SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
January – June 2022

Name of Faculty Member: **Raymond Jess G. Goliat**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		50 4.58x~~100%~~= ~~4.58~~ 2.29	
b. Students (50%)		$4.50 \times 50\% = 2.25$	
Total for Instruction	80%	~~4.58~~ 4.54	~~3.664~~ 3.632
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	15%	4.83	0.7245
4. Administration	5%	4.50	0.225
5. Production			
TOTAL			~~4.6135~~ 4.5815

EQUIVALENT NUMERICAL RATING: ~~4.61~~ 4.5815
Add: Additional Points, if any: 0.00
TOTAL NUMERICAL RATING: ~~4.61~~ 4.5815

ADJECTIVAL RATING: **Outstanding**

Prepared by:

RAYMOND JESS G. GOLIAT
Name of Faculty

Reviewed by:

CHARLIE S. ANDAN
Department Head

Recommending Approval:

JANNET C. BENCURE
Dean, CET

Approved:

BEATRIZ S. BELONIAS
Vice President, Academic Affairs

VISAYAS STATE UNIVERSITY

DEPARTMENT OF METEOROLOGY
1st Floor Annex Engineering Building
Visca Baybay City, Leyte 6521-A
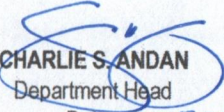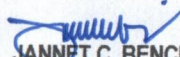Email Address: dmet@vsu.edu.ph
Website: www.vsu.edu.ph

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Mr. RAYMOND JESS G. GOLIAT, a faculty member of the DEPARTMENT OF METEOROLOGY 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 JANUARY 1 - JUNE 30, 2022.

Approved:

RAYMOND JESS G. GOLIAT	CHARLIE S. ANDAN	JANNET C. BENCURE
Instructor I	Department Head	College Dean
Date: 7-15-22	Date: 7-15-22	Date: 15 July 2022

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)
								Rating		
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								
		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							

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)
		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*							
	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*							

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 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	11.4	5	5	5	5.00	Handles 3 subjects
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline		3	5	4	4	4.33	Mete144; CSci135; ESci116n
		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		10	5	4	4	4.33	ESci 114 deferred grades last 1st Sem AY 2021-2022
		A12. Number of trainings attended related to instruction	Attend mandated trainings		2	5	4	4	4.33	CET Strategic Planning; TOS Preparation Workshop
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught		7	5	4	4	4.33	Mete144; CSci135; ESci116n
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab		14	5	4	4	4.33	Mete144; CSci135; ESci116n
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required		9	5	4	4	4.33	Mete144; CSci135; ESci116n
	PI 8: Number of students advised; *	A16. Number of students advised:	Acts as academic adviser to students							
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		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	Efficiency	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		3	5	5	4	4.67	GE, CE, Met
	PI 9: Number of student organizations advised/ assisted *	*A19. Number of Student organizations advised*	*Advises student organizations recognized by USOO*							
		A20. Number of Student organizations assisted on student related activities	*Assists student organizations in implementing student related activities*		1	5	4	4	4.33	MetSoc
	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	3	5	5	4	4.67	Mete144; CSci135; ESci116n
		Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	2	3	5	5	4	4.67	Mete144; CSci135; ESci116n
		Assessment tools	*Prepares assessment tools such as long exam, quizzes, problems sets, etc.*	10	21	5	5	4	4.67	Mete144; CSci135; ESci116n
		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	2	5	5	4	4.67	Mete144; CSci135
	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						4.51	
UMFO 3 . RESEARCH SERVICES										

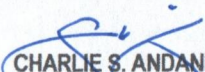| MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomp-lishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	PI 1. Number of research 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								
	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							

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)
									Rating	
		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										
	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	2	**2**	5	5	5	5.00	Baybay CENRO, DPST-PAGASA
	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	50	64	5	5	5	5.00	Project WAIS #WeatherWiser ver2.0 Webinar
	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	1	1	5	5	5	5.00	Project WAIS
	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	100%	100%	5	5	5	5.00	Project WAIS #WeatherWiser ver2.0 Webinar
	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								
	Consultancy	Consultant								
	Evaluator	Evaluator								

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 8. Percent of extension proposals approved *	A 43. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	1	1	5	5	4	4.67	Project WAIS
	PI 11. Additional outputs *	A 44. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		A 45. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal		1	5	4	4	4.33	VSU TC Bulletin for CMC
			Total points						4.83	
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 46. Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conform ity	1	4	4	4	4.00	CAR-22-037 – Late Submission of Grades
		A 47. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% complia nt						
		On program accreditations								
		On institutional accreditations								
			Total points						4.00	
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 % complai nt						

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)
	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		1	5	5	5	5.00	Channel News Asia interview on TC Agaton
		A 50.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
		Alternate dDRC of the department	Act as DRC of the department in the absence of the DRC		1	4	4	4	4.00	
			Total points						4.50	
	Total Over-all Rating								100.67	

Average Rating (Total Over-all rating divided by 4)	4.58	
Additional Points:		
Approved additional points (with copy of approval)		
FINAL RATING	4.58	
ADJECTIVAL RATING	0	

Comments & Recommendations for Development Purpose:

Be prompt and complete the assigned tasks on time.

Complete your masters degree program.

Evaluated & Rated by:
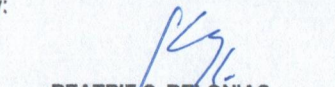
CHARLIE S. ANDAN
Department Head
Date: 7-15-22

Recommending Approval

JANNET C. BENCURE
College Dean, CET
Date: 15 July 2022

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date:

Exhibit I

PERFORMANCE MONITORING FORM
January – June 2022

Name of Employee: **Raymond Jess G. Goliat**

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: ESci 116n DIFFERENTIAL EQUATIONS Lec CLIMATOLOGY AND CLIMATE Mete 144 CHANGE Lec CSci 135 COMPUTER APPLICATIONS Lec & IN METEOROLOGY Lab	Meets class regularly (on line); Checked students' outputs. Submit grades to the Registrar's Office	At the start of the semester	January – June 2022	After midterm & after final as set by the University Registrar	Impressive	Satisfactory	Need more preparations in teaching the subjects, since this is new to the instructor. Should provide more hands-on activities (especially in coding or programming) and allow the students to present their work. This will make the class discussion more encouraging and livelier. Must submit TOS & TQ (Test Questionnaires) Must submit grades on time.
2	Attends department organized meeting.	Attendance during meeting and submit minutes of meeting being the department secretary.	Monthly	As scheduled	Every first Tuesday of the month and as scheduled and within a month for the minutes of meeting	Impressive	Satisfactory	Actively participating in the discussion during the meeting. Must submit the minutes of the meeting regularly.
3	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	January – June 2022	Within the semester	Impressive	Very Satisfactory	Very resourceful in developing IM's

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
			the semester					
4	Participate in activities of the department, college and university	Attendance to the activities	Within the semester	As scheduled	As scheduled	Very Impressive	Outstanding	None
5	Submits Minutes of the Meetings (regular, special and emergency) within considerable rime	Minutes of the meeting	Within the semester	Typically, as soon as possible after the meeting	Late	Needs Improvement	Satisfactory	Must submit the minutes of meeting as soon as possible after the meeting or few days before the next meeting to provide enough time for the review and correction process.
6	Assist the project leader in the implementation of the extension project of the department	Implementation of the Project WAIS together with the project leader	Within the semester	As scheduled in the proposal	As scheduled in the proposal	Very Impressive	Outstanding	None
7	Review and evaluate the developed instructional material (OBE, TOS, TS) 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	Late	Needs Improvement	Unsatisfactory	Be prompt in reviewing and evaluating TOS with TS

* 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
January – June 2022

Name of Employee: Raymond Jess G. Goliat
Performance Rating: _____

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
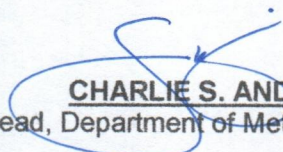
Exhibit L

Outcomes:

- Mr. Goliat as MS Meteorology degree holder to strengthen the Department Faculty Qualifications and the RDE Implementation
- Program compliance to accreditation
- Continuously perform his duties and responsibilities
- Draft and submit extension and research proposals aligned to his field of specialization
- Be able to attend relevant trainings and seminars aligned to his field of specialization

Final Steps / Recommendations:

- After finishing his MS Meteorology degree, Mr. Goliat will be encouraged to implement the Department's RDE Agenda. The DME Faculty Development Plan will also be revisited to align the schedule to pursue his study for the Degree of PhD in Agro-Meteorology.

Prepared by:

CHARLIE S. ANDAN
Head, Department of Meteorology

Conforme:

RAYMOND JESS G. GOLIAT
Faculty