

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

JERRY D. IMBONG

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating (2x3)
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Faculty Head	100%	4.88 4.875	4.88 4.875
b. Students	0%		0.00
TOTAL for Instruction	90.95% 92.5%		4.39 4.64 4.509
2. Research	2.5%	5.00	0.13
3. Extension	2.5%	0.00	0.00
4. Production			
5. Administration/Other Services	5.0%	4.00	0.2
TOTAL			4.517 4.761 4.839

EQUIVALENT NUMERICAL RATING:

4.517
4.761 4.839

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.761
4.517 4.839

ADJECTIVAL RATING:

OUTSTANDING ~~VERY SATISFACTORY~~ OUTSTANDING

Prepared by:

JERRY D. IMBONG

Name of Faculty

Reviewed by:

JETT C. QUEBEC

Department Head

Recommending Approval:

MA. THERESA P. LORETO

Dean, CAS

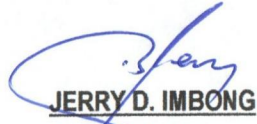
Approved by:


BEATRIZ S. BELONIAS


Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JERRY D. IMBONG, a faculty member of the DEPARTMENT OF LIBERAL ARTS AND BEHAVIORAL SCIENCES, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY-DECEMBER 2020.


JERRY D. IMBONG
 Asst. Prof. III
 Date:

Approved: 
JETT C. QUEBEC
 Department Head
 Date: 1-29-21


MA. THERESA P. LORETO
 College Dean
 Date: Feb. 18, 2021

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplish ment	Rating				REMARKS (Indicat in percentage sho be supported wit numerical values 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	N/A						
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	N/A						
		A3 . Number of students advised on thesis/special problem/dissertation		N/A						
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	N/A						
	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	N/A						

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	N/A						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	N/A						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	N/A						
		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	N/A						
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	N/A						
	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	N/A						
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	18 per semester	41.2	5	4	3	4.00	Ethics = 4, UTS = 4 , Intro to World Religions and Belief Systems = 1
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	10	10	5	5	5	5.00	Submission of Final Grades is on February
		A 11 . Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1	1	5	5	5	5.00	
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	1	3	5	5	5	5.00	Workshop-Training on Moodle online classes
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	20	20	5	5	5	5.00	Checked assessments in Module
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	30	32	5	5	5	5.00	checked learning tasks : assessments in Module
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	3	4	5	5	5	5.00	checked term papers for Ethics, UTS and Intro to World Religions
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic advisor to students	N/A						

		A17 . Number of students advised on thesis/ field practice/special problem:		N/A						
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	N/A						
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	N/A						
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	15	5	5	5	5.00	All consultations were done online
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO	N/A						
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	N/A						
	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	2	2	5	5	5	5.00	Ethics, Intro. to World Religions and Belief Systems
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	5	5	5.00	Ethics, Intro. to World Religions and Belief Systems
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	10	5	5	5	5.00	Created powerpoint presentations, gave real materials to students
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	10	5	5	5	5.00	Formulated exams, quizzes
		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	1	2	5	5	5	5.00	Ethics, Intro. to World Religions and Belief Systems
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	6	7	5	5	5	5.00	UTS = 4, Ethics 4, Intro to World Religions =
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								

		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	1	5	4	3	4.00	Was assigned to coordi with USO for Language Accreditation
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	N/A						
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	1	5	5	5	5.00	Moodle online classroom
UMFO 3 . RESEARCH SERVICES										$= 78/16 = 4.875$
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	1	1	5	5	5	5.00	Submitted 3 research proposals
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year	1	4	5	5	5	5.00	Four research articles published
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. 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	1	4	5	5	5	5.00	Four research articles published
		In refereed int'l journals		1	1	5	5	5	5.00	MST Review Journal
		In refereed nat'l/regional journals		1						
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences	2	0					
		In int'l fora/conferences		2	0					conferences were suspended due to covid pandemic
		In nat'l/regional fora/conferences		1	0					
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	2	3	5	5	5	5.00	Finished initial delibera with Mam Tabada
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								

		A 33. 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 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	N/A						
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	1	5	5	5	5.00	Prepared modules and other lms
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 36. 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	0	0	0	0	0.00	
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	N/A						
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implements duly approved extension projects	N/A						
	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 39. 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	N/A						
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries	N/A						
	Research Mentoring	Research Mentor		NONE						
	Peer reviewers/Panelists	Peer reviewers/Panelists		NONE						
	Resource Persons	Resource Persons		NONE						
	Convenor/Organizer	Convenor/Organizer		NONE						
	Consultancy	Consultant		NONE						
	Evaluator	Evaluator		NONE						

Average Rating (Total Over-all rating divided by number of entries)	4.91
Additional Points:	
Approved Additional points (with copy of approval)	
FINAL RATING	4.91
ADJECTIVAL RATING	OUTSTANDING

Comments & Recommendations for Development

Purpose: Prof. Imbong serves the department with enthusiasm and dedication. His expertise in the field Research contributes to the advancement of DLABS. A Docotrate degree is a welcome development.

Evaluated & Rated by:


JETT C. QUEBEC

Department Head

Date: 1-29-21

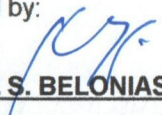
Recommending Approval


MA. THERESA P. LORETO

Dean, College of Arts and Sciences

Date: Feb. 18, 2021

Approved by:


BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 2/19/21

PERFORMANCE MONITORING FORM


Name of Employee: **Jerry D. Imbong**

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 two (3) courses subject (Ethics, UTS, Intro. to World religions & Belief Systems)	Quizzes, seatworks, group activities per course. Attendance sheets of the assigned classes, grade sheet per courses taught	August 2020	November 2020	December 2020	Impressive	Outstanding	Provide more student-centered activities to enhance collaborative learning
2	Assist students' concerns through students consultation	Clarified student concerns. Improved student performance	July 2020	August 2020	August 2020	Impressive	Outstanding	Utilize online platforms to enhance student communication
3	Prepares course syllabi updates	Approved course syllabus in Philo major subjects	July 2020	August 2020	August 2020	Impressive	Outstanding	Follow OBE format as prescribed
4	Submission of midterm and prepare final grades	Grades submitted to registrar	August 2020	December 2020	March 2020	Impressive	Outstanding	
6	Participate in all activities conducted by the department, college and the university	Attendance, participation in departmental and institutional activities	July 2020	December 2020	December 2020	Impressive	Outstanding	Participates actively in all activities
7	Perform other functions assigned by the Department head and university administrators	Fulfilled the tasks assigned in various committees.	July 2020	December 2020	December 2020	Impressive	Outstanding	Accomplished various tasks
8	Created Instructional Materials/Modules for the new normal	Printed modules/IMs	July 2020	June 2020	October 2020	Very Impressive	Outstanding	Two papers presented and one paper submitted for publication

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

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

Prepared by:


JETT C. QUEBEC
 Department Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JERRY D. IMBONG

Performance Rating: N/A

Aim: To continue and finish PhD in Philosophy at De La Salle University, Manila
To conduct researches and submit these to ISI, SCOPUS-indexed journals

Recommended to take study leave for one (1) year to finish his dissertation.

- enroll 9 units refresher courses at DLSU in preparation for the resumption of Graduate Studies
- To send at least two (2) research proposals to OVPRE
- To publish the output of these researches to ISI, SCOPUS-indexed journals

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities

Date: December 2020

Target Date: October 2021

First Step:

Apply for Relief Program at DLSU
Sent two research articles to Scopus-indexed journals and one research article to an international peer-reviewed journal.
Edited, revised and re-submitted one research article to an international journal.
Discussed with faculty members from DLABS the possibility of conducting collaborative research.

Outcome: An application letter for Relief Program was sent to DLSU-Philo Department. The application was approved on Feb. 2, 2021.

Date: January 8, 2021

Next Step: Enroll in refresher courses at DLSU


Outcome: NA

Final Step/Recommendation: NA

Prepared by:


JETT C. QUEBEC
Department Head

Conforme:


JERRY D. IMBONG
Name of Ratee/Faculty/Staff