SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
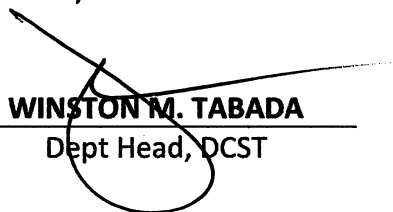
Name of Faculty Member: **Prof. WINSTON M. TABADA**

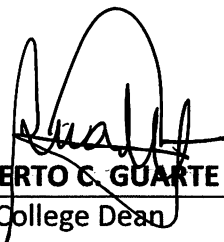| Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)	50%	5.00	2.50
b. Students (50%)	50%	4.25	2.13
TOTAL for Instruction	70%	4.63	3.24
2. Research	5%	4.87	0.24
3. Extension	5%		0.00
4. Support to Operations	10%	5.00	0.50
5 Administration	10%	5.00	0.50
TOTAL	100%		4.48

EQUIVALENT NUMERICAL RATING: 4.48
Add: Additional Points, if any: 0.20
TOTAL NUMERICAL RATING: 4.68

ADJECTIVAL RATING: **Outstanding**

Prepared by: Reviewed by:

WINSTON M. TABADA   **ROBERTO C. GUARTE**
Dept Head, DCST   College Dean

Recommending Approval

BEATRIZ S. BELONIAS
Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR) FORM

I, **Prof. WINSTON M. TABADA,** Department Head of the Department of Computer Science and Technology commit 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.**

WINSTON M. TABADA
Ratee

ROBERTO C. GUARTE
Dean, CoE

MFO No.	Description of MFO's/ PAPs	Success Indicators	Program/ Activities/ Projects	Tasks Assigned	Target	Details of Accomplish-ments	Quality	Efficiency	Timeliness	Average	Remarks
MFO1	Advanced Education Services										
		Pl 4. Number of graduate students advised/served as GAC member	Member of GAC	Critiquing MM Special Projects and Comprehensive Examination		2	5	5	5	5.0	Dargantes and Restor
									Total	5.0	
									Mean	5.0	
MFO 2	Higher Education Services (Relevant and quality tertiary education ensured to achieve inclusive growth)										
		PI 1. Number of FTE implemented	Teaching	Teaches Computer Science Subjects.	4	30.20	5	5	5	5.0	
		PI 5. Number of Academe/Industry Linkage established	Linkaging	Links with academe/industry/pro-fessional organizations	2	7	5	5	5	5.0	PHILNITS, DICT, Baybay-LGU, BNHS, EVFIT, GIZ, PSITE
		PI 6a. Number of students advised									
		On thesis/ practicum/ special problems	Improving students theses	editing and revising of students software and manuscripts as adviser, Thesis Coordinator and Dept. Head	20	30	5	5	5	5.0	
		On consultation	Mentoring on software development	Helps/mentors students develop skills in problem solving	80	300	5	5	5	5.0	CS students & non-CS students taking programming course
		PI 6b. No. of student organizations advised/ assisted									

		Student organizations assisted on student related activities	Acquaintance Party, Christmas Party, DCST /COE/VSU Anniversaries and other special events	Advise students organization on their roles of the aforementioned activities	5	7	5	5	5	5.0	Graduates Tribute party and encoding during the AACCUP accreditation of some programs in VSU were added to the regular activities
		PI 7. Number of instructional materials developed									
		New syllabi									
		New lab. manual									
		Revised Powerpoint lect. presentation (per course)	Improving existing powerpoint presentation	Revised the existing powerpoint presentation for the CS138 and CS139 courses.	2	3	5	5	5	5.0	
		On-line course lecture materials	Management and enhancement	Revised the CS138, CS 139 and CS199 online lectures	2	3	5	5	5	5.0	
		On-line course lab. materials	Management and enhancement	Revised the CS138 and CS 139 laboratory exercises	6	6	5	5	5	5.0	
		PI 8. Additional Outputs									
								Total		40.00	
								Mean		5.00	
MFO 3	Access of deserving but poor students to quality tertiary education increased										
MFO 4	Research Services (Higher education research improved to promote economic productivity and innovation)										
		PI 3. Number of research projects conducted and/or completed on schedule	Development of RDIMS	Design and implement the database, lead in the design and implementation of the systems' user interface	1	2	5	5	5	5.0	R&D Information Management System and Development and Evaluation of a WebGIS-based Campus Map (collaborative work with Eng'r. Bencure) - both are continuing
			Establishment of the Eastern Visayas University System (amalgamation)	Design and implement the centralized database for the 10 SUCS of the region for benchmarking and the development of a web application for data collection and academic analytics		₱3,349,440	5	5	5	5.0	VSU team members of the project are Pres. Etulin, Dr. Rgravoso, Prof. ALoreto and yours truly.
			Establishment of the VISERDAC	Served as the database developer and server administrator	1		5	5	5	5.0	

		PI 4. Number of research proposals submitted	Proposed the Establishing an Integrated Community-based Monitoring System (i-CBMS) for Baybay City project	Design and implement the database, lead in the design and implementation of the systems' user interface	1	1	4	5	5	4.7	The project is a research (development of the system) with extension (training brgy. Officials and students of CWTS on the encoding and generation of reports)
		PI 7. Amount of research money generated from institutional funding (Thousand PHP)			30	50	4	5	5	4.7	Excluding the salary of the programmer
		PI 8. Additional outputs									
									Total	24.33	
									Mean	4.87	
MFO 4	**Extension Services (Community engagement increased)**										
									Total points	0.00	
									Mean Rating		
MFO 5	**Support to Operations (STO)**										
MFO 5	**Support to Operations**	**PI 1.** Number of seminars/ trainings/conventions/ workshops coordinated for entire university									
		PI 2. Number of in-house seminars/trainings/ workshops/reviews conducted									
		PI 3. Additional outputs									
		Percent availability of the Instructors Performance Evaluation System (IPES)	System maintenance	Update and upgrade the system	100%	100%	5	5	5	5.0	This system is used by all VSU campuses : Main, Isabel, Villaba, Alangalang & Tolosa
		System administration of the College of Engineering Website	Content management	System administration and content management of the COE website	100%	100%	5	5	5	5.0	Working with some faculty and staff of the different departments of COE
									Total points	10.0	
									Mean Rating	5.00	
MFO 6	**General Adminis-tration and Support**	**PI 1.** Number of departments and/or service units supervised and monitored	Administration	Department head	1	1	5	5	5	5.0	DCST

Services (GASS)	PI 2. No. of management meetings conducted	Management	-do-	12		5	5	5	5.0	Regular and special meetings
	PI 3. Number of documents attended and served	Administration	-do-	1,000	1,500	5	5	5	5.0	Gradesheets, Registration Forms, Shifting Forms, Vouchers, etc
	PI 7. Number of office and laboratory equipment purchased	Management	-do-	20	38	5	5	5	5.0	Computers
	PI 8. Zero percent complaint from clients served	Management	-do-	100%	100%	5	5	5	5.0	100% no complaint
	PI 9. Additional Outputs									
	Attendance to Bidding as ICT TWG to both BAC 1 and BAC 2	Bidding and Award Committee	ICT TWG	100%	100%	5	5	5	5.0	
	Perform the jobs of ICT Supplies and Property Inspector	Supply and Property Office	ICT Inspector	100%	100%	5	5	5	5.0	
							Total points		35.0	
							Mean Rating		5.00	
Total Over-all Rating									**54.67**	
Average Rating									**4.97**	
Adjectival Rating									**Outstanding**	

Average Rating (Total Over-all rating divided by 4)		4.97
Additional Points:		
Punctuality	0.2	
Approved Additional points (with copy of approval)	0.1	
FINAL RATING		4.97
ADJECTIVAL RATING		

Comments & Recommendations for Development Purpose:

Evaluated & Rated by:

WINSTON M. TABADA
Dept./ Unit Head

Date: _____

Recommending Approval:

ROBERTO C. QUARTE
Dean/ Director

Date: _____

Approved by:

___**BEATRIZ S. BELONIAS**___
VP for Instruction

Date: _____

1- Quality   2 - Efficiency   3 - Timeliness   4 - Average

Exhibit L

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Prof. Engr. Winston M. Tabada**
Performance Rating: **4.78 (O)**

Aim: Prof. Engr. Tabada as an effective and efficient implementor of the new OBEdized four (4) year degree program in Bachelor of Science in Computer (BSCS) as provided for in the new CMO 25, s. 2015

Proposed Interventions to Improve Performance:
Note: Prof. Engr. Tabada will be developed into an effective implementor of the new OBEdized four (4) year BSCS Program as his 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 BSCS as provided for in CMO 25, s. 2015, and formulation of the new VSU BSCS Curriculum.

Results:
- Mastery on the provisions of CMO 25, s. 2015
- Mastery on the preparation of an OBTL Syllabus Course Content and Plan
- Preparation and submission of the new BSCS Curriculum proposal

Date: July 2018   **Target Date**: December 2018

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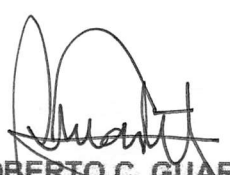- Monitor the implementation of the new BSCS Curriculum

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

Final Steps/Recommendations:
- Implement the new BSCS 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 **(CQI)** in the offering of the new BSCS Program

Prepared by:

ROBERTO C. GUARTE
Dean, COE

Conforme:

WINSTON M. TABADA
Head, DCST