

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ARTHUR IT. TAMBONG

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.95x50% = 2.475	
b. Students (50%)		5.00x50% = 2.500	
Total for Instruction	30%	4.975	1.493
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	15%	5.000	0.750
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	15%	5.000	0.750
4. Administration	40%	5.000	2.000
5. Production			
TOTAL			4.993

EQUIVALENT NUMERICAL RATING: 4.993  
Add: Additional Points, if any:  
TOTAL NUMERICAL RATING: 4.993

ADJECTIVAL RATING: Outstanding

Prepared by:

ARTHUR IT. TAMBONG, FPSAE  
Name of Faculty

Reviewed by:

ARTHUR IT. TAMBONG, FPSAE  
Department Head

Recommending Approval

ROBERTO C. GUARTE, Ph.D.  
Dean/Director

Approved:

BEATRIZ S. BELONIAS, Ph.D.  
Vice President





**Visayas State University**  
**College of Engineering**  
**Department of Agricultural Engineering**  
 Visca, Baybay City 6521, Leyte, Philippines

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

I, ARTHUR IT. TAMBONG, Head of the Department of Agricultural Engineering, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January to June, 2018.

**ARTHUR IT. TAMBONG, FPSAE**  
 Professor III & Department Head  
 Date: 18 July 2018

**ROBERTO C. GUARTE, Ph.D.**  
 College Dean  
 Date: 18 July 2018

**Rating Equivalents:**  
 5 - Outstanding  
 4 - Very Satisfactory  
 3 - Satisfactory  
 2 - Fair  
 1 - Poor

MFO No.	MFO Description	Success/Performance Indicator (PI)	Program/Activities/ Projects	Tasks Assigned	Target	Accomplishment (Jan-June 2018)	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES											
OVPI MFO 1. Graduate Degree Program Management Services											
		PI 1. Graduate degree program monitored	Supervising/ Monitoring	Supervises/Monitors graduate degree specializations	1	1	5	5	5	5.0	MSAE (specializations: Soil and Water, Crop Processing, Renewable Energy, Farm Power & Machinery)
		PI 2. Total Graduate FTE monitored	Teaching	Teaches one (1) MSAE subject per semester	0.84	5.00	5	5	5	5.0	Total graduate FTE computed in 2nd sem., SY 2017-2018
		PI 3. Percentage increase in number of graduate students enrolled	Supervising/ Monitoring	Supervises/monitors number of undergraduate students enrolled	33%	38%	5	4	5	4.7	from 8 students last school year to 11 graduate students.

		<b>BEST PRACTICES:</b>									
		Number of MS graduate study linkages made on masteral programs	Coordinating	Establishes linkage/s with academe/industry	2	2	5	5	5	5.0	UP-Diliman and UP-Los Baños
<b>OVPI MFO 2. Graduate Student Management Services</b>											
		<b>PI 1.</b> Number of graduate students awarded with scholarships/ assistantships	Supervising/ Monitoring	Screens, monitors & evaluates students with scholarship/ fellowship/grants	2	6	5	4	5	4.7	6 graduate students awarded with scholarship/ assistantships (CHED, DOST, etc.)
		<b>PI 4.</b> Number of graduate students advised	Advising	Advises graduate student/s on MS Program	5	11	5	5	5	5.0	11 graduate students
		<b>PI 5.</b> Additional outputs									
		Number of New Powerpoint Presentations Prepared	Preparing/ Encoding/ Printing	Prepares powerpoint presentation/s	1	1	5	4	5	4.7	Course in MSAE program
		Number of Powerpoint Presentations Revised	Revising/ Encoding/ Printing	Revises powerpoint presentations	1	1	5	5	5	5.0	Course in MSAE program
		<b>BEST PRACTICES:</b>									
		Number of MS Degree Programs initiated for OBE-alignment	OBE-alignment of old MS curriculum	Conducts initial activities of curriculum revision into an OBE-aligned curriculum	1	1	5	5	5	5.0	OBE-alignment of MSAE curriculum
						Total points:				44.0	
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>											
<b>OVPI MFO 1. Curriculum Program Management Services</b>											
		<b>PI 1.</b> Total Undergraduate FTE monitored	Teaching	Teaches two (2) BSAE subjects per semester	4	20.80	5	5	5	5.0	Department Head/ VSL
		<b>PI 2.</b> Number of undergraduate curricular programs compliant to CMO, approved and offered	Supervising/ Monitoring	Ensures that the BSAE degree program is compliant to CHED CMO	1	1	5	5	5	5.0	BSAE
		<b>PI 4.</b> Number of undergrad. graduates in mandated programs graduated within the prescribed period	Monitoring/ Mentoring	Encourages and assists graduating students for them to graduate on time	20	24	5	5	5	5.0	24 undergraduate graduates in mandated programs graduated within the prescribed period
		<b>PI 5.</b> Percentage increase in the number undergrad students who graduated within the prescribed period	Monitoring/ Mentoring	Encourages and assists graduating students for them to graduate on time	5%	9%	5	4	5	4.7	2017: 22 graduates; 2018: 24 graduates graduated within the prescribed period
		<b>PI 6.</b> Percentage increase in the number of undergraduate students enrolled	Supervising/ Monitoring	Supervises/monitors the percentage (%) increase of number of undergraduate students enrolled	5%	7%	5	4	5	4.7	1st sem SY 17-18 : 110 ; 2nd sem SY 17-18 : 118 undergraduate students enrolled

		<b>PI 7.</b> Number of academe/industry linkage established	Coordinating	Establishes linkage/s with academe/industry	10	23	5	5	5	5.0	PSAE, CHED, UP Los Baños, UP Diliman, PAGASA, JRMSU, MSU GenSan, PhilRice, PhilMech, DA RO7, OPA-Negros Occidental, SRA- Negros Occidental, LGU Surigao Del Norte, PCA RO13, DENR RO 07, DENR Ormoc, NIA RO13, PAO Cap. Cebu, AGREA, EDC, SC Global, Visayan Oil Mill, SPMI
		<b>PI 8.</b> Number of students advised	Advising/revising	Advises students on thesis/ field practice/special problem	50	150	5	5	5	5.0	150 undergraduate students advised
		<b>PI 9.</b> Number of Student organizations Advised/Assisted	Advising/revising	Advises students on thesis/ field practice/special problem	2	3	5	5	5	5.0	PSAE-VSUSC, CoE-SSC, CBI-VSU
		<b>PI 10.</b> Number of instructional materials developed	Preparing/ Revising/ Encoding/ Printing	Prepares instructional materials	2	3	5	5	5	5.0	3 instructional materials developed (AE 157. AE 158 & Esci 182)
		<b>PI 11.</b> Additional outputs									
		Number of subjects handled in AE Board Exam Review	Preparing/ Encoding/ Printing	Prepares Board Review Materials	4	4	5	5	5	5.0	Rural Electrification, Farm Structures, Waste Mgmt and Renewable Energy (MSU-Gensan & SPAMAST-Digos AE Board Review)
		Number of Board Review Materials Updated	Preparing/ Updating Encoding/ Printing	Updates Board Review Materials	4	4	5	5	5	5.0	Rural Electrification, Farm Structures, Waste Mgmt and Renewable Energy
		<b>Best Practices/New Initiatives:</b>									
		Number of BS Degree Programs maintained for OBE-alignment	OBE-alignment of old BS curriculum	Conducts initial activities of curriculum revision into an OBE-aligned curriculum	1	1	5	5	5	5.0	OBE-alignment of BSAE
		Number of maintained Center of Excellence (COE) status designated by CHED	Updating and maintaining documents	Updates and maintains documents re Center of Excellence (COE)	1	1	5	5	5	5.0	Center of Excellence in BSAE degree program
		Number of AACUP Accreditation prepared	Supervising/ Preparing	Supervises/Prepares documents for AACUP Level III Phase 2	1	1	5	5	5	5.0	BSAE Level III Phase 2
		Number of AACUP Accreditation maintained	Updating and maintaining documents	Updates and maintains documents re AACUP	1	1	5	5	5	5.0	BSAE Level III Phase 1
		Number of Washington Accord applied	Supervising/ Preparing	Supervises/Prepares documents for Washington Accord application	1	1	5	5	5	5.0	Washington Accord Accreditation and Certification

		Number of ISO 9001:2015 applied	Supervising/ Preparing	Supervises/Prepares documents for ISO 9001:2015 application	1	1	5	5	5	5.0	ISO 9001:2015 Certification
		Number of RQAT accreditation applied	Preparing/ Encoding/ Printing	Prepares documents for RQAT accreditation application	1	1	5	5	5	5.0	RQAT accreditation in BSABE degree program
		Number of International student awards	Supervising/ Monitoring	Supervises/monitors international student awards	1	10	5	5	5	5.0	10 Awards - 2018 International AE Conference & PSAE Convention, Davao City, April 2018
		Number of honor graduates	Supervising/ Monitoring	Supervises/Monitors honor grad.	1	10	5	5	5	5.0	Ms. Jenneth Sioc - Cum Laude
		Number of students awarded with scholarship/ fellowship/grants	Supervising/ Monitoring	Supervises/Monitors students with scholarship/grants	5	8	5	5	5	5.0	8 undergraduate students awarded with scholarship/ fellowship/grants
		Number of students sent to course-related international conferences	Supervising/ Monitoring	Supervises/Facilitates papers, monitors	5	19	5	5	5	5.0	19 4th & 5th year BSAE students
		Number of students sent to ASEAN/international workshops	Supervising/ Monitoring	Supervises/Facilitates papers, monitors	1	2	5	5	5	5.0	To Vietnam Worskop - Mr. Allen Glen Gil; To US-NASA Workshop at UP Diliman - Mr. Rod Luis Gonzaga
		Number of international exchange students	Supervising/ Monitoring	Supervises/Facilitates papers, monitors	1	1	5	5	5	5.0	To Tokyo University of Agriculture and Technology (TUAT) - Mr. Allen Glen Gil
		Number of undergraduate students awarded with honors/distinction	Supervising/ Monitoring	Supervises/Monitors who and how many BSAE undergrad students awarded with honors/distinctions	5	17	5	5	5	5.0	<u>INTERNATIONAL SELECTIONS</u> <u>Allen Glen C. Gil</u> <u>a. Exchange Scholar - Tokyo University of Agriculture and Technology, Japan</u> <u>b. Philippine Delegate - Vietnam Environmental Youth Conference</u> <u>AWARDEES DURING THE INTERNATIONAL AGRICULTURAL ENGINEERING CONFERENCE (23-28 APRIL 2018, USEP, DAVAO CITY)</u> <u>Rommel A. Linao</u> <u>Champion, AutoCAD Challenge</u> <u>Rud Luis G. Gonzaga</u> <u>2nd Runner-up, Oral Thesis Competition</u> <u>Marjorie E. Timbal, Donna V. Pagliawan and</u> <u>Gellane L. Promentera</u> <u>1st Runner-up, Quiz Bowl</u> <u>Carmela A. Rustia</u> <u>a. Miss Congeniality</u> <u>b. Best in Production Number</u> <u>c. Best in Indigenous Attire</u> <u>d. 2nd Runner-up, Miss PSABE 2018</u> <u>Christine Anne Leslie E. Cabidog, Marjorie E. Timbal, Rejenna C. Lastimosa, Romel A. Linao,</u> <u>Tania Nahja V. Lopez and Ariel C. Mangaporo</u> <u>2nd Runner-up, Dance Competition</u>
						Total points:				124.3	

UMFO 3. RESEARCH SERVICES											
		<b>PI 2.</b> Number of research outputs presented in regional/national/international fora/conferences									
		Regional fora/conferences	Preparing/ Encoding/ Printing/ Advising	Prepares and advises one (1) research to present in local/int'l fora/conferences	1	1	5	5	5	5.0	PSABE Regional Convention, Palo, Leyte, 5-6 April 2018
		<b>PI 3.</b> Number of research projects conducted and/or completed on schedule	Conducting research study	Conducts research project and/or completed on schedule	1	1	5	5	5	5.0	Climate Change Project (CC3.DAE.1718) - composed of 4 studies
		<b>PI 4.</b> Number of research proposals submitted	Preparing/ Encoding/ Printing	Prepares and submits research project proposal for funding	1	2	5	5	5	5.0	Farm Machinery (DA-BAR) & Climate Change (VSU)
		<b>PI 5.</b> Percent of research proposals approved	Research project	Monitors research proposals approved	1	1	5	5	5	5.0	Climate Change Project (CC3.DAE.1718) - 4 studies
		<b>PI 7.</b> Amount of research money generated from institutional funding (Thousand PHP)	Research project	Prepares and submits project proposal funding	60	122	5	5	5	5.0	Project No.: CC3.DAE.1718 - 2018 budget: P122,090.40
						Total points:				25.0	
UMFO 4. EXTENSION SERVICES											
		<b>PI 3.</b> Number of IEC materials/technoguides developed/used	Supervising/Preparing	Supervises/Prepares IEC materials/technoguides	1	1	5	5	5	5.0	DAE Brochure
		<b>PI 4.</b> Number of beneficiaries served									
		Groups	Teaching/Advising/ Monitoring	Teaches/Advises/Monitors group beneficiaries	3	4	5	5	5	5.0	VSULHS, Hilongos HS, Baybay HS, Ormoc HS
		Individuals	Teaching/Advising/ Monitoring	Teaches/Advises/Monitors individual beneficiaries	30	60	5	5	5	5.0	Sr HS studs of VSULHS, Hilongos HS, Baybay HS, Ormoc HS
		<b>PI 4.</b> Number of technical/ expert services									
		Resource Persons	Preparing/ Encoding/ Printing	Prepares documents for board review	1	2	5	5	5	5.0	AE Board reviewer (MSU-Gensan & SPAMAST-Digos)
		Consultancy	Consulting/Tutoring	Consults/tutors technical/expert service	1	2	5	5	5	5.0	Kurin at Mandaue City & MSU-GenSan NAFES-funded Biogas Project
		Evaluator	Evaluating	Evaluates documents	1	3	5	5	5	5.0	AACCUP (CTU-Moalboal & CTU-Barili campuses); RQAT (NWSSU-San Jorge Campus)
		<b>PI 11.</b> Additional outputs									
		Number of meetings with extension clients conducted	Conducting	Conduct meetings with extension clients	1	2	5	5	5	5.0	Albuera LGU for Water Supply Project (conducted with 2 DCE fac.)

		<b>Best Practices/New Initiatives:</b>									
		Number of outreach programs conducted by students and coordinated by faculty & staff	Supervising/ Monitoring	Supervises/Monitors outreach program conducted by students, faculty and staff	1	1	5	5	5	5.0	College of Engineering "Notebook Mo, Sagot Ko"
						Total points:				40.0	
<b>UMFO 5. SUPPORT TO OPERATIONS (STO)</b>											
<b>OVPI MFO 1. Faculty Development Services</b>											
		<b>PI 1.</b> Number of faculty pursuing advanced research degree programs (PhD/MS) facilitated, monitored & assisted	Supervising/ Monitoring	Supervises/Monitors faculty pursuing advanced research degree programs	1	2	5	5	5	5.0	2 faculty pursuing advanced research degree programs
<b>OVPI MFO 3. Faculty Evaluation Services</b>											
		<b>PI 1.</b> Number of seminars/ trainings/conventions/ workshops coordinated for entire university	As participant	Participates seminars/ trainings/conventions/ workshops coordinated for entire university	1	1	5	5	5	5.0	1st Grand Alumni Homecoming (BSAE Class 1980-2017)
		<b>PI 2.</b> Number of seminars/ trainings/conventions/ workshops coordinated/ attended outside of the university	As participant	Participates seminars/ trainings/conventions/ workshops coordinated outside of the university	2	3	5	5	5	5.0	Varied Seminars/Trainings/ Conventions/Workshops
		<b>PI 3.</b> Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated	Documenting	Ensures that all faculty has at least very satisfactory rating in 50% of the subjects evaluated by students	60%	100%	5	5	5	5.0	all faculty has at least very satisfactory rating in 50% of the subjects evaluated by students
		<b>PI 4.</b> Number of in-house seminars/trainings/ workshops/reviews conducted/attended	As participant	Participates in-house seminars/trainings/ workshops/reviews conducted/attended	2	3	5	5	5	5.0	Varied In-house Seminars/ Trainings/Conventions/ Workshops attended
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>											
		<b>PI 1.</b> Number of degree programs which passed accreditation/evaluation at least Level I	Documenting/ Monitoring	Documents/Monitors	1	1	5	5	5	5.0	BSAE
		<b>PI 3.</b> Percentage of degree program compliant with CHED	Documenting/ Monitoring	Documents/Monitors	100%	100%	5	5	5	5.0	100% complied with CHED (BSAE, BSABE & MSAE degree programs)



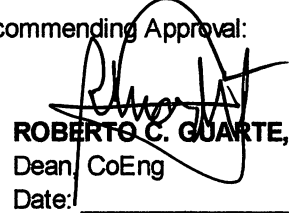
		<b>PI 4. Additional outputs</b>									
		Number of activities organized/attended/assisted/participated/facilitated	Participating/Facilitating	Participates/Facilitates activities	2	4	5	5	5	5.0	PSAE activities, CoE activities
						Total points:				40.0	
<b>UMFO 6. GENERAL ADMINISTRATION &amp; SUPPORT SERVICES</b>											
		<b>PI 1. Efficient and customer-friendly frontline service</b>	Service	Served clients with courtesy; immediate response to client needs and inquiries	100%	100%	5	5	5	5.0	100% no complaint; Served clients with courtesy; immediate response to client needs and inquiries
		<b>PI 2. Additional outputs</b>									
		Number of departments and/or service units supervised and monitored	Supervising/ Monitoring	Department Head (supervises CoE Workshop Personnel) & VSU-PAGASA Acting Coordinator	2	2	5	5	5	5.0	Department of Agricultural Engineering, VSU-PAGASA
		Number of university committees/ boards/council chaired/participated	Service	University committee/ board/council	1	1	5	5	5	5.0	Graduate School Council
		Number of management meetings conducted	Planning & Implementing	Conducts meeting per semester	2	2	5	4	5	4.7	Special Meetings
		Number of documents attended and served	Checking and action to official documents	Approved documents	450	800	5	5	5	5.0	Varied documents
		Number of academic lecture/laboratory rooms maintained	Supervising	Supervises the maintenance of lecture/ laboratory/ comfort rooms and facilities	12	12	5	5	5	5.0	DAE lec and lab rooms, Comfort rooms
		Number of heavy equipment maintained	Supervising	Supervises the maintenance of heavy equipment	4	4	5	5	5	5.0	2 Tractors (Hand Tractor & Ford), 1 Universal Testing Mach. (UTM), Radial Flow
		Number of office and laboratory & office equipment purchased	Strengthening of office/laboratory facilities	Approves request to purchase laboratory/office equipment	10	52	5	5	5	5.0	Varied new laboratories/office equipment
		Number of hours devoted in consultation meeting	Supervising	Supervises in consultation meeting	1	3	5	5	5	5.0	Screening of Awardees for 2018 Graduation
		Number of hours devoted in the preparation of documents needed for PTC-ACBET (Washington Accord) accreditation	Supervising	Supervises in the preparation of documents needed for PTC-ACBET (Washington Accord) accreditation	80	400	5	5	5	5.0	Washington Accord docs preparation

		Number of hours devoted in the preparation for AACUP accreditation	Supervising	Supervises in the preparation of documents needed for AACUP accreditation	80	400	5	5	5	5.0	AACUP Accreditation docs preparation
		<b>Best Practices/New Initiatives:</b>									
		Number of Application for ISO (Prepared) - on-going	Preparing/ Encoding/ Printing	Prepares documents for ISO 9001:2015 application	1	1	5	5	5	5.0	On-going
		Number of Application for CHED Center of Excellence	Updating and maintaining documents	Updates and maintains documents re Center of Excellence (COE)	1	1	5	5	5	5.0	BSAE
		Number of New/Renovation Academic Building Construction Projects Co-Supervised	Supervising/ Monitoring	Supervises/monitors the renovation of academic building	1	1	5	5	5	5.0	DAE
		Number of Completed Academic Office Construction Project Co-Supervised	Supervising/ Monitoring	Supervises/monitors the completed academic office	1	1	5	5	5	5.0	DAE
						Total points:			74.7	<b>Comments &amp; Recommendations for Development Purpose:</b>  Being a regular board reviewer at MSU-GenSan and SPAMAST-Digos, explore the possibility of holding ABE Board Review also at VSU-Main Campus.	
<b>Total Over-all Rating</b>							<b>348.000</b>				
<b>Average Rating</b>							<b>4.971</b>				
Additional points:											
Approved additional points (with copy of approval) :											
<b>Final Rating</b>							<b>4.971</b>				
<b>Adjectival Rating</b>							<b>Outstanding</b>				

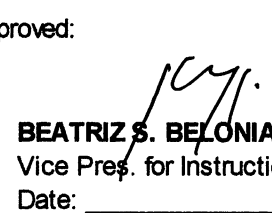
Evaluated and Rated by:

  
**ARTHUR T. TAMBONG, FPSAE**  
Head, DAE  
Date: \_\_\_\_\_

Recommending Approval:

  
**ROBERTO C. GUARTE, Ph.D.**  
Dean, CoEng  
Date: \_\_\_\_\_

Approved:

  
**BEATRIZ S. BELONIAS, Ph.D.**  
Vice Pres. for Instruction  
Date: \_\_\_\_\_



**VISAYAS**  
STATE UNIVERSITY

**OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION**

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Website: www.vsu.edu.ph

**Teaching Performance Evaluation by Students (TPES)**  
**Summary of Rating**  
**First Semester SY 2017-2018**

**Name of Faculty : Tambong, Arthur It.**  
**Dept of Agricultural Engineering**  
**Visayas State University**


Course No. & Descriptive Title		lab/ lec	Class Schedule		No. of Raters	RATING		% Evaluation Rating
						Num.	Adjec.	
AE 157	Water Mgmt. Engineering	Lec	10:00-11:00	TTh	20	5	0	94.12
AE 157	Water Mgmt. Engineering	Lab	10:00-01:00	M	20	5	0	95.88
AE 198	Res. Planning & Manuscript Prep.	Lec	08:30-10:00	TTh	18	5	0	91.76
Ave. Rating								93.92

Source: Results of Teaching Performance Evaluation by Students filed at OVPI

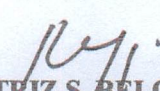
**Legend:**

1.00 – 1.49 Poor (P)  
1.50 – 2.49 Fair (F)  
2.50 – 3.49 Satisfactory (S)  
3.50 – 4.49 Very Satisfactory (VS)  
4.50 – 5.00 Outstanding (O)

Prepared By:

  
**LORNA B. ABAMO**  
Admin Aide IV, OVPI

Attested By:

  
**BEATRIZ S. BELONIAS**  
Vice President for Instruction

**Vision** : A globally competitive university for science, technology, and environmental conservation.  
**Mission** : Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.



REPORT OF THE COMMISSIONER OF THE GENERAL LAND OFFICE

TO THE HOUSE OF REPRESENTATIVES

IN RESPONSE TO A RESOLUTION PASSED BY THE HOUSE

ON APRIL 10, 1890

AND TO A RESOLUTION PASSED BY THE SENATE

ON APRIL 10, 1890

ON APRIL 10, 1890

RECEIVED  
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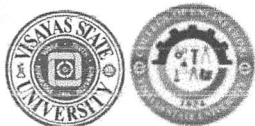


REPORT OF THE COMMISSIONER OF THE GENERAL LAND OFFICE  
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RECEIVED

JAN 17 1891



Visayas State University  
**College of Engineering**  
 Visca, Baybay City, 6521-A, Leyte, Philippines

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Prof. Engr. Arthur It. Tambong**

Performance Rating: **4.938 (O)**

**Aim:** Prof. Engr. Tambong as an effective and efficient implementor of the new OBEdized four (4) year degree program in Bachelor of Science in Agricultural and Biosystems Engineering (BSABE) as provided for in the new CMO 94, s. of 2017

### **Proposed Interventions to Improve Performance:**

**Note:** Prof. Engr. Tambong will be developed into an effective implementor of the new OBEdized four (4) year BSABE Program as his performance last year is 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 BSABE as provided for in CMO 94, s. 2017, and formulation of the new VSU BSABE Curriculum

### **Results:**

- Mastery on the provisions of CMO 94, s. 2017
- Mastery on the preparation of an OBTL Syllabus Course Content and Plan
- Preparation and submission of the new BSABE Curriculum proposal

**Date:** July 2018

**Target Date:** December 2018

### **Next Step:**

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


### **Outcomes:**

- Effective implementation of the offering of the new BSABE Program
- Increased enrolment of freshman students of the new Program
- Proper management of human resource, facilities, and equipment in the offering of the new BSABE degree program
- Preparation and submission of Research and Extension proposals in line with the new OBEdized BSABE Program

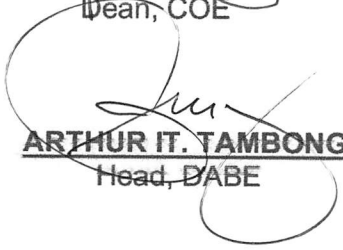
### **Final Steps/Recommendations:**

- Implement the new BSABE 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 BSABE Program

Prepared by:

  
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