

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**


Name of Faculty Member: CHARIS B. LIMBO

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		4.77x 50%	2.39
b. Students (50%)		5 x 50%	2.5
TOTAL for Instruction	100%	4.89	4.89
2. Research	0%		0
3. Extension	0%		0
4. Administration	0%		0
5. Production			0
TOTAL			4.89

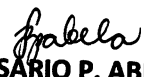
EQUIVALENT NUMERICAL RATING: 4.89  
 Add: Additional Points, if any: \_\_\_\_\_  
 TOTAL NUMERICAL RATING: 4.89

ADJECTIVAL RATING: Outstanding


Prepared by:

  
**CHARIS B. LIMBO**  
 Name of Faculty

Reviewed by:

  
**ROSARIO P. ABELA**  
 Department Head

Recommending Approval:

  
**ALELI A. VILLOCINO**  
 Dean/ Director

Approved by:

  
**BEATRIZ S. BELONIAS**  
 Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, CHARIS B. LIMBO, of the VISAYAS STATE UNIVERSITY-LABORATORY HIGH SCHOOL 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, 2018.

  
**CHARIS B. LIMBO**  
Ratee

Approved:   
**ROSARIO P. ABELA**  
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishments	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>Advanced &amp; Higher Education Services:</b> Education Services as Laboratory High School of the College of Education	FTE								
	• TL	Teaching	12.75	54.9	5	5	4	5	PEHMA 8, PEHMA 9, PrEd 200
	Number of Instructional Materials Developed/Revised and Utilized:								
	❖ Revised syllabi within the year		2	2	5	5	5	4	PEHMA 8, PEHMA 9
	❖ Teaching Aid (PowerPoint/visual aids/etc)		2	2	5	5	5	4.67	PEHMA 8, PEHMA 9
	Student Advising and Consultation Services:								
	❖ Number of organizations advised		3	3	5	5	5	4.67	Dance Club, Section-Sapphire, Sports Club
	❖ Number of student-related activities assisted		3	11	5	4	5	5	Parents' Consultation, Acquaintance party, Induction of Officers, Parent's Consultation, Parent-Teachers' Conference, Honors' Program, Intramural Games, Cluster Meet, City Meet, Buwan ng Wika, Christmas Party
Average Rating					5	4.80	4.80	4.67	
<b>Support to Operation to the College of Education</b>	Instructional Services								
	❖ No. of Field Study Students Assisted								
	Other services								

	❖ Other services provided to VSU activities and other agencies		1	4	5	5	5	4	Member, Cleanliness, Greening and Beautification Sports Coordinator Member, DTE Uniform Committee Member, University Uniform Committee
STO									
Personal development and welfare support	Trainings / Seminars / Conferences Attended:		1	3	5	5	5	4	Training-Workshop on Presenting Research Results, Workshop on Logical Framework, Refresher course in coaching and officiating
	❖ Approved or Conducted by DepED								
	Other services								
	Average Rating				5	5	5	4	
Administrative functions & other special assignments	Special Assignments from Office of the Principal								
	Performs registrar functions such as keeping and updating students forms, VSULHS Entrance Examination assisted, Attendance to meetings called by the principal to improve the school sitae, committee assignments, and other special assignments	Attendance to meetings called by the principal, to improve the school site, committee assignments, Class Coordinator	90%		5	5	4	5	
Average Rating					5	5	4	5	
Total Over-all Rating					5	4.93	4.60	4.56	

Average Rating (Total Over-all rating divided by 4)		4.77	Comments & Recommendations for Development Purpose: <i>He is very much willing to work beyond office hours. Congratulations for your commendable work performance.</i>
Additional Points:			
Approved Additional points (with copy of approval)			
FINAL RATING		4.77	
ADJECTIVAL RATING		Outstanding	

Evaluated & Rated by:

*R. Abela*  
**ROSARIO P. ABELA, ED.D**  
 Dept/Unit Head

Date: \_\_\_\_\_

Recommending Approval:

*A. Villocino*  
**ALELI A. VILLOCINO, ED.D.**  
 Dean/Director

Date: \_\_\_\_\_

Approved by:

*B. Belonias*  
**BEATRIZ S. BELONIAS, PH.D.**  
 Vice President

Date: \_\_\_\_\_

1 – Quality    2 – Efficiency    3 – Timeliness    4 – Average

**PERFORMANCE MONITORING FORM**Name of Employee: **CHARIS B. LIMBO**

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	Teach PEHMA 8	Deliver quality learning to Junior students.	July 2018	January 2019	May 2019	Very Impressive	Outstanding	
2	Teach PEHMA 9	Deliver quality learning to Junior students.	July 2018	January 2019	May 2019	Very Impressive	Outstanding	
3	Revise Grade 8 course outline	OBE syllabus that addresses the needs of the learners	July 2018	June 2019	May 2018	Very Impressive	Outstanding	
4	Revise Grade 9 course outline	OBE syllabus that addresses the needs of the learners	July 2018	June 2019	May 2018	Very Impressive	Outstanding	
5	Develop PowerPoint presentation in PEHMA 8 and PEHMA 9	A more comprehensive and activity- based ppt. presentation.	July 2018	May 2019	May 2019	Very Impressive	Outstanding	
6	Develop evaluation and assessment tools to rate students' performance	Collect projects, assignments, check, develop rubrics to assess students in performance based task and creating games or activities that	July 2018	May 2019	May 2019	Very Impressive	Outstanding	

		enhances their physical, health, music and arts literacy competencies.						
7	Submit reports and other requirements	Submit DTR, submit grade sheets	July 2018-May 2019			Very Impressive	Outstanding	
8	Organize school activities for Junior High school	Organize Cluster Meet, City Meet, Intramural Games	July 2018	December 2018	December 2018	Very Impressive	Outstanding	
9	Assists school activities for Junior High School	Assist in checking attendance/ monitoring of students in activities like Conference with Parents, Acquaintance Party, Buwan ng Wika, Intramurals (Students & Faculty), English Month, CAT Presentation Program, English Culmination, Christmas Program	July 2018	December 2018	December 2018	Very Impressive	Outstanding	
10	Assist University Activities	Coach VSU varsity team	August 2018	July 2019	July 2019	Very Impressive	Outstanding	
11	Attend Seminars, International Conferences and Trainings	In-depth Training Workshop on Presenting Research Results	July 2018 to December 2018			Very Impressive	Outstanding	
12	Supervise BSED student teachers (Student Teaching Supervisor)	Mentor and supervise the student teachers in handling and managing the class	August 2018	December 2018	December 2018	Very Impressive	Outstanding	

13	Train Student Teacher ( Cooperating Teacher)	Mentor student teacher in handling a class	August 2018	December 2018	December 2018	Very Impressive	Outstanding	
14	Sports Coordinator	Facilitate students' participation in different athletic events	August 2018	May 2019	May 2019	Very Impressive	Outstanding	

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

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

Prepared by:

  
**ROSARIO P. ABELA**  
Unit Head

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dr. Charis B. Limbo

Performance Rating: Very Satisfactory

Aim: To write a research proposal and submit to OVPRE for funding.

Proposed Interventions to Improve Performance:

Date: June 2018

Target Date: July 2018 – December 2018

First Step:

Attend seminar on Research Proposal writing.

---

Result:

Write a research proposal for endorsement to OVPRE.

Date: \_\_\_\_\_

Target Date: \_\_\_\_\_

Next Step:

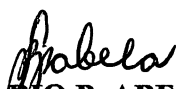
Decrease teaching load in order to engage in research and produce new IM's.

Outcome: A better schedule that will allow time for research and instruction.

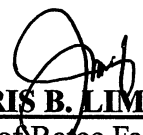
Final Step/Recommendation:

---

Prepared by:

  
**ROSARIO P. ABELA, Ed.D.**  
Unit Head

Conforme:

  
**CHARIS B. LIMBO, Ed.D.**  
Name of Ratee Faculty/Staff