

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Mr. Daniel C. Lor*

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction		1004/7	
a. Head/Dean (100%) b. Students (0%)		4.604 4.7 0.00	0
TOTAL for Instruction	75%	4.60 4.7	3.45-3.53
2. Research	0%	0.00	0.00
3. Extension	5%	4.60 5₺	0.23 , 25
4. Administration & Support to Operation	20%	4.60 4.41	0.92 , 88
5. Production	0%	0.00	0.00
TOTAL			4.60 4.66 B

^{*}Department Head, July-Dec 2020

FOUIVAL	FNT	NUMERI	CALR	ATING:
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4.60 4.64 A

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.60 4.66

ADJECTIVAL RATING:

Outstanding

Prepared b

Reviewed by:

DANIEL CLOR

Faculty & Head, DMet

ROBERTO C. GUARTE

Dean, CET

Recommending Approval:

ROBERTO C. GUARTI

Dean, CET

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs







DEPARTMENT OF METEOROLOGY

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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, DANIEL C. LOR, faculty and head of the Department of Department of Meteorology, College of Engineering & Technology, 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.

DANIEL C. LOR

ROBERTO C. GUARTE

College Dean Date: 20 Jan 2021

- Rating Equivalents: 5 Outstanding 4 Very Satisfactory 3 Satisfactory
- 2 Fair
- 1 Poor

MFO No.	Succee/Portormanco Indicator (DI)	Task Assigned	Actual Accomplishments		Rating				Remark (Details of the targetted					
& PAPS				Task Assigned		Details of Accomplishments	Q ¹	E ²	T ³	A ⁴	output indicators with **)	% weight		
MFO 1	ADVA	NCED	EDUCATION SERVICES (20%)											
	OVPI	MFO	1. Graduate Degree Program Management Services								Not yet applicable			
	1		 Percentage of graduate school faculty engaged in research work blied in any of the following: 	Dept. Head & Faculty			- 9					4%		
		a.	pursuing advanced research degree program (Ph.D) *									.,,		
		b.	basic and applied scientific research, policy research social science research)											
		10	producing technologies for commercialization or livelinood whose research resulted in an extension program											
	OVPI N		2. Graduate Student Management Services								Not yet emplicable			
		-	tage of graduate students enrolled in research degree programs *	Dept. Head & Faculty							Not yet applicable	2%		
	PI 2: Pe	ercen	tage of accredited graduate programs *	Dept. Head & Faculty								2%		

MFO No.	Success/Performance Indicator (PI)	Task Assigned		Actual plishments		Ra	iting		Remark (Details of the targetted	
& PAPS	ouccessi circinance mandator (11)	rackrootgiica	Target	Details of Accom- plishments	Q ¹	E ²	T ³	A ⁴	output indicators with **)	% weight
	PI 3: Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty								2%
	PI 4: Total FTE coordinated, implemented & monitored*	Dept. Head & Faculty								2%
	PI 5: Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty								2%
	PI 6: Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty		,						2%
	PI 7: Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty								2%
	PI 8: Number of graduate students advised *	Dept. Head & Faculty								2%
	PI 9: Number of instructional materials developed *	Dept. Head & Faculty								
	On-line ready courseware									
	Flexible instructional materials									
	Assessment tools									
	PI 10: Number of virtual classrooms created and operationalized									
MFO 2	HIGHER EDUCATION SERVICES (50%)									
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams	Dept. Head & Faculty							Not Applicable	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty							Not Applicable	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty							Not Applicable	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty							Not Applicable	2.5%

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MFO No.	Success/Performance Indicator (PI)	Task Assigned	Addompholinicity		Raf		Rat		Rating		Remark (Details of the targetted output indicators	
& PAPS	ouccessification and all the management of the	rusk Assigned	Target	Details of Accom- plishments	Q ¹	E ²	T ³	A ⁴	output indicators with **)	% weight		
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	8	16.35	5.0	5.00	5.00	5.0	Teaches: PhSc 119; PhSc 118 &	20%		
	PI 8: Number of students advised: *	Dept. Head & Faculty										
	On thesis/ field practice/special problem									1%		
	No. of approved manuscript submitted within prescribed period									1%		
	On consultation		20	50.00	5.0	5.0	5.0	5.0	BS Met Students and other students on online	0.5%		
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty										
	Student organizations advised		1	1.00	4.0	5.0	5.0		MetSoc	1.25%		
	Student organizations assisted on student related activities		1	1.00	5.0	5.0	5.0	5.0	On line GA of MetSoc	1.25%		
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty							Title and name of faculty	10%		
	On-line ready courseware	Dept. Head & Faculty	1	3.00	4.0	4.0	5.0	4.3	Teaching Manual			
	Flexible instructional materials	Dept. Head & Faculty	1	3.00	5.0	5.0	4.0		on PhSc 118 Astronomy (for Science Teachers);			
	Assessment tools	Dept. Head & Faculty	1	3.00	4.0	5.0	5.0		PHSc 119 (Meteorology) &			
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	1	3.00	4.0	5.0	4.0	4.3	ESci 114			
	PI 11: Additional Outputs	Dept. Head & Faculty						37.7	= 4.7125			
MFO 3	RESEARCH SERVICES (10%)											

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4.0												
MFO No.		T1. A:	Actual Accomplishments		Accomplishments		Rating			Rating Remark (Details the targetted		
& PAPS	Success/Performance Indicator (PI)	Task Assigned	Target	Details of Accom- plishments	Q ¹	E ²	T ³	A ⁴	output indicators with **)	% weight		
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty							needs project titles	2%		
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty							needs project titles	2%		
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty	1	of teaching	the su	adjusting with the new mode the subjects to the students, of concentrate in making the journal			LAND COVER CHANGE DETECTION IN ORMOC CITY, PHILIPPINES USING SATELLITE REMOTE SENSING AND GIS			
	In refereed int'l journals									1.50%		
	In refereed nat'l/regional journals									0.50%		
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty							title of paper, what for a/conference, where and when			
	In int'l fora/conferences									1.50%		
	In nat'l/regional fora/conferences									0.50%		
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	1	Not able to engrossed	in mak					0.5%		
	PI 6. Additional outputs*	Dept. Head & Faculty										
	faculty)									1.50%		

MFO No.	Success/Performance Indicator (PI)	Task Assigned	1	Actual plishments		Rating			Remark (Details of the targetted	
& PAPS	Success/Performance mulcator (P1)		Target	Details of Accom- plishments	Q ¹	E ²	T ³	A ⁴	output indicators with **)	% weight
MFO 4	EXTENSION SERVICES (10%)									
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	Dept. Head & Faculty	1	2	5.0	5.0	5.0	5.0	Phil. Meteorological Scieity; National Aeronotics and Space Administration South/Southeast Asia Research	2.0%
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty							30 pax with 2 days of training (8 hours	2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty							Youth attending the Conference on Weather & Climate	2%
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	Dept. Head & Faculty								1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty								1%
	Research Mentoring									
	Peer reviewers/Panelists									
	Resource Persons									
	Convenor/Organizer									
	Consultancy									
	Evaluator									
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty								0.5%
	PI 11. Additional outputs *	Dept. Head & Faculty								
	No. of extension-related awards (extn. conducted by faculty or student & faculty)								γ.	1.5%

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MFO No.	Constant (Day for many on the disease (DI)	Task Assigned		ctual plishments		Ra	nting		Remark (Details of the targetted	
& PAPS	Success/Performance Indicator (PI)	Task Assigned	Target	Details of Accom- plishments	Q ¹	E ²	T ³	A ⁴	output indicators with **)	% weight
MFO 5	Support to Operations									
	OVPI MFO 1. Faculty Development Services		1							
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty								0.625%
	OVPI MFO 2. Faculty Recruitment/Hiring Services									
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty								0.125%
	OVPI MFO 3. Faculty Evaluation Services									
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty								0.25%
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty				1				0.25%
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	80%	N	o TPE	S result	s yet			0.75%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty	1	2.00	4.0	4.0	5.0	4.3	Webinars	0.25%
	PI 7: Additional outputs *	Dept. Head & Faculty								
	Number of faculty/staff awards/honors received related to operations support									0.25%
	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*	Dept. Head & Faculty	1	1.00	4.0	5.0	4.0	4.3	Zero non- conformity (No NC)	2.50%
MFO 6	General Admin. & Support Services (GASS)									
	PI 1. Submission of College/Department PPMP for the following year within	Dept. Head	1	1.00	5.0	4.0	5.0	4.7		1%
	Pl 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	1	No complaiin	4.0	5.0	5.0	4.7		2%
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	1	2.00	4.0	5.0	4.0	4.3		

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MFO No.	Success/Performance Indicator (PI)	Task Assigned		Actual plishments		Ra	ating		Remark (Details of the targetted	
& PAPS		rask Assigned	Target	Details of Accomplishments	Q ¹	E ²	T ³	A ⁴	output indicators with **)	% weight
	conducted to ensure attainment of department targets**	Dept. Head	3	3.00	4.0	5.0	4.0	4.3		
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	2	6.00	4.0	5.0	4.0	4.3		
	PI 3: Additional Outputs	Dept. Head & all faculty & staff						30.9 7	= 4.414	
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *								explain here briefly why consider said department practice can be considered as a best practice	2%
Total Over-a	all Rating	-						73.7		
Average Ra	ating (Total Over-all rating divided by 16)	4.604		Comments	& Rec	ommen	dation	for Dev	elopment Purpose:	
Additiona	l Points:			Mr. L	or	12 0	bine	g ve	ry good	
		4.604		as h	eac	10 d	the	e de	epartment	
FINAL RAT				assign	me	nts.	How	ever.	he needs	
ADJECTIVA	AL RATING	Outstanding]	to fir	ish	NH	MS	Dei	gree. He sh	puld
Evaluated &	Rated by:	Recommending Appr	oval:	begu	ven.	to c	Approv	red by:	eropment Purpose: ery good epartment hx teaching he needs grae. He shi his MS dogn	æ.
ROBERTO Dean, CET Date: 26	24 2021	ROBERTO C. GUAR Dean, CET Date: 20 an 20						resident,	ELONIAS Academic Affairs	

1- Quality

2- Efficiency 3- Timeliness 4- Average

To indicate in the remarks column the details of the targetted outputs for easy review and calibration.

No percentage weight for ranking purposes since these are activities only expected to be performed at the department level

PERFORMANCE MONITORING & COACHING JOURNAL July-December 2020

1st Q U A R R T E R

Name of Office: Department of Meteorology

Head of Office: ROBERTO C. GUARTE

Number of Faculty: 1 Faculty (DC Lor) Signature:

Date: 20 Jan 2021

		MECHANI	SM		
Activity Monitoring	Meet	ing	Memo	Others (Pls.	Remarks
	One-on-One	Group	Memo	specify)	
I. MONITORING					
Monitoring of the submission of the Instructional Materials and Outcomes-Based Syllabus for the flexible learning produced by the faculty in the department.	Reminded heads to strictly monitor the production of the instructional materials including the outcomesbased syllabus for the flexible learning	Included in the ManCom and College wide meeting (Google / Zoom meeting)		Email to the department heads	Instructional materials were in the learning hub for distribution to students c/o OVPSAS. Copy of the instructional material and syllabus are available at OIMD.
Monitoring whether the faculty in the department are effectively delivering their classes based on the Outcomes-Based	Reminded heads to strictly monitor the delivery of classes during this flexible time for learning	Included in the ManCom and College wide meeting (Google / Zoom meeting)		Email to the department heads	Department heads gave their feedbacks in this new mode of learning.

		MECHANI	SM		
Activity Monitoring	Meet	ing	Memo	Others (Pls.	Remarks
	One-on-One	Group	Memo	specify)	
Syllabus for the flexible learning					
Monitoring in the submission of the OPCR / IPCR	Reminded heads for the submission of OPCR / IPCR using the template cascaded to the colleges then to the departments.	Included in the ManCom and College wide meeting (Google / Zoom meeting)			OPCR/ IPCR submitted to OVPPRGAS.
Monitoring of attendance of the faculty and staff in the department	Reminded heads to monitor the attendance of the faculty and staff in their respective departments.	Included in the ManCom and College wide meeting (Google / Zoom meeting)			Daily time log sheet is used to monitor the attendance of the faculty and staff including the head of the department.
Monitoring as to the preparedness for the ISO internal audit including the surveillance external audit.	Reminded DC Lor, that DMet should be prepared for the ISO internal audit and the external audit.	Included in the ManCom and College wide meeting (Google / Zoom meeting)			DMet was internally audit for ISO. The department is compliant and is continually preparing for the external audit.

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by

ROBERTO C. GUARTE
Dean, College of Engineering & Technology

Noted by:

BEATRIZ S. BELONIAS VP, Academic Affairs