

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS  
July-Dec 2022**

Name of Faculty Member: **CHARLINDO S. TORRION**

| Program Involvement<br>(1)             | Percentage<br>Weight of<br>Involvement<br>(2) | Numerical Rating<br>(Rating x%)<br>(3) | Equivalent<br>Numerical<br>Rating<br>(2x3) |
|--|---|--|--|
| 16. Instruction                        |   |  |  |
| e. Head/Dean (50%)                     |   | $4.61 \times 50\% =$<br>2.305          |  |
| f. Students (50%)                      |   | $4.00 \times 50\% = 2$                 |  |
| Total for Instruction                  | 80%   | 4.305                                  | 3.444                                      |
| 17. Research                           |   |  |  |
| g. Client/Dir. for Research (50%)      |   |  |  |
| h. Dept. Head/Center Director<br>(50%) |   |  |  |
| Total for Research                     |   |  |  |
| 18. Extension                          |   |  |  |
| g. Client/Dir. for Extension (50%)     |   |  |  |
| h. Dept Head/Center Director (50%)     |   |  |  |
| Total for Extension                    | 20%   | 4.78                                   | 0.956                                      |
| 19. Administration                     |   |  |  |
| 20. Production                         |   |  |  |
| TOTAL                                  |   |  | 4.4  |

EQUIVALENT NUMERICAL RATING: 4.4  
 Add: Additional Points, if any: 0.00  
 TOTAL NUMERICAL RATING: 4.4

ADJECTIVAL RATING: **Very Satisfactory**

Prepared by:

Reviewed by:

**CHARLINDO S. TORRION**  
 Name of Faculty

**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**

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"Exhibit B"

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

I, MR. CHARLINDO S. TORRION, 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 July - December 2022.

Approved:

**CHARLINDO S. TORRION**

Instructor I

Date: 04 Jan 2023

**CHARLIE S. ANDAN**

Department Head

Date: 04 Jan 2023

**JANNET C. BENCURE**

College Dean

Date: 1/10/23

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



| MFO No. | Description of MFO's/PAPs                           | Success/ Performance Indicators (PI)  | Tasks Assigned  | Target | Actual Accomplishment | Rating  |            |            |         | REMARKS<br>(Indicators in percentage should be supported with numerical values in numerators and denominators) |
|---------|---|---|---|--------|-----------------------|---------|------------|------------|---------|--|
|         |   |   |   |        |                       | Quality | Efficiency | Timeliness | Average |  |
|         |   | 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                                 |        |                       |         |            |            |         |  |
|         |   | 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 Moodle 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                          |        |                       |         |            |            |         |  |



| MFO No.   | Description of MFO's/PAPs   | Success/ Performance Indicators (PI)                                    | Tasks Assigned   | Target | Actual Accomplishment | Rating  |            |            |         | REMARKS<br>(Indicators in percentage should be supported with numerical values in numerators and denominators) |
|---|---|---|--|--------|-----------------------|---------|------------|------------|---------|--|
|   |   |   |  |        |                       | Quality | Efficiency | Timeliness | Average |  |
| 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   |        |                       |         |            |            |         |  |
|   | 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     | 15.25                 | 4       | 5          | 5          | 4.67    | Handles 4 Major subjects   |
|   |   | A10. Number of grade sheets submitted within prescribed period          | Prepares gradesheet and submits on or before deadline  | 3      | 2                     | 4       | 4          | 4          | 4.00    | Math 131; Mete 134; Mete 141   |
|   |   | 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 |        |                       |         |            |            |         |  |
|   |   | A12. Number of trainings attended related to instruction                |  |        | 2                     | 5       | 5          | 5          | 5.00    | CET Strategic Planning; ICP South Workshop; OCD DRRM Planning Workshop   |



| MFO No. | Description of MFO's/PAPs                                 | Success/ Performance Indicators (PI)  | Tasks Assigned   | Target | Actual Accomplishment | Rating  |            |            |         | REMARKS<br>(Indicators in percentage should be supported with numerical values in numerators and denominators) |
|---------|---|---|--|--------|-----------------------|---------|------------|------------|---------|--|
|         |   |   |  |        |                       | Quality | Efficiency | Timeliness | Average |  |
|         |   | A13. Number of long examinations administered and checked                   | Administers and checks long examination for subjects taught              |        |                       |         |            |            |         |  |
|         |   | A14. Number of quizzes administered and checked                             | Prepares and checks quizzes for lec and lab                              |        | 8                     | 4       | 4          | 4          | 4.00    | Mete 111; Mete 131; Mete 147; Mete 152   |
|         |   | A15. Number of lab reports and term papers checked and graded               | Checks lab reports and term papers submitted as required                 |        |                       |         |            |            |         |  |
|         | PI 8: Number of students advised: *                       | A16. Number of students advised:  | Acts as academic adviser to students                                     |        | 12                    | 5       | 4          | 5          | 4.67    | BSMet 2  |
|         |   | 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           |        |                       |         |            |            |         |  |
|         |   | A18. Number of students entertained for consultation purposes               | Entertains students consulting on subject taught, thesis and grades      |        | 12                    | 4       | 5          | 4          | 4.33    | BSMet 3 taking Mete 134 and Mete 141   |
|         | PI 9: Number of student organizations advised/ assisted * | A19. Number of Student organizations advised                                | Advises student organizations recognized by USSO                         | 1      | 2                     | 5       | 5          | 4          | 4.67    | TARSIER Phils.; UISB   |
|         |   | A20. Number of Student organizations assisted on student related activities | Assists student organizations in implementing student related activities | 1      | 2                     | 5       | 4          | 5          | 4.67    | CET-SSC; VSU 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            |        |                       |         |            |            |         |  |



| MFO No.                           | Description of MFO's/PAPs   | Success/ Performance Indicators (PI)   | Tasks Assigned  | Target              | Actual Accomplishment | Rating  |            |            |         | REMARKS<br>(Indicators in percentage should be supported with numerical values in numerators and denominators) |
|-----------------------------------|---|--|---|---------------------|-----------------------|---------|------------|------------|---------|--|
|                                   |   |  |   |                     |                       | Quality | Efficiency | Timeliness | Average |  |
|                                   |   | On-line ready courseware   | Prepares Instructional module/laboratory guide/workbook or a combination thereof                            | 2                   | 2                     | 5       | 5          | 4          | 4.67    | Mete 111; Mete 131   |
|                                   |   | Supplemental learning resources  | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught | 2                   | 3                     | 5       | 4          | 5          | 4.67    | Math 131; Mete 134; Mete 141   |
|                                   |   | Assessment tools   | Prepares assessment tools such as long exam, quizzes, problems sets, etc.                                   | 10                  | 8                     | 5       | 4          | 4          | 4.33    | Mete 111; Mete 131; Mete 147; Mete 152   |
|                                   |   | 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 Moodle or Google Classroom   | 2                   | 2                     | 4       | 4          | 5          | 4.33    | Mete 147; Mete 152   |
|                                   | 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                          |                     |                       |         |            |            |         |  |
|                                   |   | A.28. Number of batches of examinees proctored for VSU CAT   | Validation of examinee's identity and proctoring the exam   |                     |                       |         |            |            |         |  |
|                                   |   |  |   | <b>Total points</b> |                       |         |            |            | 4.50    |  |
| <b>UMFO 3 . RESEARCH SERVICES</b> |   |  |   |                     |                       |         |            |            |         |  |
|                                   | 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                               |                     |                       |         |            |            |         |  |



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



| MFO No.                           | Description of MFO's/PAPs   | Success/ Performance Indicators (PI)   | Tasks Assigned  | Target | Actual Accomplishment | Rating  |            |            |         | REMARKS<br>(Indicators in percentage should be supported with numerical values in numerators and denominators) |
|-----------------------------------|---|--|---|--------|-----------------------|---------|------------|------------|---------|--|
|                                   |   |  |   |        |                       | Quality | Efficiency | Timeliness | Average |  |
|                                   |   | 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                                  |        |                       |         |            |            |         |  |
|                                   |   | A 37. Other outputs implementing the new normal due to covid 19  | Designs research related activities and other outputs to implement new normal   |        |                       |         |            |            |         |  |
|                                   |   |  | <b>Total points</b>   |        |                       |         |            |            |         |  |
| <b>UMFO 4. EXTENSION SERVICES</b> |   |  |   |        |                       |         |            |            |         |  |
|                                   | 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              | 1      | 1                     | 5       | 5          | 5          | 5.00    | Project LIGTAS-UPLB  |
|                                   | 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     | 200                   | 5       | 5          | 5          | 5.00    |  |
|                                   | 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          | 4          | 4.67    |  |



| MFO No.                              | Description of MFO's/PAPs   | Success/ Performance Indicators (PI)  | Tasks Assigned  | Target | Actual Accomplishment | Rating  |            |            |         | REMARKS<br>(Indicators in percentage should be supported with numerical values in numerators and denominators) |
|--------------------------------------|---|---|---|--------|-----------------------|---------|------------|------------|---------|--|
|                                      |   |   |   |        |                       | Quality | Efficiency | Timeliness | Average |  |
|                                      | 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                                  | 64     | 100                   | 5       | 4          | 5          | 4.67    |  |
|                                      | 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   |   |        |                       |         |            |            |         |  |
|                                      | 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      | 1                     | 5       | 5          | 4          | 4.67    | Project WAIS TC Bulletin for VSUCMC  |
|                                      |   |   | <b>Total points</b>   |        |                       |         |            |            | 4.78    |  |
| <b>UMFO 5. SUPPORT TO OPERATIONS</b> |   |   |   |        |                       |         |            |            |         |  |
|                                      | OVPI MFO 4. Program and Institutional Accreditation Services  |   |   |        |                       |         |            |            |         |  |



[illegible]



| MFO No.               | Description of MFO's/PAPs                            | Success/ Performance Indicators (PI) | Tasks Assigned | Target | Actual Accomplishment  | Rating  |            |            |         | REMARKS<br>(Indicators in percentage should be supported with numerical values in numerators and denominators) |
|-----------------------|--|--------------------------------------|----------------|--------|--|---------|------------|------------|---------|--|
|                       |  |                                      |                |        |  | Quality | Efficiency | Timeliness | Average |  |
| Total Over-all Rating |  |                                      |                |        |  |         |            |            | 87.67   |  |
|                       | Average Rating (Total Over-all rating divided by 19) |                                      | 4.61           |        | Comments & Recommendations for Development Purpose:<br><i>To finish his graduate studies in Ms Meteorology at UP Diliman</i> |         |            |            |         |  |
|                       | Additional Points:                                   |                                      |                |        |  |         |            |            |         |  |
|                       | Approved additional points (with copy of approval)   |                                      |                |        |  |         |            |            |         |  |
|                       | FINAL RATING   |                                      | 4.61           |        |  |         |            |            |         |  |
|                       | ADJECTIVAL RATING                                    |                                      | O              |        |  |         |            |            |         |  |

Evaluated & Rated by:

CHARLIE S. ANDAN  
Department Head  
Date: 04 Jan 2023

Recommending Approval

JANNET C. BENCURE  
College Dean, CET  
Date: 1/10/23

Approved by:

BEATRIZ S. BELONIAS  
Vice President for Academic Affairs  
Date: \_\_\_\_\_



**PERFORMANCE MONITORING FORM**  
**July – December 2022**

Name of Employee: **Charlindo S. Torrion**

| 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:  |   |           | Meets class regularly (face-to-face); Checked students' outputs. Submit grades to the Registrar's Office | At the start of the semester                                | July – December 2022        | After midterm & after final as set by the University Registrar | Impressive         | Satisfactory                    | Must submit TOS & TQ (Test Questionnaires), specifically Mete 147.<br><br>Must submit grades on time |
|          | Mete 111  | Introduction to Meteorology                   | Lec       |  |   |                             |  |                    |                                 |  |
|          | Mete 133  | Dynamic Meteorology I                         | Lec       |  |   |                             |  |                    |                                 |  |
|          | Mete 147  | Meteorological Research Methods               | Lec & Lab |  |   |                             |  |                    |                                 |  |
|          | Mete 152  | Weather Analysis and Forecasting Practicum II | Lab       |  |   |                             |  |                    |                                 |  |
| 2        | Attends department organized meeting.   |   |           | Attendance during meeting  | Monthly   | As scheduled                | Every first Tuesday of the month                               | Very Impressive    | Outstanding                     | Actively participating in the discussion during the meeting.   |
| 3        | Student advising  |   |           | Advised students especially academic advisees & also other students needing advice                       | Within the semester   | Within the semester         | Within the semester  | Very Impressive    | Very Satisfactory               | Pro-active in addressing students' concerns  |
| 4        | 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 the semester | July – December 2022        | Within the semester  | Impressive         | Very satisfactory               | Very resourceful in developing IM's  |
| 5        | Participate in activities of the department, college and university                             |   |           | Attendance to the I activities   | Within the semester   | As scheduled                | As scheduled   | Very Impressive    | Outstanding                     | None   |
| 6        | Implement the approved Project WAIS as the project leader                                       |   |           | Implementation of the Project  | Within the semester   | As scheduled in             | As scheduled in the proposal                                   | Very Impressive    | Outstanding                     | None   |



| 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   |
|----------|--|--|---------------------|-----------------------------|--------------------------|--------------------|---------------------------------|---|
|          |  | WAIS together with the project leader  |                     | the proposal                |                          |                    |                                 |   |
| 7        | Review and evaluate the developed instructional material (OBE, TOS, TQ) of all the subject offered this semester | Approved documents<br>Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015 | Within the semester | As scheduled                | As scheduled             | Impressive         | Very Satisfactory               | There is an improvement in the reviewing and evaluating process of TOS with TQ from the last semester |

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

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

Prepared by:

  
**CHARLIE S. ANDAN**  
 Head, Department of Meteorology



**EMPLOYEE DEVELOPMENT PLAN**  
**July – December 2022**

Name of Employee: **Charlindo S. Torrion**  
Performance Rating: **Outstanding**

**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