

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **ELIZABETH M. SEBIOS**

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		4.88	
b. Students		3.69	
TOTAL for Instruction	40%	4.29	1.71
2. Research	30%	4.67	1.40
3. Extension	30%	4.33	1.30
4. Support Operations	0%	0.00	0.00
5. Administration	0%	0.00	0.00
TOTAL	100%		4.41

EQUIVALENT NUMERICAL RATING: 4.41

Add: Additional Points, if any: _____

TOTAL NUMERICAL RATING: 4.41ADJECTIVAL RATING: **Very Satisfactory**

Prepared by:

**ELIZABETH M. SEBIOS**

Name of Faculty

Reviewed by:

**MAGDALENE C. UNAJan**

Department Head

Recommending Approval:

**JANNET C. BENCURE**

College Dean

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Instruction

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ELIZABETH M. SEBIOS, a faculty member of the DEPARTMENT OF COMPUTER SCIENCE AND TECHNOLOGY commit to the delivery and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July - December, 2021.

Elizabeth M. Sebios
ELIZABETH M. SEBIOS
 Instructor I
 Date: March 7, 2022

Approved:
Magdalene C. Unajan
MAGDALENE C. UNAJOAN
 Department Head
 Date: March 10, 2022

Janet Q. Bencure
JANNET Q. BENCURE
 College Dean
 Date: March 11, 2022

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										
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Teaches subjects/courses assigned	15	15.85	5	5	5	5.00	Csci 150, Csci 153
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	10	5	5	5	5.00	CSci 122 (G011, G027), CS134 (G231), Esci126a (G246, G226) ESci126n (Y001,Y003,G242) CS 200.1 (GT09, GT12)
		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	1	10	5	5	5	5.00	CSci 122 (2) Esci 126(10)

		A12. Number of trainings attended related to instruction	Attends mandated trainings	1	1	5	4	4	4.33	Seminar/Lecture on Intellectual Property Rights Awareness and Commercialization of Technologies, CET Onboarding, Faculty On-boarding
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	8	5	5	5	5.00	CSci 150(2), CSci153 (2)
		A14. Number of quizzes administered and checked	Prepares and checks lesson assessments	6	6	5	5	5	5.00	CSci 150(10), Csci 153(18)
		A15. Number of lab reports and term papers checked and graded	Checks lab reports submitted as required	3	3	5	4	4	4.33	Csci 150 (5), CSci 153(3)
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to BSCS students	5	24	5	5	5	5.00	M.A. Plaza, R.J. Rivera, N.D. Queipo, E. Pagpaguitan, J. Pelesco, KC Razaga, Y. Pedrano, CA Ron, J Malayas, DC Nayre, JR Manlangit, CJ Pajal, CJ Manaog, P Pionela, CR Magdadaro, ML Pasamonte, GX Pastoril, D Fernandez, N Gabionza, EM Castillo, ERI Espanto, M Miranda, J Pasana, SJ Sebios

		A17. Number of students advised on thesis/ field practice/special problem:	Advises and corrects thesis proposal	1	4	5	5	5	5.00	Mikhail Lumanta, Daryl Piamonte, Clint Sumodobila, J Lourence San Jose
		A18. Number of students entertained for consultation purposes	Allots time to students seeking for consultation or advise.	10	150	5	5	5	5.00	Academic and thesis advisees, and course student advisories
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organization recognized by USSO							
		A20. Number of Student organizations assisted on student related activities	Assists student organization in implementing student related activities							
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line courseware developed and submitted :	Prepares and submits for review by the Technical Review Panel	2	4	5	5	5	5.00	Csci 122, CS134, Esci126a, Esci126n
		<i>On-line ready courseware</i>	<i>Prepares instructional module/laboratory guide/workbook or a combination thereof</i>	2	4	5	5	5	5.00	Csci 122, CS134, Esci126a, Esci126n
		<i>Supplemental learning resources</i>	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	2	9	5	5	5	5.00	Csci 150, Csci 153
		<i>Assessment tools</i>	<i>Prepares assessment tools such as long exam, quizzes, problems sets, etc.</i>	2	20	5	5	5	5.00	Csci 150, Csci 153
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the courseware duly reviewed by TRP for editing by MMDC editor	1	2	5	5	5	5.00	Csci 150, Csci 153

		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	2	5	4	4	4.33	Csci 150, Csci 153
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing the	Designs experiential learning							
									Total	78.00
									Mean	4.88
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. 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 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	1	4	5	5	4.67	Mobile-based Cacao Jackfruit P. palmivora disease recognizer

Total Over-all Rating	87.00	
Average Rating	4.63	
Adjectival Rating	"O"	

Average Rating	4.63
Additional Points:	
Punctuality	
Approved Additional	
FINAL RATING	4.63
ADJECTIVAL RATING	Outstanding

- ① very focused in teaching
- ② should write research and extension proposals.
- ③ should consider pursuing PhD CS studies very soon.

Evaluated & Rated by:

MAGDALENE C. UNAJOAN

Head, DCST

Date: March 10, 2022

Recommending Approval

JANNET C. BENCURE

Dean, CET

Date: March 11, 2022

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

Exhibit I


PERFORMANCE MONITORING FORM

Name of Employee: **ELIZABETH M. SEBIOS**

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 assigned subjects and performs other teaching related functions such as: prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grade sheets within prescribed period, makes him/herself available for student consultations during consultation hours, revises course syllabi, and approves manuscripts.	Very Satisfactory	July 2021	December 30, 2021	December 2021	Very Impressive	Outstanding	Very prompt in giving student feedback.
2	Attends meetings and performs functions as member of different committees of the department	Very Satisfactory	July 2021	December 30, 2021	July 2021 – December 2021	Impressive.	Outstanding	Needs to participate more during meetings.
3	Performs other functions	Very Satisfactory	July 2021	December 30, 2021	July 2021 – December 2021	Impressive.	Very satisfactory	Performs functions assigned.

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

Prepared by:


MAGDALENE C. UNA JAN
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ELIZABETH M. SEBIOS

Performance Rating: Outstanding

Aim: Encourage her to make research and extension proposal

Proposed Interventions to Improve Performance:

Date: July 2021

Target Date: One year from date of intervention

First Step:

Send her to training/seminar/workshop for a related field for research and extension.

Result:

Attendance in research and extension related trainings/seminars/workshops fora. This will
Expose her to these engagements and will motivate her to do research and be involved in
Research, Development, Extension and Innovation (RDEI) projects.

Date: Throughout the school year Target Date: End of the SY 2021-2022

Next Step:

Advise her to draft research proposal or extension project proposal.

- Outcome: RDEI project proposal
- Final Step/Recommendation:
- Instruct her to submit the RDEI proposal to OVREI for approval and possible funding.

- Prepared by:

MAGDALENE C. UNAAN

Unit Head

Conforme:

ELIZABETH M. SEBIOS

Name of Ratee Faculty/Staff