 2nd Sem SY: 20-21 = Scts 11a (3 lec);Phys 31(2 lab); Phys11 (1 lec); ( ii )1st Sem SY: 21-22 = Scts 11a (2 lec);Phys 21n(1 lec & 1 lab); PhSci 115 (1 lec & 2 lab)	30	51.3	5	5	5	5.00	VSL (i) 2nd Sem SY 20-21 = 26.25 (ii) 1st Sem SY 21-22 = 25.05
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	9	5	5	5	5.00	(i)1st Sem SY: 20-21=Phys 21n (1 lec & lab), ScTS 11a (4 lec), Phys 21 (1 lab); (ii) 2nd Sem SY: 20-21 = ScTS 11a (3 lec), Phys 31 (2 lab), Phys 11 (1 lec)
		<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 prescribed period	10	7	5	5	5	5.00	
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings/seminars/lectures/webinars/conferences	1	7	5	5	5	5.00	Echo-Webinar on the TIEC-CHED Flexible Learning Foundation Virtual Conference ScienceDirect Articles and Journals: Choosing the Right One for Your Research 23rd SPVM National Physics Conference: CONVIRTUALISATION Seminar/Lecture on Intellectual Property Awareness and Commercialization of Technologies Extension Training-Workshop: Developing Extension Proposal (*no certificate yet) CPD Webinar Series for ABEs: "Updates on CPD Implementing Guidelines"



		<u>A13</u> . Number of long examinations administered and checked (including term examinations)	Administers and checks long examination for subjects taught (including term examinations)	6	12	5	4	5	4.67	(i) 2nd Sem SY: 2020-2021 = Phys 11 (1 lec), ScTS 11a (3 lecs), Phys 31 (2 lab) (ii) 1st Sem SY: 21-22 = ScTS 11a (2 lec), Phys 21n (1 lec & 1 lab), PhSci 115 (1 lec & 2 lab)
		<u>A14</u> . Number of quizzes administered and checked (including problem sets)	Prepares and checks quizzes for lec and lab (including problem sets)	6	66	5	5	5	5.00	(i) 2nd Sem SY: 2020-2021 = Phys 11 (1 lec), ScTS 11a (3 lecs), Phys 31 (2 lab) (ii) 1st Sem SY: 21-22 = ScTS 11a (2 lec), Phys 21n (1 lec & 1 lab), PhSci 115 (1 lec & 2 lab)
		<u>A15</u> . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	20	21	5	5	4	4.67	(i) 2nd Sem SY: 2020-2021 = Phys 11 (1 lec), ScTS 11a (3 lecs), Phys 31 (2 lab) (ii) 1st Sem SY: 21-22 = ScTS 11a (2 lec), Phys 21n (1 lec & 1 lab), PhSci 115 (1 lec & 2 lab)
	<u>PI 8</u> : Number of students advised: *	<u>A16</u> . Number of students advised:	Acts as academic adviser to students	N/A						
		<u>A17</u> . Number of students advised on thesis/ field practice/special problem:		N/A						
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	N/A						
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	N/A						

		<b>A18</b> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	30	5	5	5	5.00	
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19</b> . Number of Student organizations advised	Advises student organizations recognized by USSO	N/A						
		<b>A20</b> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	N/A						
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21</b> : 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	1	5	5	5	5.00	(i) 2nd Sem SY: 2020-2021: Phys 31 (1 lab)
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	5	5	5	5	5.00	(i) 2nd Sem SY: 2020-2021 = Phys 11 (1 lec), ScTS 11a (3 lecs), Phys 31 (2 lab) (ii) 1st Sem SY: 21-22 = ScTS 11a (2 lec), Phys 21n (1 lec & 1 lab), PhSci 115 (1 lec & 2 lab)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	5	5	5	4	4.67	(i) 2nd Sem SY: 2020-2021 = Phys 11 (1 lec), ScTS 11a (3 lecs), Phys 31 (2 lab) (ii) 1st Sem SY: 21-22 = ScTS 11a (2 lec), Phys 21n (1 lec & 1 lab), PhSci 115 (1 lec & 2 lab)
		<b>A 23</b> : 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	0	1	5	4	5	4.67	(i) 2nd Sem SY: 2020-2021: Phys 31

		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using Moddle	2	3	5	5	5	5.00	(i) 2nd Sem SY: 2020-2021 = Phys 11, ScTS 11a (*department) (ii) 1st Sem SY: 21-22 = Phys 21n
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		Number of program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0						
		Number of agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0						
		Number of OBE course syllabus prepared and approved for use	Prepares OBE Course Syllabus depending on course taught	0						
		Number of TOS prepared and submitted within prescribed period	Prepares TOS depending on course taught	4	4	5	5	5	5.00	(i) 2nd Sem SY: 2020-2021: Phys 11 (Lec), ScTS 11a (Lec)
		<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	0						
									4.89	
<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	0						
	<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 project within the year	0						
	<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	2						
		<i>In refereed int'l journals</i>		0						
		<i>In refereed nat'l/regional journals</i>		0						



	<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 fora/conferences	0						
		<i>In int'l fora/conferences</i>		0						
		<i>In nat'l/regional fora/conferences</i>		0						
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	0						
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student)		0						
		<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	0						
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						
		<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	0						
	<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	0						
	<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	0						

	Research Mentoring	Research Mentor		0						
	Peer reviewers/Panelists	Peer reviewers/Panelists		0						
	Resource Persons	Resource Persons		0						
	Convenor/Organizer	Convenor/Organizer		0						
	Consultancy	Consultant		0						
	Evaluator	Evaluator		0						
	<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	0						
	<u>PI 11.</u> Additional outputs *	<u>A 42.</u> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0						
		<u>A 43.</u> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0						
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
	<u>PI 8.</u> 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*	<u>A 44.</u> 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	zero non-conformity	5	4.5	4	4.50	

		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 % complain t						
	<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	0						
		<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	0						
		No. of meetings attended	Attend Departmental Meetings	6	8	5	5	5	5.00	
		No. of request letters submitted			2	5	5	5	5.00	Request for MS Study
									5.00	
<b>Comments and Recommendation</b>  <i>Showing a strong work ethic.</i>					<b>Total Over-all Rating</b>				83.33	
					<b>Average Rating</b>				4.90	
					<b>Adjectival Rating</b>				0	

Evaluated & Rated by:

**REV RHIZZA L. AURE**

Department Head

Date: 1/26/2022

Recommending Approval

**MA. THERESA P. LORETO**

Dean, College of Arts and Sciences

Date: 2/8/2022

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Instruction

Date: 2/9/22



# PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2 <sup>nd</sup>	
X	3 <sup>rd</sup>	
X	4th	

Name of Office: Department of Physics

Head of Office: Dr. Rev Rhizza L. Aure

Name of Faculty: Engr. James Roy P. Lesidan

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Remind the faculty members during meetings on the submission of OBE Syllabus, grades, and other documents ,		Notice of Meetings, Minutes of meetings	Faculty members have submitted documents
Coaching	Not applicable (N/A)				TPES result outstanding

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

Conducted by:

REV RHIZZA L. AURE  
Immediate Supervisor

Noted by:

MA. THERESA P. LORETO  
Next Higher Supervisor

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: James Roy P. Lesidan

Performance Rating: Outstanding

Aim:

1. Encourage him to pursue MS in Physics.
2. Encourage him to attend seminars, trainings, and conferences.

Proposed Interventions to Improve Performance: and/or Competence and Qualification to assume higher responsibilities.

Date: January 24, 2022

Target Date: Within the year

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First Step:

1. Endorse his application to pursue MS in Physics.
2. Inform him to attend seminars, trainings, and conferences.

Result:

Date: January 24, 2022 Target Date: Within the year


Next Step:

1. Follow-up his application for the MS in Physics.
2. Endorse his attendance seminars, trainings, and conferences.

Outcome/s:

1. Pursuing his MS in Physics.
2. Attended seminars, trainings, and conferences.

Prepared by:

  
REV RHIZZA L. AURE  
Head, DPhys

Conforme:

  
JAMES ROY P. LESIDAN  
Ratee