

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Charis B. Limbo-Rivera (Assoc. Prof. 3)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	40	4.99	2.00
b. Students	40	4.86	1.94
Total for Instruction	80		3.94
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research	10	5.00	0.50
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	5	5.00	0.25
4. Administration	5	4.90	0.25
5. Production	-		
TOTAL	100		4.94

EQUIVALENT NUMERICAL  
RATING:

4.94

Add: Additional Points, if any:

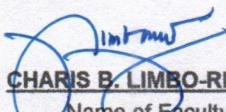
TOTAL NUMERICAL RATING:

4.94

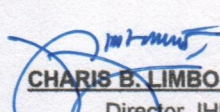
ADJECTIVAL RATING:

OUTSTANDING

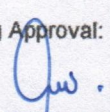
Prepared by:

  
**CHARIS B. LIMBO-RIVERA**  
Name of Faculty

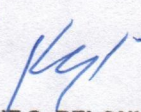
Reviewed by:

  
**CHARIS B. LIMBO-RIVERA**  
Director, IHK

Recommending Approval:

  
**BAYRON S. BARREDO**  
Dean, College of Education

Approved by:

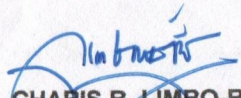
  
**BEATRIZ S. BELONIAS**  
VP for Academic Affairs

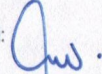


"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **CHARIS B. LIMBO-RIVERA**, a faculty member of the **INSTITUTE OF HUMAN KINETICS** commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July- December 2023**

  
**CHARIS B. LIMBO-RIVERA**  
 Assistant Professor II  
 Date: **JAN 19 2024**

Approved:   
**BAYRON S. BARREDO**  
 College Dean  
 Date: **JAN 19 2024**

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										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	0	1.5.	5	5	5	5.00	PhEd 211
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	0	18	5	5	5	5.00	M.Ed PE 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							



		<b>A4 . Number of students entertained for consultation purposes</b>	Entertains students seeking consultation with faculty	0	18	5	5	5	5.00	M.Ed Students
	<b>PI 9:</b> Number of instructional materials developed *	<b>A5 . Number of on-line ready coursewares developed and submitted for review</b>	Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	5	5	5	5.00	PhEd 211
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	1	5	5	5	5.00	PhEd 211 Powepoint Presentation/Learning Tasks/Activities
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	5	5	5	5	5.00	PhEd 211 Assessement Tasks/Learning Tasks
		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	1	1	5	5	5	5.00	PhEd 211
	<b>PI 10 . Additional outputs:</b>	<b>A 8. Other outputs implementing the new normal due to covid 19</b>	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9. Actual Faculty's FTE</b>	Handles and teaches courses assigned	2	7.95	5	5	5	5.00	PhEd 125, PrEd 200
		<b>A10 . Number of grade sheets submitted within prescribed period</b>	Prepares gradesheet and submits on or before deadline	2	3	5	5	5	5.00	PhEd 125, PrEd 200



		<b>A11. Number of INC forms with grade submitted within prescribed period</b>	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	2	2	5	5	5	5.00	PhEd students
		<b>A12. Number of trainings attended related to instruction</b>	Attend mandated trainings	2	3	5	5	5	5.00	ISO Awareness and Re-awareness Seminar, Training-Workshop on the Crafting of VSU Integrated High School Handbook, Training-Workshop on Curriculum and Instruction Review (Graduate School)
		<b>A13. Number of long examinations administered and checked</b>	Administers and checks long examination for subjects taught	2	6	5	5	5	5.00	PhEd 125, PrEd 200
		<b>A14. Number of quizzes administered and checked</b>	Prepares and checks quizzes for lec and lab	2	22	5	5	5	5.00	PhEd 125, PrEd 200 Learning tasks/ Assessment task
		<b>A15. Number of lab reports and term papers checked and graded</b>	Checks lab reports and term papers submitted as required							
	<b>PI 8: Number of students advised: *</b>	<b>A16. Number of students advised:</b>	<b>Acts as academic advisor to students</b>	0	18	5	5	5	5.00	Advisees
		<b>A17. Number of students advised on thesis/ field practice/special problem:</b>								
		<b>As SRC Chairman</b>	Advises, and corrects research outline and thesis/SP manuscript	0	5	5	5	5	5.00	Action Researches of PrEd 200 Students
		<b>As SRC Member</b>	Advises and corrects research outline and thesis/SP manuscript							



		<b>A18</b> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	14	334	5	5	5	5.00	Advisees, BPED, BCAED, M.ED, PhEd, SHS students
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19</b> . Number of Student organizations advised	Advises student organizations recognized by USOC	0	1	5	5	5	5.00	USSC
		<b>A20</b> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	5	18	5	5	5	5.00	Apprenticeship Culmination, Salingkusog 2023, EVCAA, National SCUAA, Regional SCUAA, BCAEd Acquaintance Program, SPED Day Camp, Sports Camp, Students-Led Community Outreach, Larong Pinoy, PASUC- Cultural, Student Teaching Culmination, Pinning Ceremony, Student Teaching Orientation, CE Days, Christmas Party, PhEd 13 Culmination, Paalam Night,
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21</b> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	4	5	5	5	5.00	PhEd 125, PrEd 200
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	4	5	5	5	5.00	PhEd 125, PrEd 200
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	16	5	5	5	5.00	PhEd 125, PrEd 200 powerpoint presentation, video clips, handouts
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	22	5	5	5	5.00	PhEd 125, PrEd 200 assessment tasks/learning tasks



		<b>A 23 :</b> Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	2	5	5	5	5.00	PhEd 125, PrEd 200
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> 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	0	3	5	5	5	5.00	BPEd and BCAEd PSV, BPEd COPC application
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0	5	5	5	5	5.00	LGU- Bunga, LGU-Guadalupe, LGU-Pangasugan, LGU-San Agustin, LGU-Baybay
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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							
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year							
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> 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							
		<i>In refereed int'l journals</i>		0	1	5	5	5	5.00	Lived Experiences of HOPE Teachers in the Implementation of
		<i>In refereed nat'l/regional journals</i>								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences							



		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	0	1	5	5	5	5.00	PA, Attitude and Motivation Toward PE of VSU Students
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> NO. of research-related awards (research conducted by faculty or student w/ faculty)								
		<b>A 33.</b> 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	0	1	5	5	5	5.00	Lived Experiences of HOPE Teachers in the Implementation of the HOPE Curriculum Model
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> 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	1	5	5	5	5	5.00	LGU- Bunga, LGU-Guadalupe, LGU-Pangasugan, LGU-San Agustin, LGU-Baybay
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	10	98	5	5	5	5.00	Internship 60, LSK 38
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implemetes duly approved extension projects	1	1	5	5	5	5.00	Langoy sa Kaluwasan



	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> 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	95%	100%	5	5	5	5.00	Internship and LSK Respondents
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor/ Sports Trainer		1	16	5	5	5	5.00	Varsity Players, Research Advisees
	Peer reviewers/Panelists	Peer reviewers/Panelists/ Coach		1	17	5	5	5	5.00	Varsity Players, Research Advisees, Peer-reviewer
	Resource Persons	Resource Persons/ Coach of Diff.Sports		1	1	5	5	5	5.00	AR
	Convenor/Organizer	Convenor/Organizer		1	16	5	5	5	5.00	Apprenticeship Culmination, Salingkusog 2023, EVCAA, National SCUAA, Regional SCUAA, SPED Day Camp, Sports Camp, Students-
	Consultancy	Consultant								
	Evaluator	Evaluator		0	2	5	5	5	5.00	CE Days, UISB
	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										



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 44. Compliance to all requirements of the QMS 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-conformity					
	A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools		100% compliant					
	On program accreditations								
	On institutional accreditations								
UMFO 6. General Admin. & Support Services									
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint					
PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							
	A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
		Organize a team IHKhuman relations in the institute fellowship/team building activity to enhance and strenghten	1	1	5	5	5	5.00	Team Building
		Number of sports facilities maintained	10	10	4	4	4	4.67	Lower and Upper Sports Facilities



		Approve permits of students, faculty/staff and agencies in the use of the sports	10	10	5	5	5	5.00	USSC, Varsity, BPED and BCAEd permits
		Submit budget propoals of sports program	2	2	5	5	5	5.00	Intramural games budget, SCUAA 2023 Budget, National SCUAA,
	<b>Total Over-all Rating</b>				204	204	204	204.667	
	<b>Average Rating</b>				4.98	4.98	4.98	4.99	
	<b>Adjectival Rating</b>								

Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.99
ADJECTIVAL RATING		Outstanding

Evaluated & Rated by:

**BAYRON S. BARREDO**

Immediate Head

Date: JAN 19 2024

Recommending Approval

**BAYRON S. BARREDO**

Dean, College of Education

Date: JAN 19 2024

Comments & Recommendations for Development Purposes

*Keep up the good work!*

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date: 01/19/24



## PERFORMANCE MONITORING FORM

Name of Employee: CHARIS B. LIMBO-RIVERA

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	Teach service M.Ed major subjects and BPED courses	Empower students to do regular physical activities through dance for health and fitness  Design physical activities to address the needs of students with disability in a class	August 2023	December 2023	December 2023	Very impressive	Outstanding	no failed students
2	Submit reports and other required documents:  * grade sheets * INC Forms * Submission of deferred grades	Timely submission of all the required documents to avoid delay in the processing	August 2023	December 2023	August to December 2023	Impressive	Outstanding	Tasks were done on time



	* Accomplishment report							
3	Prepare and utilize instructional materials; conducts mid-term, long exams, practical and final examinations; collected and checked students 'assignments and projects	Produce instructional materials in courses taught; be able to conduct all the required activities for student learning and evaluation	August 2022	December 2023	August to December 2023	Very impressive	Outstanding	Instructional materials must be updated regularly
4	Attend regular meetings, emergency meetings, institutional meetings	Up to date knowledge and information on the current status of the Institute, College and the University as a whole	August 2023	December 2023	August to December 2023	Impressive	Outstanding	Actual attendance/participation and online participation
5	Attend mandated and essential trainings/seminar/workshop	Faculty development and professional growth	August 2023	December 2023	August to December 2023	Impressive	Outstanding	Have attended
6	Develop student assessment and evaluation tool	Checking of student output and make a report grade)	August 2023	December 2023	August to December 2023	Impressive	Outstanding	Well-prepared



7	Student Consultation	Advise courses to be taken graduate M.Ed and BPED Advisees  Facilitates students in their completion of the course	August 2023	December 2023	August to December 2023	Impressive	Outstanding	Assisted students' concerns
8	Facilitated and supervised IHK activity	Coordinated with the proper conduct of related activities	August 2023	December 2023	August to December 2023	Impressive	Outstanding	Assigned task were accomplished
9	Advice and counsel USSC-Baybay Officers	Well-organized, capacitated and productive Officers	August 2023	December 2023	August to December 2023	Impressive	Very satisfactory	Conduct regular follow-up and meeting to ensure a well-organized council
10	Supervise and facilitated the screening of SCUAA documents of 300 athletes to participate in the Regional SCUAA	100% to qualify in the National Games	October 2023	October 2023	October 2023	Impressive	Very satisfactory	Double check documents
11	Organized the Regional SCUAA	Well-organized	July 2023	October 2023	October 2023	Impressive	Very satisfactory	Activity done very satisfactorily
12	Participated the Eastern Visayas Collegiate Athletic Association Meet Season 2	Well-participated	July 2023	November 2023	November 2023	Impressive	Very satisfactory	Very good participation

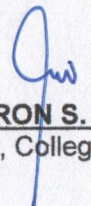


13	Participated and facilitated the Region VIII's participation to the national SCUAA	Well-facilitated	August 2023	September to October 2023	October 2023	Impressive	Very satisfactory	Very Good participation
14	Student consultation and graduate admission committee	Advise undergraduate on the requirements for graduation  Advise and coached graduate students in the requirement for taking the oral comprehensive examination Conduct a comprehensive exam to graduate students	August 2023	December 2023	August to December 2023	Impressive	Very satisfactory	Activity done very satisfactorily

\* Either very impressive, impressive, needs improvement, poor, very poor

\*\* Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

  
**BAYRON S. BARREDO**  
 Dean, College of Education