

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS

Name of Faculty Member: Marcelo T. Abrera, Jr.

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
2. Instruction			
a. Head/Dean (50%)		2.46	
b. Students (50%)		2.10	
TOTAL for Instruction	85%	4.56	3.87
3. Research			
4. Extension			
5. Support to Operations	10%	5.00	0.50
6. Administration	5%	5.00	0.25
TOTAL			4.62

EQUIVALENT NUMERICAL RATING: 4.62

Add: Additional Points, if any: 0

TOTAL NUMERICAL RATING: 4.62

ADJECTIVAL RATING:

Outstanding
~~Very Satisfactory~~ *di*

Prepared by:

Reviewed by:

Marcelo T. Abrera, Jr.
MARCELO T. ABRERA, JR.
 Name of Faculty

E. G. Loreto
EPIFANIA G. LORETO
 Department Head

Recommending Approval:

Jannet C. Bencure
JANNET C. BENCURE
 Dean, CET

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS
 VP for Academic Affairs



VISAYAS
STATE UNIVERSITY



DEPARTMENT OF CIVIL ENGINEERING

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARCELO T. ABRERA, JR., a faculty member of the DEPARTMENT OF CIVIL ENGINEERING 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 to December 2022.

MARCELO T. ABRERA, JR.
Instructor
Date: 1/9/2023

Approved:
EPIFANIA G. LORETO
Department Head
Date: 1/9/2023

JANNET C. BENCURE
Dean, CET
Date: 1/10/2023

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										
OVPA 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 . <i>Number of students advised on thesis/special problem/dissertation</i>								
		<i>As GAC Chairman</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		<i>AS GAC Member</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4 . <i>Number of students entertained for consultation purposes</i>	<i>Entertains students seeking consultation with faculty</i>							
	PI 9: Number of instructional materials developed *	A5 . <i>Number of on-line ready coursewares developed and submitted for review</i>	<i>Converts the existing instructional materials into flexible learning systems</i>							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>							

		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:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPAAs UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	85	34.80	5	5	5	5	As of 2nd Semester, AY: 2021-2022

		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	6	5	5	5	5	
		A11 . 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	5	8	5	5	5	5	
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5	
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	8	5	5	5	5	
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	8	16	5	5	4	4.67	
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	1						None within the evaluation period
	PI 8: Number of students advised: *	A16. Number of students advised:	<i>Acts as academic advisor to students</i>							
		A17 . Number of students advised on thesis/ field practice/special problem:								

		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	7	7	5	4	4	4.33	
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	2	2	5	5	4	4.67	
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	45	45	5	5	5	5	
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO	1						None within the evaluation period
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1						None within the evaluation period
	PI 10: Number of instructional materials developed *	A 21 : Number of instructional materials were developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	2	3	5	5	5	5	

		Flexible Instructional Materials	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	2	5	5	5	5	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	7	8	5	5	5	5	
		A 23 : 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	2	2	5	5	5	5	
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	3	5	5	5	5	
	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	5	5	5	

		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1						None within the evaluation period
		<u>A 26.</u> 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	
UMFO 3 . RESEARCH SERVICES										
	<u>PI 1.</u> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<u>A27.</u> 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							
	<u>PI 2.</u> Number of research outputs completed within the year *	<u>A 28.</u> Number of research outputs completed within the year *	Conducts and completes research oroject within the year							
	<u>PI 3.</u> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<u>A 29.</u> 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>								
		<i>In refereed nat'l/regional journals</i>								

	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 scientific fora/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>		1						None within the evaluation period
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	50%						None within the evaluation period
	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							

		A 35. 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 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							
	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	1						None within the evaluation period
	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	1						None within the evaluation period
	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							

	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							
	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 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	50%						None within the evaluation period
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
UMFO 5. SUPPORT TO OPERATIONS										
OVPAAs 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	zero non-conformity	5	5	5	5	
		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							
		On program accreditations		100% compliant	100% compliant	5	5	5	5	
		On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	Zero % complaint	5	5	5	5	
	PI 3: Additional Outputs	A 47. Number of Administrative/ financial documents acted			89	5	5	5	5	
		A 48. Number of Offices and personnel supervised and monitored			8	5	5	5	5	

		A 49. Number of Administrative and management meetings			28	5	5	5	5	
		A 50. Number of external agencies with direct			2	5	5	5	5	
		A 51. Number of ISO-aligned documents for at least 1 core process			5	5	5	5	5	
		A 52. Number of best practices/ innovations implemented			1	5	5	5	5	
		A 53. Number of new infrastructure projects monitored and inspected			6	5	5	5	5	
		A 54. Number of infrasture under repair/ renovation inspected			2	5	5	5	5	
		A 54. Number of infrasture plans executed			2	5	5	5	5	
		A 55. Number of systematic documentations of project and report progress			5	5	5	5	5	
		A 56. Number of Site Development Plans Created			5	5	5	5	5	
		A 57. Number of Detailed Engineering Designs Created			5	5	5	5	5	
		A 58. Number of Project Cost Estimate Created			5	5	5	5	5	

		A 59. Number of Project Proposal DPWH concurrence facilitated			2	5	5	5	5	
		A 60. Number of Project Proposal Geo-Hazard Certificate facilitated			10	5	5	5	5	
		A 61. Number of Project re-design addressed			2	5	5	5	5	
		A 64. Number of Project Development Consultations with end-users facilitated			5	5	5	5	5	
	Number of Performance Indicators Filled-up					36				
	Total Over-all Rating					178.67				
	Average Rating					4.96				
	Adjectival Rating					Outstanding				

Comments & Recommendations for Development Purposes:

He needs to finish his thesis for MS

Evaluated & Rated by:

E. G. Loreto
EPIFANIA G. LORETO
 Department Head
 Date: *1/9/2023*

Recommending Approval:

J. C. Bencure
JANNET C. BENCURE
 Dean, CET
 Date: *1/10/2023*

Approved by:

D. O. Ferraren
DILBERTO O. FERRAREN
 Vice President for Planning
 Resource Generation,
 and Auxiliary Services
 Date:

B. S. Belonias
BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date: *1/12/2023*

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **MARCELO T. ABRERA JR.**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished/ submitted	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1.	Preparation of OBE Syllabus	OBE Syllabus for CEng courses handled	August 2022	September 2022	September 6, 2022	Impressive	Very satisfactory	Submitted syllabus for all courses assigned
2.	Preparation of Teaching Manual/Student Learning Guide	Teaching Manual /Student Learning Guide for courses handled	August 2022	September 2022	In progress	Impressive	Very satisfactory	Prepared teaching manuals
3.	Preparation of Power Point	Power Point for CEng courses handled	August 2022	Within the semester	Within the semester	Impressive	Outstanding	PowerPoints were presented during classes
4.	Preparation of TOS	TOS with exam	September 2022	Within the semester	Within the semester	Impressive	Satisfactory	Submitted TOS for Midterm Exam
5.	Consultation with students (academic advising)	Consultation log book	During enrollment	After enrollment	After enrollment	impressive	Outstanding	Must submit record

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

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

Prepared by:

E. G. Loreto
Epifania G. Loreto
 Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Marcelo T. Abrera Jr.
Performance Rating: 4.62 (Very Satisfactory)

Aim: Engr. Marcelo T. Abrera, Jr. as an effective and efficient implementor of the new OBE-dized four (4) year BSCE degree program and the department's RDE Agenda

Proposed Interventions to Improve Performance:

Date: January 2022 Target Date: June 2022

First Step:

A re-orientation on the Outcomes-Based Education principles, provisions of the new Policies, Standards, and Guidelines in the offering and implementation of the new BSCE curriculum as provided for in CMO 92, s. 2017 will be done. He should likewise attend trainings, conferences, and conventions to strengthen his competencies and qualifications.

Result:

The faculty was able to prepare and submit Outcomes-Based (OBE) Teaching and Learning (OBTL) Syllabus in accordance to the minimum requirements provided by the CMO 92, s. 2017 and the university. Also, the faculty was able to implement OBE in all his subjects.

Date: July 2022 Target Date: December 2022

Next Step:

The faculty will continue to implement the newly approved BSCE curriculum.


Outcome:

An effective implementation of the BSCE curriculum. Research and extension proposals will be prepared and submitted.

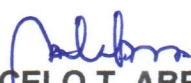
Final Step/Recommendation:

Engr. Abrera upon completion of his master's degree can help in the full implementation of the BSCE curriculum. He can also help in the attainment of the program outcomes by helping in the conduct of regular Continuous Quality improvement.

Prepared by:


EPIFANIA G. LORETO
Unit Head

Conforme:


MARCELO T. ABRERA JR.
Name of Ratee Faculty/Staff