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

Name of Faculty Member: **Daniel C. Lor**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
11. Instruction			
c. Head/Dean (50%)		4.67x50%= 2.335	
d. Students (50%)		4.00x50% = 2	
Total for Instruction	95%	4.335	4.11825
12. Research			
e. Client/Dir. for Research (50%)			
f. Dept. Head/Center Director (50%)			
Total for Research			
13. Extension			
e. Client/Dir. for Extension (50%)			
f. Dept Head/Center Director (50%)			
Total for Extension			
14. Administration	5%	4.67	0.2335
15. Production			
TOTAL			4.35175

EQUIVALENT NUMERICAL RATING: 4.35175
Add: Additional Points, if any: 0.00
TOTAL NUMERICAL RATING: 4.35175

ADJECTIVAL RATING: **Very Satisfactory**

Prepared by: Reviewed by:

DANIEL C. LOR   **CHARLIE S. ANDAN**
Name of Faculty   Department Head

Recommending Approval:

JANNET C. BENCURE
Dean,CET

Approved:

BEATRIZ S. BELONIAS
Vice President, Academic Affairs

DEPARTMENT OF METEOROLOGY
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VISAYAS STATE UNIVERSITY

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MR. DANIEL C. LOR, a faculty member of the <u>DEPARTMENT OF METEOROLOGY</u> 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 2022.

Approved:

DANIEL C. LOR	**CHARLIE S. ANDAN**	**JANNET C. BENCURE**
Instructor I	Department Head	College Dean
Date: 04 Jan 2023	Date: Jan 6, 2023	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	Eficiency	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							
		A3. *Number of students advised on thesis/special problem/dissertation*								

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomp-lishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Eficiency	Timeliness	Average	
		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*							
		A 7 : Number of virtual classroom created and operational	*Creates virtual classroom using either Moddle or Google Classroom*							

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomp-lishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
	PI 10 . 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										NA
OVPI UMFO 3. Higher Education Management Services										
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams	**A1**. Percentage of first time takers that passed the licensure exams	*Handles and teaches courses assigned*							
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	**A3**. Provide support to RQAT compliance for the Program	*Follow the CMO for the program*							
	PI 4. Percentage of undergraduate programs with accreditations	**A4**. Percentage of undergraduate programs with accreditations								
	PI 5: Total FTE, coordinated, implemented and monitored *	**A9**. Actual Faculty's FTE	*Handles and teaches courses assigned*	10	6.3	4	5	5	4.67	Handles 4 subjects: Mete 146, Mete 199, PhSc 118 and PhSc 119
		***A10** . Number of grade sheets submitted within prescribed period*	Prepares gradesheet and submits on or before deadline		6	5	5	5	5.00	Midyear: Mete 200a 1st Sem: Midterm Grades for Mete 199, PhSc 118 (2 gradesheets), and PhSc 119 (2 grade sheets)
		***A 11** . 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		2	5	5	5	5.00	INC Grades of 2 students in Mete 136

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomp-lishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
		A12. Number of trainings attended related to instruction	Attend mandated trainings		2	5	5	4	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		11	5	5	5	5.00	1- Mete 199 4 - PhSc 118 6 - PhSc 119
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab		21	5	5	5	5.00	1- Mete 199 2- Mete 146 10 - PhSc 118 8 - PhSc 119
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required		5	4	5	4	4.33	Learning Tasks and Activities
	PI 8: Number of students advised: *	**A16**. Number of students advised:	*Acts as academic adviser to students*		20	5	5	5	5.00	BSMet - 4
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript		3	5	5	4	4.67	Bulawan, Shenna Santianez, Mariella Wenceslao, Kimberly
		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	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades		122	4	4	4	4.00	All students in Mete 199 (11), Mete 146 (12), PhSc 118 (47), PhSc 199 (52); and students with deficiencies (INC/Def)
	PI 9: Number of student organizations advised/ assisted *	**A19** . Number of Student organizations advised	Advises student organizations recognized by USOO	1	3	4	5	4	4.33	VSU Meteorological Society, Zea mays Men's Hall and CET-SSC
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	3	5	5	5	5.00	General Assembly, DMet Honors Convocation, Election of Officers, Board Meetings, Yolanda Commemoration 2022
	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	4	4	4	4	4.00	Mete 146, Mete 199, PhSc 118, PhSc 119
		Supplemental learning resour	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught (Flexible Learning Materials)	2	11	4	5	4	4.33	Mete 146, Mete 199, PhSc 118, PhSc 119
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	27	5	5	5	5.00	Mete 146, Mete 199, PhSc 118, PhSc 119

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomp- lishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Eficiency	Timeliness	Average	
		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	4	5	5	4.67	Mete 146, Mete 199, PhSc 118, PhSc 119
	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							
			Total points						4.67	
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 oroject within the year							
	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							
		In refereed int'l journals								
		In refereed nat'l/regional journals								

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomp-lishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Eficiency	Timeliness	Average	
	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 scienfic for a/conferences							
		In int'l fora/conferences								
		In nat'l/regional fora/conferences								
	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							
UMFO 4. EXTENSION SERVICES										

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	Eficiency	Timeliness	Average	
	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	Implementes 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								

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomp-lishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
		On institutional accreditations								
		Total points							4.67	
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		4	5	5	4.67	No complaints
	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 performfing 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							
		As head of the Department of Meteorology from Jan-March 2022.	Gives over-all direction of the department, supervise the faculty & staff of the department and do other tasks assigned by the dean of CET							
		Total points							4.67	
	Total Over-all Rating								79.34	

| 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	Eficiency	Timeliness	Average	

Average Rating (Total Over-all rating divided by 19)	4.67	**Comments & Recommendations for Development Purpose:**
Additional Points:		
Approved additional points (with copy of approval)		Must finish his MS degree
FINAL RATING	4.67	
ADJECTIVAL RATING	O	

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:_____

Exhibit I

PERFORMANCE MONITORING FORM
July – December 2022

Name of Employee: **Daniel C. Lor**

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: Mete 146 — Mesoscale Meteorology — Lec Mete 199 — Undergraduate Seminar — Lec PhSc 118 — Astronomy — Lec PhSc 119 — Meteorology — Lec	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	Satisfactory	Must submit the OBE Syllabus of all the course handled. Must submit grades on time
2	Attends department organized meeting.	Attendance during meeting	Monthly	As scheduled	Every first Tuesday of the month and as scheduled	Impressive	Satisfactory	Must provide updates on the assigned committees
3	Student advising	Advised students especially academic advisees & also other students needing advice	Within the semester	Within the semester	Within the semester	Very Impressive	Outstanding	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	Impressive	Very Satisfactory	Must submit the OBE Syllabus of all the course handled 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

Exhibit I

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
6	Review and evaluate the developed instructional material (OBE, TOS, TQ) of all the subject offered this semester	Approved documents Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015	Within the semester	As scheduled	As scheduled	Impressive	Very Satisfactory	There is an improvement in the reviewing and evaluating process of TOS with TQ from the last semester
7	Enrollment focal person of the department	Advice students who have concern of their enrollment	Before the enrollment period	Enrollment period	Enrollment period	Impressive	Very Satisfactory	Pro-active in addressing students' concerns

* Either very impressive, impressive, needs improvement, poor, very poor
** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

CHARLIE S. ANDAN
Head, Department of Meteorology

Exhibit L

EMPLOYEE DEVELOPMENT PLAN
July – December 2022

Name of Employee: **Daniel C. Lor**
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