

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS  
July-December 2023**

Name of Faculty Member: Rotsen B. Labisores

Program Involvement	Percentage Weight of Involvement	Numerical Rating	Equivalent Numerical Rating
(1)	(2)	(Rating x%)	(2x3)
		(3)	
1. Instruction			
a. Head/Dean (50%)		4.49 x .50	2.245
b. Students (50%)		3.40 x .50	1.7
			<b>3.945</b>
Total for Instruction	<u>98%</u> 100%		<b>3.945</b>
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration	<u>2%</u>	<u>4.33</u>	<u>.0866</u>
5. Production			
<b>Overall Total</b>			<b>3.945</b> <u>3.9526</u>

EQUIVALENT NUMERICAL RATING:

**3.945**

Add: Additional Points, if any:

**0.00**

TOTAL NUMERICAL RATING:

**3.945**

ADJECTIVAL RATING:

**Satisfactory**

Prepared by:

ROTSSEN B. LABISORES  
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

DEPARTMENT OF  
**METEOROLOGY**

"Exhibit B"

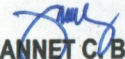
**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, Engr. ROTSSEN 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-December 2023.

  
**ROTSSEN B. LABISORES**  
Instructor I  
Date: 1-15-24

Approved:

  
**CHARLIE S. ANDAN**  
Department Head  
Date: 1-15-24

  
**JANNET C. BENCURE**  
College Dean  
Date: 1/17/24

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							NA
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							NA
		A3. Number of students advised on thesis/special problem/dissertation								NA

		<i>As GAC Chairman</i>	<i>Advises and corrects research outline and thesis/SP/dissertation manuscript</i>								NA
		<i>AS GAC Member</i>	<i>Advises and corrects research outline and thesis/SP/dissertation manuscript</i>								NA
		<i>A4. Number of students entertained for consultation purposes</i>	<i>Entertains students seeking consultation with faculty</i>								NA
	<b>PI 9:</b> Number of instructional materials developed *	<i>A5. Number of on-line ready courseware developed and submitted for review</i>	<i>Converts the existing instructional materials into flexible learning systems</i>								NA
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>								NA
		<i>Supplemental learning resources</i>	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>								NA
		<i>Assessment tools</i>	<i>Prepares assessment tools such as long exam, quizzes, problems sets, etc.</i>								NA
		<i>A 6 : Number of on-line course ware reviewed by TRP &amp; edited by MMDC editor</i>	<i>Submits the course ware duly reviewed by TRP for editing by MMDC editor</i>								NA

		<i>A 7 : Number of virtual classroom created and operational</i>	<i>Creates virtual classroom using either Moddle or Google Classroom</i>								NA
	<b>PI 10 . Additional outputs:</b>	<i>A 8. Other outputs implementing the new normal due to Covid 19</i>	<i>Designs experiential learning activities and other outputs to implement new normal</i>								NA
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>											
<b>OVPI UMFO 3. Higher Education Management Services</b>											
	<b>PI 1.</b> Percentage of first time licensure exam takers that pass the licensure exams	<b>A1.</b> Percentage of first time takers that passed the licensure exams	<i>Handles and teaches courses assigned</i>								
	<b>PI 3.</b> Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	<b>A3.</b> Provide support to RQAT compliance for the Program	<i>Follow the CMO for the program</i>								
	<b>PI 4.</b> Percentage of undergraduate programs with accreditations	<b>A4.</b> Percentage of undergraduate programs with accreditations									
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	<i>Handles and teaches courses assigned</i>	10	12.05	5	4	4	4.33	EC 131; EC 132; Mete 143; ES 134; ESci 113	
		<b>A10 .</b> Number of grade sheets submitted within prescribed period	Prepares grade sheet and submits on or before deadline	4	10	4	5	4	4.33	Midterm Grade-5; Final Grade-5	
		<b>A 11 .</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	4						No student with INC to comply this 1st Sem AY 2023-2024	
		<b>A12 .</b> Number of trainings attended related to instruction	Attend mandated trainings		1	4	5	4	4.33	CET Curriculum Review	

	<b>A13. Number of long examinations administered and checked</b>	Administers and checks long examination for subjects taught	10	11	4	5	4	4.33	EC 131-2; EC 132-2; Mete 143-4; ESci 113-3
	<b>A14. Number of quizzes administered and checked</b>	Prepares and checks quizzes for lec and lab	15	36	5	5	4	4.67	Quizzes- 21; Term Exams-10; Long Exam-3; Seatworks-3
	<b>A15. Number of lab reports and term papers checked and graded</b>	Checks lab reports and term papers submitted as required		5	5	5	4	4.67	EC 132 - 5
<b>PI 8:</b> Number of students advised: *	<b>A16. Number of students advised:</b>	<i>Acts as academic adviser to students</i>		24	5	5	4	4.67	BSMet-2 students (regular and irregular)
	<b>A17. Number of students advised on thesis/ field practice/special problem:</b>								
	<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	1	1	4	5	5	4.67	BSMet 4 - 1
	<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	1	3	4	5	4	4.33	BSMet 4 - 2; BSABE 3 - 1
	<b>A18. Number of students entertained for consultation purposes</b>	Entertains students consulting on subject taught, thesis and grades	22	26	5	4	4	4.33	Academic Advisee-24; Thesis Advisee-1; OJT Advisee-1
<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19. Number of Student organizations advised</b>	<i>Advises student organizations recognized by USOO</i>	1						Change of Adviser during the 1st Sem AY 2023-2024
	<b>A20. Number of Student organizations assisted on student related activities</b>	<i>Assists student organizations in implementing student related activities</i>	1						Change of Adviser during the 1st Sem AY 2023-2024

	<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							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	2	4	4	4	5	4.67	EC 131-Astronomy; EC 132-Descriptive Oceanography; ES 134-Field Work; Mete 143-Basic Climatology and Agrometeorology;
		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	20	31	5	5	4	4.67	EC 131-8; EC 132-5; ES 134 - 6; Mete 143-9; Escl 113-3
		<i>Assessment tools</i>	<i>Prepares assessment tools such as long exam, quizzes, problems sets, etc.</i>	10	36	5	5	4	4.67	Quizzes- 21; Term Exams-10; Long Exam-3; Seatworks-3
		<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							

		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	5	4	4	4	4.00	EC 131-Astronomy; EC 132-Descriptive Oceanography; ES 134-Field Work; Mete 143-Basic Climatology and Agrometeorology; ESci 113-Calculus for Engineers II
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		<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>A.28.</b> Number of batches of examinees proctored for VSU CAT	Validation of examinee's identity and proctoring the exam	10	10	5	5	5	5.00	All Saturdays from 04 Mar 2023 - 15 April 2023
				<b>Total points</b>					<b>4.51</b>	
<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>A29.</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 29.</b> Number of research outputs completed within the year *	Conducts and completes research project 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 31.</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							
		<i>In refereed int'l journals</i>								
		<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 32.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/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 33.</b> Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	<b>PI 6.</b> Additional outputs*	<b>A 34.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)								
		<b>A 35.</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							
		<b>A 36.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							

		<b>A 37.</b> Other outputs implementing the new normal due to Covid 19	Designs research related activities and other outputs to implement new normal							
			<b>Total points</b>							
<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 38.</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	0					To be accomplished in 2024
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 39.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 40.</b> Number of extension programs/projects implemented	Implements duly approved extension projects							
	<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 41.</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							
	<b>PI 5.</b> Number of technical/expert services	<b>A 42.</b> 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								

	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 43.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	<b>PI 11.</b> Additional outputs *	<b>A 44.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		<b>A 45.</b> Other outputs implementing the new normal due to Covid 19	Designs extension related activities and other outputs to implement new normal							
			<b>Total points</b>							
<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 46.</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	zero non-conformity	zero non-conformity	5	4	4	4.33	
		<b>A 47.</b> 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	100% compliant	4	4	5	4.33	
		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 48.</b> Customer friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint						


	<b>PI 3:</b> Additional Outputs	<b>A 49.</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						
		<b>A 50.</b> Other outputs implementing the new normal due to Covid 19	Designs administration/management related activities and other outputs to implement new normal						
			<b>Total points</b>					<b>4.33</b>	
	<b>Total Over-all Rating</b>							<b>4.49</b>	

<b>Average Rating</b> (Total Over-all rating divided by 20)	<b>4.49</b>
<b>Additional Points:</b>	
<b>Approved additional points</b> (with copy of approval)	
<b>FINAL RATING</b>	<b>4.49</b>
<b>ADJECTIVAL RATING</b>	<b>Very Satisfactory</b>


**Comments & Recommendations for Development Purpose:**

*To finish Masters Degree*


Evaluated & Rated by:

  
**CHARLIE S. ANDAN**  
 Department Head  
 Date: *1-15-24*

Recommending Approval

  
**JANNET C. BENCURE**  
 College Dean, CET  
 Date: *1/17/24*

Approved by:

  
**BEATRIZ S. BELONIAS**  
 Vice President for Academic Affairs  
 Date: *01/22/24*

**PERFORMANCE MONITORING FORM**  
**July - December 2023**

Name of Employee: Rotsen B. Labisoors

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:  <div> <div>ESci 113</div> <div>CALCULUS FOR ENGINEERS 2</div> <div>LEC</div> </div> <div> <div>EC 131</div> <div>ASTRONOMY</div> <div>LEC</div> </div> <div> <div>EC 132</div> <div>DESCRIPTIVE OCEANOGRAPHY</div> <div>LEC</div> </div> <div> <div>Mete 143</div> <div>BASIC CLIMATOLOGY AND AGROMETEOROLOGY</div> <div>LEC</div> </div> <div> <div>ES 134</div> <div>FIELD WORK</div> <div>LEC</div> </div>	Meets class regularly; give exams; monitor students on their progress; Submit grades to the Registrar's Office	At the start of the semester	July-December 2023	Within the semester; After midterm & after final for the grades as set by the University Registrar	Impressive	Very Satisfactory	Need more careful preparation on the new subjects taught  Improve the learning materials (such as ppt, etc.) of the subjects taught during the previous academic year
2	Attends department organized meeting.	Attendance during meeting	Monthly	As scheduled	Every second Tuesday 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

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
4	Develops Instructional Materials of the subjects to teach in the semester	Instructional materials available to students	Before the start of regular classes and within the semester	July-December 2023	Within the semester	Impressive	Very Satisfactory	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	Health Coordinator of the Department	Monitor faculty & staff of their health status & submit reports to USHER	Within the semester	Within the semester	Within the semester	Very Impressive	Very Satisfactory	Pro-active in giving updates.
7	Department Secretary	Minutes of the department meeting	Within the semester	Within the semester	Within the semester	Needs Improvement	Very Satisfactory	Must submit minutes of meeting before the next scheduled meeting of the department

\* 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 2023**

Name of Employee: **Rotsen B. Labisores**  
Performance Rating: \_\_\_\_\_

**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:** July 2023

**Target Date:** December 2023

**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 first semester SY 2023-2024.
- 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
- Effective time management strategies. Implement the right techniques to balance work and complete graduate studies. Decide your priorities and divide your time accordingly
- Continue monitoring of his accomplishments and performance to his committed outputs as reflected in his IPCR
- To continue to recommend the faculty member to attend relevant trainings and seminars aligned to his field of specialization
- Organize a department-wide training on how to write Extension and Research proposals in order to boost the Department's RDE.

**Outcomes:**

- Engr. Labisores, as MS Meteorology degree holder, will help strengthen the Department Faculty Qualifications and the RDE Implementation
- Program compliance to COPC accreditation
- Continuously perform his duties and responsibilities
- Be able to attend relevant trainings and seminars aligned to his field of specialization
- Draft and submit extension and research proposals aligned to his field of specialization


**Final Steps / Recommendations:**

- Engr. Labisores, will be encouraged to execute the Department's RDE Agenda once he completes his MS Meteorology degree. The DMet Faculty Development Plan will also be revisited in order to coordinate his schedule with his pursuit of a PhD in Climatology.

Prepared by:

  
**CHARLIE S. ANDAN**  
Head, Department of Meteorology

Conforme:

  
**ROTSEN B. LABISOIRES**  
Faculty