SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS

Name of Faculty Member: Epifania G. Loreto

Program Involvement (1)	Percentage Weight of	Numerical Rating (Rating x %)	Equivalent Numerical
	Involvement		Rating
(1)	(2)	(3)	(2x3)
2. Instruction			
Z. medecien			
a. Head/Dean (50%)		2.49	
b. Students (50%)		2.00	
TOTAL for Instruction	75%	4.49	3.37
3. Research			
4. Extension			
5. Support to Operations	10%	5.00	0.50
6. Administration	15%	4.78	0.72
TOTAL			4.58

EQUIVALENT NUMERICAL RATING: 4.58 Add: Additional Points, if any: 0

TOTAL NUMERICAL RATING: 4.58

ADJECTIVAL RATING: Outstanding

Prepared by: Reviewed by:

EPIFANIA G. LORETO

Name of Faculty

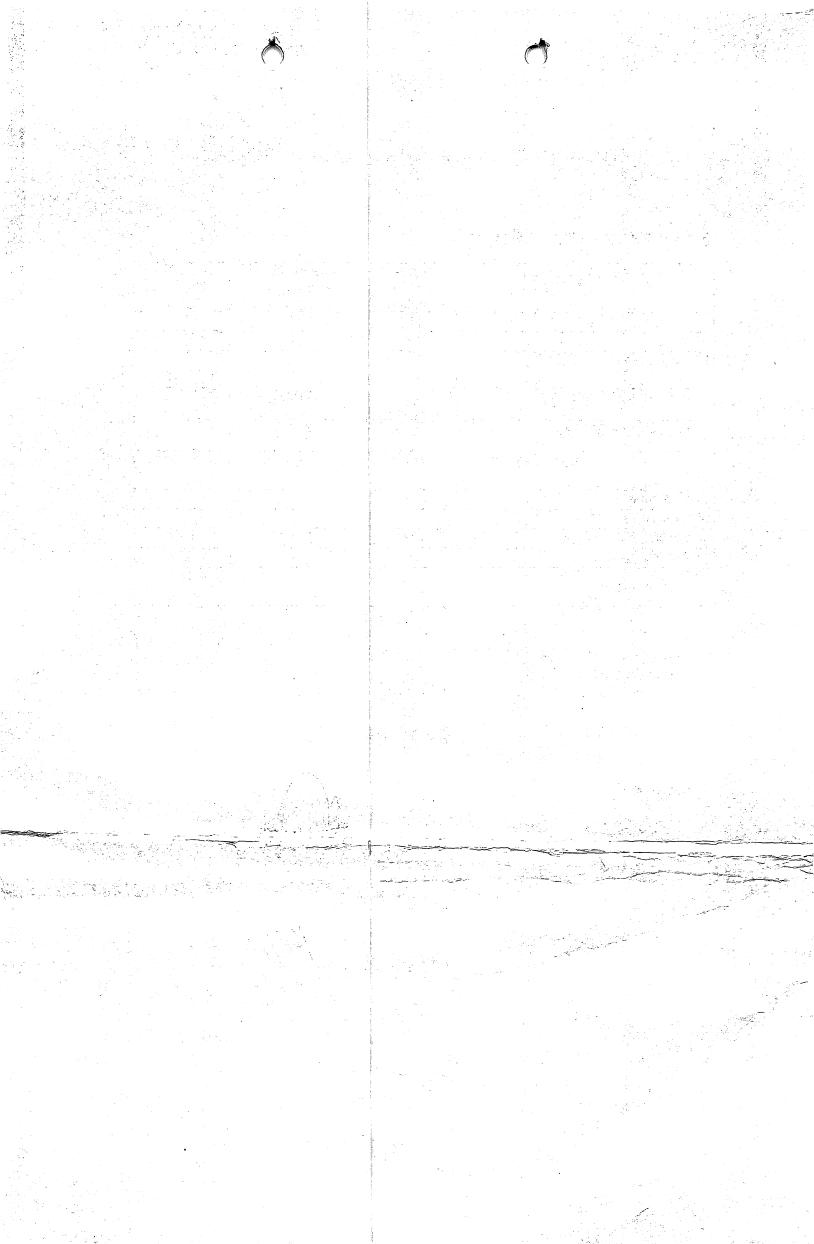
ROBERTO C. G.

Dean, CoE

Approved by:

BEATRIZ/S. BELONIA

VP for Instruction







DEPARTMENT OF CIVIL ENGINEERING

Visayas State University Visca, Baybay City, Leyte, PHILIPPINES Website: www.vsu.edu.ph

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 January to June 2018.

E. P. C. M EPIFANIA G. LORETO Ratee

Approved by:

ROBERTO C. GUARTE

Dean

	MFO	Success/ Performance	Program/ Activities/			Actual		Rating			Remarks
MFO No.	Description	Indicator (PI)	Projects	Tasks Assigned	Target	Accom- plishments	Q ¹	E ²	T ³	A ⁴	
UMFO 2.	HIGHER EDU	ICATION SERVICES									
	MFO 1. Curri	culum Program Management	Services								
	Pl 1. Total Ur	ndergraduate FTE monitored	Instruction	Teach BSCE subjects	18	20.70	5	5	5	5.00	
	PI 7. Number established	of academe/Industry linkage	Established academe/industry linkage	Coordinates the academe/industry linkage	20	29	5	5	5	5.00	
	PI 8. Number	of students advised	BSCE Academic Adviser	Advising and monitoring	100	141	5	5	5	5.00	
	PI 9. Number advised/assis	of Student organizations sted	PICE- VSUSC organization	Supervising and monitoring	1	1	5	5	5	5.00	
	PI10. Number developed	r of instructional materials	Course syllabus, course outlines and powerpoint presentations for CEng 136	Preparation, encoding and printing	1	1	5	5	4	4.67	
	MFO 2. Stud	ent Management Services			Annual Colors Colors			Succession and control of the contro	•		

				•								
	PI 3: Number of graduates gainfully employed in jobs related to their undergraduate programs	2018 BSCE Graduates	Monitoring	1	1	5	5	5	5.00			
	PI 5: Number of undergraduate students awarded with honors/distinction	2018 BSCE Graduate	Ms. Kathleen P. Gogo - Graduated Cum Laude	1	1	5	5	5	5.00	- 19 10 10 10 10 10 10 10 10 10 10 10 10 10		
	PI 6. Additional outputs											
	Number of Students advised on thesis/field practice/special problem	Adviser of students who enrolled CEng 200a for 1st sem. SY 2017-2018.	Advising and monitoring	6	8	5	5	5	5.00			
1	Number of hours devoted for assisting student related activities	JPICE Activities	Supervising and monitoring	1	2	5	5	5	5.00			
1	Number of related students activities attended	1.) CoE Week 2018: Opening Parade and Ceremony 2.)Junior Civil Engineers Symposium	Monitoring	1	2	5	5	5	5.00			
	Number of in-house seminars/ trainings/workshops/reviews conducted/attended	Re-Echo Seminar on National Civil Engineering Symposium	Monitoring	1	1	5	5	5	5.00			
	Number of hours spent for student consultation	Support to students	Entertained students regarding subject matters, grades, etc.	48	100	5	5	5	5.00			
	Number of hours spent in checking and computing of grades	Support to students	1.) Checking of exams, quizzes, and lab exercises 2.) Computing of midterm and final grades 3.) Checking of CE project and Manuscript of advisees	48	100	5	5	5	5.00			
						Total	points	;	64.67			
UMFO 3.	Research Services (Higher education research improved to promote economic productivity and innovation)											
	<u>P13.</u> Number of research projects conducted and or completed on schedule									*, *, * * * * * * * * * * * * * * * * *		
	P14. Number of research proposals submitted											
	<u>PI 5.</u> Percent of research proposals approved											
	<u>PI 7</u> . Amount of research money generated from institutional funding (Thousand PHP)											

	PI 8. Additional outputs													
	No. of research-related awards (research													
	conducted by faculty or student w/ faculty)													
						Total	points	3						
UMFO 4.	Extension Services													
	PI 4. Number of extension projects													
	conducted and/or completed on schedule													
	PI 8. Amount of extension money generated													
	from institutional funding (Thousand PHP)					<u> </u>	L	<u> </u>						
						Total	points	3		<u></u>				
UMFO 5.	SUPPORT TO OPERATIONS (STO)													
	MFO 2. Faculty Recruitment/Hiring Service	es												
	PI 1. Number of faculty recruited/hired	Hiring of one (1)	Supervising	1	1	5	5	5	5.00	Engr. Jan				
	aligned with ISO standards	regular faculty					<u> </u>			Joshua M.				
	MFO 3. Faculty Evaluation Services													
	PI 3: Percentage of faculty rated by	All faculty	Supervising/ Monitoring	100%	100%	5	5	5	5.00					
	students with at least very satisfactory rating													
	in 50% of the subjects evaluated					_								
	PI 4. Number of in-house seminars/		Supervising/ Monitoring	1	1	5	5	5	5.00					
	trainings/workshops/reviews conducted/	Structural Analysis and					:							
	attended	Design using SAP												
		2000												
						Total	points		15.00					
UMFO 6.	GENERAL ADMINISTRATION & SUPPORT	L ADMINISTRATION & SUPPORT SERVICES												
	MFO 1. Administrative and Facilitative Se	rvices		· · · · · · · · · · · · · · · · · · ·										
	PI 1: Number of colleges, departments &	Supervising/	Supervise and monitor one (1)	1	1	5	5	5	5.00					
	support units supervised, monitored &	Monitoring	department			1								
	PI 2. Number of management meetings	Conducts regular	Supervising/ Monitoring/	5	8	5	5	5	5.00					
	conducted	departmental and	Implementing			1			ł					
		special meetings with												
		DCE faculty and staff												
	PI 7. Number of office and laboratory	1.) UPS, 600VA 2.)	Monitoring	3	5	5	5	5	5.00					
	equipment purchased	AVR, SVC-1500 VA												
		3.) Set of Sieves 4.)							ŀ					
		Printer, 3-in-1 5.)												
		Sala Set												
	PI 9. Additional Outputs					1								
								l	l					

60 72	100% 120 96	5	5 5	5 5	5.00	
72						
72						
	96	5	5	5	5.00	
40						
40	64	5	4	4	4.33	
56	96	5	4	4	4.33	
166	168	5	4	4	4.33	
		Total	points	3	43.00	
			1:	22.67		
				4.91		
			166 168 5	166 168 5 4 Total points		166 168 5 4 4 4.33 Total points 43.00 122.67

Average Rating (Total Over-all rating divided by 4)		4.91
Additional Points:		
Punctuality	0.2	
Approved Additional points (with copy of approval)	0.1	
FINAL RATING		4.91
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:
Must attend seminars/lecture
related to ter field of sperialization to earn CPD with
sperialization to carn CPD wit

Evaluated and Rated by	V	k	ed	at	R	d	ar	d	e	af	lι	/al	E١	
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EPIFANIA G. LORETO Departent Head, DCE

ROBERTO C. GUARTE, Ph.D. Dean, College of Engineering

Recommending Approval:

Date:	
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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: 4.98 (O)

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 2018

Target Date: June 2018

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 formulation of the new VSU BSCE Curriculum

Results:

- Mastery on the provisions of CMO 92, s. 2017
- Mastery om the preparation of an OBTL Syllabus Course Content and Plan
- Preparation and submission of the new BSCE Curriculum proposal

Date: July 2018 Target Date: December 2018

Next Step:

- Approval of the new VSU four (4) Year BSCE Program by the BOR
- Implementation of the newly approved BSCE Curriculum effective August 2018
- Monitor the implementation of the new BSCE Curriculum

Outcomes:

- Effective implementation of the offering of the new BSCE Program
- Increased enrolment of freshman students of the new 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 Head, DCE

