

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Rating Period: JULY-DECEMBER 2024

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. Head (50%)		4.18 x 50% = 2.090	
b. Students (50%)		5.00 x 50% = 2.500	
TOTAL for Instruction	75%	4.59	3.443
2. Research	10%		
a. Client/Director for Research			
b. College Dean/Center Director		4.33 x 10% = 0.433	0.433
TOTAL for Research			
3. Extension	10%		
a. Client/Director for Extension			
b. College Dean/Center Director		3.73 x 10% = 0.373	0.373
TOTAL for Extension			
4. Production			
5. Administration/Other Services	5%	4.07 x 5% = 0.204	0.204
TOTAL	100%		4.452

EQUIVALENT NUMERICAL RATING: 4.452

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.452

ADJECTIVAL RATING:

VERY SATISFACTORY

Prepared by:

JERRY D. IMBONG

Name of Faculty

Reviewed by:

AL FRANJON M. VILLAROYA

Department Head

Recommending Approval:

GLENN G. PAJARES

Dean, CAS

Approved by:

ROTACIO S. GRAVOSO

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 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 2024

JERRY D. IMBONG

Asst. Prof. III

Date: 1/2/25

Approved:

AL FRANJON M. VILLAROYA

Department Head

Date: 1/3/25

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	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										
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI MFO 3. Higher Education Management Services										
	PI 6: Number of programs accredited	A 1. Number of programs accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	1.00	4	4	4	4.00	Library holdings for the AB Philo. Program
	PI 10: Total FTE, coordinated, implemented and monitored *	A 2. Actual Faculty's FTE	Handles and teaches courses assigned	18	31.65	5	5	5	5.00	9 units Gen. Ed. (Ethics), 6 units AB Philo courses (Phlo 109 & Phlo 119)
	PI 11: Number of new revised curricular proposals submitted	A 3. Number of new revised curricular proposals submitted	Contributes to the submission of a new revised curricular proposals	1	1.00	4	4	4	4.00	Participated in the College curriculum review

	PI 13: Percentage of courses offered with approved course syllabi	A 4. Percentage of courses offered with approved course syllabi	Teaches subjects with approved course syllabi	100%	100.00	4	4	4	4.00	Ethics, Phlo109, and Phlo119 (15 units)
	PI 14: Percentage of courses offered with IMs	A 5. Percentage of courses offered with approved IMs	Teaches subjects with approved IMs	100%	100.00	4	4	4	4.00	Ethics and Phlo109 and Phlo 119 (15 units)
	PI 15: Number of Instructional Materials approved	A 6. Number of Instructional Materials approved	Prepares and submits IMs for review and approval	1	1.00	4	4	4	4.00	Phlo 109
	PI 16: Percentage of courses offered with final grades submitted within the allowable period	A 7. Percentage of courses offered with final grades submitted within the allowable period	Submits grade sheets within allowable period	100%	100.00	4	4	4	4	100% submitted on time
	PI 18: Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)	A 8. Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)		75%	100.00	5	5	5	5.00	100% outstanding
	PI 19: Additional Outputs	A 9. 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							
	PI 19: Additional Outputs	A 10. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	2	4	4	4	4.00	Ethics = 7, Phlo109 = 1
		A 11. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	24	24	4	4	4	4.00	24
		A 12. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	42 term papers	42	4	4	4	4.00	42
		A 13. Number of Student organizations advised	Advises student organizations recognized by DSO							
		A 14. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	NA						

					AVERAGE				4.18	
UMFO 3 . RESEARCH SERVICES										
	PI 1: Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A 15. 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	3	5	5	5	5.00	1 research proposal approved by DA and 2 research proposals under review by DOST-PCAARRD
	PI 2: Number of research outputs completed within the year *	A 16. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	1	4	4	4	4.00	"Liberation Theologies and Critical Pedagogy"
	PI 3: Number of research outputs presented in regional/national/ int'l fora/conferences	A 17. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora/conferences	1	2	5	5	5	5.00	
		<i>a. International</i>		1	1	4	4	4	4.00	International Conference on "Resisting Intellectual Imperialism and Epistemic Violence" UP Diliman, online November 9-10, 2024
		<i>b. National</i>		1	1	4	4	4	4.00	PUP Social Justice Lecture Series, Dec. 2, 2024, online
		<i>c. Regional or Institutional Conferences</i>								
	PI 7: Amount of research money obtained from external sources	A 21. Amount of research money obtained from external sources	Requests for research money from external sources	5M	P10,000.000	4	4	4	4.00	P10M under review by DOST-PCAARRD
					AVERAGE				4.33	
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 (MOUs/MOAs)	A 32. 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	4	4	4	4.00	Total = 2. one with MASIPAG and one with DepEd
	PI 2: Number of trainees weighted by the length of training	A 33. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	2	0	3	3	3	3.00	pending. waiting for MOA and budget from OVPREI
	PI 3: Number of extension programs and projects	A 34. Number of extension programs and projects		1	2	5	5	5	5.00	pending. waiting for MOA and budget from OVPREI

	PI 4: Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	A 35. Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses	50	0	3	3	3	3.00	pending. waiting for MOA and budget from OVPREI
	PI 5: Number of technical/expert services rendered	A 36. Number of technical/expert services rendered as/in:	Provides the technical and expert services requested by beneficiaries	2	0	3	3	3	3.00	pending. waiting for MOA and budget from OVPREI
		<i>a. Peer reviewer of journal/book</i>		1	1	4	4	4	4.00	Aguipo Journal of Global South
		<i>b. Review of research and extension proposal</i>		1	2	5	5	5	5.00	DOST-PCAARRD funded
		<i>c. Resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, facilitator)</i>		1	1	4	4	4	4.00	Climate Justice, IFI Diocese of Biliran
	PI 6: Number of extension proposals submitted	A 37. Number of extension proposals submitted	Prepares extension project proposals and submits for review	1	2	5	5	5	5.00	2
	PI 7: Number of extension proposals approved	A 38. Number of extension proposals approved	Follow ups submitted and reviewed extension proposals	1	2	5	5	5	5.00	2
	PI 8: Number of extension proposals implemented	A 39. Number of extension proposals implemented	Implements duly approved extension projects	1	0	3	3	3	3.00	pending. waiting for MOA and budget from OVPREI
	PI 9: Number of extension outputs presented in int'l, national, regional or institutional conferences	A 40. Number of extension outputs presented in:	Prepares, submits and presents extension paper in conferences	2	0	3	3	3	3.00	pending. waiting for MOA and budget from OVPREI
		<i>a. International</i>		1	0	3	3	3	3.00	
		<i>b. National</i>		2	0	3	3	3	3.00	pending. waiting for MOA and budget from OVPREI
		<i>c. Regional or Institutional Conferences</i>		0	0					

	PI 10: Number of extension activities conducted	A 41. Number of extension activities conducted	Conducts extension program activities	1	0	3	3	3	3.00	pending. waiting for budget and MOA from OVPREI
					AVERAGE				3.73	
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 1. Faculty Development Services									
	PI 7: Number of trainings, seminars, and conferences attended	A 50. Number of training, seminars, and conferences attended (international, national, regional/institutional)	Attends training, seminars, and conferences attended (international, national, regional/institutional)	1	0	3	3	3	3.00	1
		International		1	1	4	4	4	4.00	International Conference on "Resisting Intellectual Imperialism and Epistemic Violence" UP Diliman, online November 9-10, 2024
	OVPI MFO 3. Registration Services									
	PI 9: Percentage of students enrolled and validated within the registration period	A 51. Percentage of students enrolled and validated within the registration period	Validates students within the registration period	NA						
	PI 10. Number of students advised during the registration period	A 52. Number of students advised during the registration period	Acts as academic adviser	20	27	5	5	5	5.00	27
	OVPI MFO 4. Curricular Program Management Services									
	PI 12: Number of IMs reviewed by the DIMRC	A 53. Number of IMs reviewed by the DIMRC	Submits IMs for review	1	0	3	3	3	3.00	
	PI 13: Number of course syllabi and TOS reviewed and approved	A 54. Number of course syllabi and TOS reviewed and approved	Submits course syllabi and TOS for approval	2	2	4	4	4	4.00	Filipino philosophy and Advanced Philosophy of the Human Person
	PI 21: Additional outputs	A 62. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	15	27	5	5	5	5.00	27
UMFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES										
	PI 3: Number of committee meetings conducted	A 67. Number of committee meetings conducted	Acts as committee chairman	1	2	5	5	5	5.00	
	PI 4: Number of routinary documents acted	A 68. Number of routinary documents acted	Signs documents	2	2	4	4	4	4.00	

	<u>PI 5:</u> Number of requests acted	<u>A 69.</u> Number of requests acted	Approves requests	1	1	4	4	4	4.00	
	<u>PI 9:</u> Percentage of submitted DTR within 20 days after the last day of the month	<u>A 73.</u> Percentage of submitted DTR within 20 days after the last day of the month	Submits DTR within 20 days after the last day of the month	75%	100%	5	5	5	5.00	
	<u>PI 10:</u> Percentage of complaints, if any, addressed on time	<u>A 74.</u> Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)	100%	100%	4	4	4	4.00	
	<u>PI 12:</u> Percentage of monthly accomplishment report submitted	<u>A 76.</u> Percentage of monthly accomplishment report submitted	Submits monthly accomplishment report	75%	75%	4	4	4	4.00	
	<u>PI 14:</u> Percentage budget utilization (GAA)	<u>A 78.</u> Percentage budget utilization (GAA)		100%	100%	4	4	4	4.00	
	<u>PI 15:</u> Percentage budget utilization (STF)	<u>A 79.</u> Percentage budget utilization (STF)		100%	100%	4	4	4	4.00	
	<u>PI 17:</u> Additional Outputs	<u>A 80.</u> Number of meetings attended	Attends meetings (departmental/institutional)	3	6	3	3	3	3.00	6
					AVERAGE				4.07	
		Average Rating (Total Over-all rating divided by number of entries)						Comments & Recommendations for Development Purpose: Continue to be of help to the department by performing your tasks and functions in instructions, research, innovation, and extension.		
	Additional Points:									
	Approved Additional points (with copy of approval)									
	FINAL RATING									
	ADJECTIVAL RATING									

Evaluated & Rated by:

AL FRANJON M. VILLAROYA

Department Head

Date: 1/3/25

Recommending Approval

GLENN G. PAJARES

Dean, College of Arts and Sciences

Date: JAN 24 2025

Approved by:

ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: JAN 30 2025

PERFORMANCE MONITORING & COACHING JOURNAL

✓	1st	Q U A R T E R
✓	2 nd	
	3 rd	
	4th	

Name of Office: Dept. of Philosophy & Social Sciences

Head of Office: Al Franjon M. Villaroya


Number of Personnel: 27 (15 regular faculty & staff; 11 part-time faculty; 1 job order admin staff)

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring The monitoring of faculty was done through classroom observations conducted during the 1 st semester, SY 2024-2025.		The Department Head together with a DPC member conducted the classroom observations and conducted meetings relative thereto.			Faculty and staff attendance are monitored through biometrics and logbook. They reminded to use appropriate teaching strategies and classroom management to improve performance in instruction.
Coaching Mr. Beljun P. Enaya	Mr. Enaya was called to explain his reaction to the TPES results in the 2nd semester Sy 2023-2024. Mr. Enaya said that he could not exactly point out the reason for an “S” remark on				The faculty concerned was informed of the TPES results of the 2 nd semester, SY 2023-2024 and was given advice and reminders.


	<p>his one 1 class. Accordingly, he said it is probably that the class who gave him the S remark found it hard to catch up with the discussion, since he gave equal expectations to all his classes.</p> <p><i>The Head advised Mr. Enaya to understand that VSU students are heterogenous.</i></p>				
--	---	--	--	--	--

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

Conducted by:


AL FRANJON M. VILLAROYA
 Immediate Supervisor

Noted by:


GLENN G. PAJARES
 Next Higher Supervisor

(July-December 2024)

[illegible]

		Abelardo, Gella Mae					
PI 4. Student Advising and Consultation Services Coordinated	Assists students through academic advising to college students	Mr. Al Franjon Villaroya Dr. Glenn Pajares Mr. John Martin Diao Dr. Guiraldo Fernandez, Jr. Dt. Jerry Imbong	July - December 2024	✓	✓		The faculty provided interventions for the improvement of the students' performance
PI 5. Number of instructional materials developed/revised and utilized	Develops/revises instructional materials (Syllabus and Table of Specifications)	All faculty members	August-December	✓	✓		Followed the format prescribed by the university
PI 6. Number of grade sheets submitted on prescribed period	Assesses students and submits grades to measure students' performance	All Faculty Members	December		✓		Due for submission at the end of semester
MFO3. Research Services							
PL2. Number of Articles Published in Peer Reviewed Journal	Submits articles for publication	Dr. Jerry D. Imbong			✓		Published in international and national/local peered journals
MFO5, Extension Services							
PI 5. Number of Extension Projects Conducted	Serves as project leader and component leaders	Mr. Errol Fernandez Mr. Al Franjon Villaroya Mr. John Martin Diao Dr. Bethlehem Ponce Ms. Angelie Genotiva Mr. Dean Ruffel Flandez Dr. Glenn Pajares Mr. Beljun Enaya Dr. Guiraldo C. Fernandez	July-December 2024	✓	✓		1. Capacity Building of Intro to Philosophy of the Human Person 2. Saving Minamanwa: An Initiative to Preserve Minamanwa and the Mamanwa Indigenous Knowledge System and Practices 3. STEPS – A Student and Teacher Enhancement Project for the Seminaries in Leyte
MFO 5. Support to Operations	Participates in all activities conducted by the department, college and the university	Faculty and Staff	July-December	✓	✓		Participated actively in all activities
PI 4. Number of in-house seminars/trainings/works hops/reviews conducted/attended	Attends/participates to trainings	All Faculty & Satff	July-December	✓	✓		Faculty and staff actively participated in

	Performs other functions assigned by the head, dean and the university	Faculty and Staff	July-December 2024	✓	✓		Performed other functions duly assigned to the faculty and staff
MFO 6. General Administration and Support Services (GASS)							
PI 1. Number of rooms, and surroundings maintained/cleaned	Supervises in the maintenance of building facilities; cleans dept classrooms and surroundings	Mr. Aldrin Palermo Mr. Cirilo Alipar, Jr.	July-December 2024	✓	✓		
PI 3. Number of hours spent on monitoring	Spends one (1) hour per week or 40 hours per year in monitoring on in logging in/out, and on classes handled by DPSS faculty".	Dr. Al Franjon Villaroya DPC Members	July-December 2024	✓	✓		
PI 4. Number of hours spent on coaching	Spends 1 hour per month or 5 hours per year in coaching (by individual/group)	Dr. Al Franjon M. Villaroya	July-December 2024	✓	✓		
	Conducts regular meeting with DLABS staff/faculty at least six (6) times a year	Dr. Al Franjon M. Villaroya	July-December 2024	✓	✓		
PI 5. Number of hours spent on performance tracking	Assigns the faculty members faculty workload and/or work assignments	Dr. Al Franjon M. Villaroya	August 2024	✓			
PI 7. Number of documents attended and served	Signs and approves request letter, grade sheets, syllabi, and other pertinent documents	Dr. Al Franjon M. Villaroya	July-December 2024	✓	✓		
PI 8. Zero percent complaint from client served	Zero complaints from clients served	All Faculty and Staff	July-December 2024	✓	✓		no valid complaints
PI 9. Number of applicants screened and recommended	Screens and recommends applicants for 2 nd sem 24-25	Head & Department Personnel Committee	December 2024		✓		
P9 Additional Outputs							
Number of documents prepared and submitted on time	Preparation and submission of office requests and recommendations, faculty workload reports, Daily Time Record (DTR), leave	Administrative Staff	July-December 2024	✓	✓		Actual accomplishments meets targets

	application, cash advance and reimbursement, procurement, contracts, appointments, payroll, class roster, grade sheet, and other documents.						
--	---	--	--	--	--	--	--

Prepared by:


AL FRANJON M. VILLAROYA
 Department Head

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 3 courses in GE (Ethics), and 2 courses in Phlo109 and Phlo119	Quizzes, seatworks, group activities per course. Attendance sheets of the assigned classes, grade sheet per courses taught	August 2024	November 2024	December 2023	Impressive	Outstanding	Provide more student-centered activities to enhance collaborative learning
2	Assist students' concerns through student consultation	Clarified student concerns. Improved student performance	August 2024	December 2024	December 2024	Impressive	Outstanding	Utilize online platforms to enhance student communication
3	Revised course syllabi for Phlo109 and Phlo119	Revised and updated course syllabi	July 2024	August 2023	July 2023	Impressive	Outstanding	Follow prescribed LMs
4	Submission of midterm and prepare final grades	Grades submitted to the registrar's office	August 2024	October 2024	December 2023	Impressive	Outstanding	Submitted ahead of deadline
6	Participate in all activities conducted by the department, college and the university	Attendance, participation in departmental and institutional activities	June 2024	December 2024	December 2024	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 2024	December 2024	December 2024	Impressive	Outstanding	Accomplished various tasks

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

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

Prepared by:


AL FRANJON M. VILLAROYA
 Department Head

EMPLOYEE DEVELOPMENT PLAN**Name of Employee: JERRY D. IMBONG**

Performance Rating:

AIM: To enroll in Ph.D. in Theology (full online classes) at Ateneo de Davao University
To publish dissertation into a book
To write learning guide/modules for Climate Justice and Ecofeminism
To create a training module for the *Training on Philosophical Research* intended for AB Philosophy students
To submit two research proposals to OVPRE
To submit one extension project to OVPRE for possible implementation

To submit one (1) extension program proposal to OVPRE

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

Date: January 2024

Target Date: December 2024

Step/s:

- a) Advised Dr. Jerry Imbong to enroll in PhD Theology program of Ateneo de Davao University (ADDU)
- b) Advised Dr. Jerry Imbong to make LG/Module on Phlo 128 (Climate Justice) and Phlo 126 (Ecofeminism)
- c) Advised Dr. Jerry Imbong to revise his manuscript on Mindanawon/Lumad Philosophy upon the recommendations and suggestions of the reviewers from Aletheia Publications
- d) Gave Dr. Jerry Imbong the task of creating a training module on *Training on Philosophical Research*
- e) Advised Dr. Jerry Imbong to write an extension proposal and research proposals and submit it to OVPRE for deliberation and approval

RESULT:

Prepared by:


AL FRANMON M. VILLAROYA
Department Head

Conformee:


JERRY D. IMBONG
Name of Ratee/Faculty/Staff



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

Second Semester AY 2023-2024

Name of faculty: IMBONG, JERRY D.

Department: Dept. of Philosophy and Social Sciences

College: College of Arts and Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Numerical	Adjectival	
Phlo 111	EXISTENTIALISM AND PHENOMENOLOGY, HERMENEUTICS AND POST MODERNISM	LEC	5.00	Outstanding	100.0%
Phlo 11	ETHICS	LEC	5.00	Outstanding	100.0%
Phlo 11	ETHICS	LEC	5.00	Outstanding	100.0%
Phlo 11	ETHICS	LEC	5.00	Outstanding	100.0%
Phlo 11	ETHICS	LEC	5.00	Outstanding	100.0%
Phlo 11	ETHICS	LEC	5.00	Outstanding	100.0%
Phlo 11	ETHICS	LEC	5.00	Outstanding	100.0%
Average Rating			5.00	Outstanding	100.00%

Source: Results of Teaching Performance Evaluation by Students filed at IEO

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory (S)

3.50 – 4.49 Very Satisfactory (VS)

4.50 – 5.00 Outstanding (O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: 11-06-2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: 11-11-2024

Received by:

IMBONG, JERRY D.

Name and Signature of Faculty

Date: 11/6/24

Distribution of copies: IEO, College, Department, Faculty (all in original signature)

