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RESEARCH AND DEVELOPMENT CENTER

RESEARCH UTILIZATION
(Based on the 2022-2023 Research Findings and Recommendations)

UNIT	TITLE OF RESEARCH, AUTHOR(S), DATE	FINDINGS	RECOMMENDATIONS	PERSON/DEPT RESPONSIBLE	ACTIONS TO TAKE/ ACTIONS TAKEN	DEGREE OF ACCOMPLISHMENT (In Percentage supported by a brief description of what has been accomplished)	RESULTS/IMPACT/ EVIDENCE (Brief description of the results/impact of the implementation of the action plans + List of Evidence)
JB	1. **Tracer study of the BSHRM/BSHM Graduates** (Sabandal & Faniega, 2023)	High level of satisfaction on all indicators However, there is a need for continuous efforts to further explore the needs of students and alumni, enhance facilities, and create a more student-friendly environment. Moreover, regarding the relevance of laboratory activities in school to the development of various skills needed by the industry, role-playing laboratories and activities have proven to be very helpful in developing customer service skills. The culinary and F&B department's laboratory activities have honed practical skills among the BSHRM/BSHM alumni. The laboratory activities have also	To address the limitations in laboratory facilities, equipment, and curriculum to ensure graduates are well-prepared for the demands of the hospitality industry.	**Dean-CBE**	An Alumni office to cater graduates is on-going construction A project from SSG for students lounging area is in place	100%	An Alumni Office was completely built on campus. An SSG project for students lounge area has been implemented. These projects are expected to promote better connection with the alumni and the students.
			To exert efforts to strengthen ties with alumni, such as regular communication and valuing their feedback, should be emphasized to foster a strong relationship between the school and its graduates.	**Dean-CBE**	Conduct of Tracer study of BSHM Alumni is done in an annual basis to continuously gather their feedback and address alumni needs	100%	A Tracer Study is conducted annually, feedback was gathered and concerns were addressed. Inputs coming from the alumni from the tracer study had served as points for discussion and opportunities for improvement of the

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		contributed to the development of their thinking skills. However, the need for a front office system in the laboratory has made it challenging for them to develop the necessary skills for that specific area of work.					curriculum, instruction, and other alumni-related services provided by the school.
				SAS	Invite Alumni to give talks to students	100%	Experiential learning was shared through talks and sharing by the invited alumni, making the students more aware of the expectations of the industry. Programmes Memos Pictures
			To consider expanding training programs, providing more opportunities for students to develop their skills and establishing partnerships with industry to facilitate employment opportunities for graduates.	**Dean-CBE**	The front office system was requested to be purchased and approved by the administrator	100%	The front office system is fully equipped, and PMS software has been installed for better delivery of instruction and conduct of laboratory activities.
JB	2. **Tracer study of the Bachelor of Science in Customs Administration Graduates of JBLCF-Bacolod** (Balajadia &	The study found that 85% of the respondents were employed, 2% were underemployed, and 13% were unemployed. Most respondents were satisfied with their education and the support they received from JBLCF-Bacolod.	To provide more opportunities for students to gain hands-on experience through internships, related programs, and field trips to provide students with the opportunity to gain real-world experience in their chosen field. Also, to update the curriculum to reflect the latest trends.	**Dean-CBE**	Invite speakers for course enhancement Field trip/Educ tour done last March 2023 Curriculum has been revised for SY 2023-2024 There was an additional tie up	100%	Letter of invitation of the invited guests as course enhancement speaker. Education tour was done. Pathfit was indicated in the Curriculum as approved by CHED

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	Janoya, 2023)	However, they also expressed the need for more opportunities for hands-on experience, updated curriculum, and strong values education. Alumni rated their ability to use the graduate attributes they acquired from school at an exceptional level. The skills and knowledge that alumni rated as most important, such as critical thinking, problem-solving, and communication, to improve alumni services, the school can increase communication, provide more networking opportunities, and create a stronger alumni community as suggested by the alumni. The survey found that BSCA graduates who want to succeed in their careers should focus on developing the values of perseverance, discipline, and excellence, as these are the three most important values to have.			companies/linkages for hands-on training		J park Island Resort and Obeiphils as added tie ups for SIAP Student Internship Abroad Program
			To develop strong values among students by incorporating values education into the curriculum and providing opportunities for students to participate in community service activities.	**Dean-CBE**	Community service activity was incorporated in the Departmental calendar of activities Financial education seminar was conducted to trisykad drivers and 4Ps beneficiaries To promote the values of equity and sharing	100%	Community service activities are integrated in the departmental calendar and embedded in the CSR subject, further enriching the course content and curriculum. Pictures and minutes of the meeting reflecting financial education seminar to *trisikad* drivers
			To offer more career counseling services by hiring more career counselors and providing students with more career counseling resources.	**HR**	To hire guidance counsellor/associate guidance counsellor upon approval of the request.	80 %	Hired 2 paraguidance counsellors/ psychometrician Transfer of Maria Cristina Gallego, RGC as full time counselor this coming school year 2024-2025 to provide the Guidance Office with adequate workforce. Employment contracts

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							Notice of transfer
			To create a stronger alumni network by encouraging alumni to stay connected with the school and providing opportunities for alumni to mentor students and graduates.	**SAS**	Establish an alumni office SSG representative to attend alumni meetings	100%	Alumni Bldg. Meetings
JB	3. **Tracer Study of Bachelor of Science Marine Transportation Graduates of John B. Lacson Colleges Foundation-Bacolod** (Destacamento & Garcia, 2023)	The analysis of the alumni's demographic profile reveals diverse patterns among the respondents, with lower response rates observed among the 2018 graduates and most respondents below 24.	To hire an Alumni Coordinator for the purpose of continuously keeping track and monitoring the status of all the alumni of JBLCF and to create an alumni database for easy reference.	**HR**	To hire alumni coordinator upon approval of the request	100%	Appointment contract
		Regarding unemployment among BSMT alumni, on-going job applications, difficulty finding suitable companies, and waiting for a call are the primary factors. Moreover, the survey results indicate high levels of satisfaction among the alumni, particularly in relation to the efforts made by the institution to improve services for students and alumni. However, the survey also highlights the need to improve alumni networking and support services, such as mentorship programs, alumni job boards, and networking events.	Strengthen the cadetship review committee to increase students' chances of passing company or placement exams to secure employment.	**Dean-CME**	To recommend hiring of an Alumni Coordinator (Full-Time) for easier monitoring and have an alumni database.	100%	Included during the Unit Strat Plan and Management Review asking for an Alumni Coordinator as the Alumni Building already finished with the construction
			Improve activities during "Online Kamustahan" to address the concern about the loyalty of the alumni in the company and explain any potential long-term advantages that sticking with a shipping company may provide. Stress the potential for career advancement, skill development, and promotions	**SAS**	Conduct seminar-workshop on loyalty of alumni to the company	100%	Program Letter of Invite Pictures

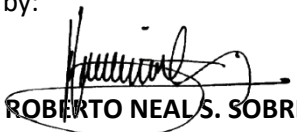| UNIT	TITLE OF RESEARCH, AUTHOR(S), DATE	FINDINGS	RECOMMENDATIONS	PERSON/DEPT RESPONSIBLE	ACTIONS TO TAKE/ ACTIONS TAKEN	DEGREE OF ACCOMPLISHMENT (In Percentage supported by a brief description of what has been accomplished)	RESULTS/IMPACT/ EVIDENCE (Brief description of the results/impact of the implementation of the action plans + List of Evidence)
		The alumni emphasize the value of curriculum and teaching method enhancements, promoting discipline and a positive attitude among students, hiring competent faculty and staff, providing more experiential learning opportunities, improving facilities and equipment, increasing career opportunities and industry engagement, and enhancing student support and guidance	that may result from sticking with a certain employer. Higher responsibility, greater job satisfaction, and better long-term income are frequently brought about by advancement within an organization.				
JB	4. A Tracer Study on the Bachelor of Science in Marine Engineering Graduates of JBLCF-Bacolod from 2018-2022 (Gudio & Montaño, 2023)	The BSMarE alumni have a high level of satisfaction on all the indicators of the survey. Moreover, they suggest for continuous intervention in enhancing instructions as one of the important components of an educational institution by intensifying students' engagement in hands-on activities and laboratory exercises anchored on basic theoretical principles to develop technical skills, specifically on marine engineering equipment, and become an industry-ready graduate. Furthermore, the BSMarE Alumni have the desire to know the updates of the school as well as the services and employment information through online platform in which they can be	To hire a permanent Alumni Officer to cater to the needs and queries of the alumni. Maintain the website for updates and employment opportunities in coordination with the Placement Office and facilitate the organization's programs and activities.	HR	To hire permanent alumni officer upon approval of the CEO	100%	Appointment letter
			To continually engage the instructors in different trainings and seminars on Outcomes Based Teaching Learning by emphasizing students' engagement in hands-on activities and laboratory exercises using on-board scenarios anchored on basic theoretical principles. Also engage them in different pedagogy in teaching, classroom management, instilling Discipline among students, and re-orientation	Dean-CME	Attending and echoing of an seminars/workshops organized by CHED, PAMI and MARINA for outcomes-based teaching learning methods	100%	Seminar feedbacks, materials, attendance, pictures and certificates given after attending workshop-seminar by CHED, PAMI and MARINA

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		connected.	of work ethics.				
			To conduct annually for monitoring and feedback to achieve the desired responses to improve graduate employability and the school's services. This will be an avenue to create connections with the alumni to monitor their career path, recognition of their achievements, and involvement in the organization in the future.	**Dean-CME**	Designed/replaced some faculty handling subjects for the cadetships review committee and enhanced review materials	100%	Designated faculty that specializes on the subject for the cadetship review committee and reflects feedbacks from company representatives and conducts debriefing of students after the exam and interview
				SAS	Set of alumni officers in the campus "Alumni Kamustahan" Posting of Alumni achievements	100%	List of Alumni Officers Program Memo Pictures
JB	5. **Risks and Hazards in Aquatics: Basis for designing a proposed Risk Management Plan for Physical Education Classes** (Solidarios, 2023)	The potential health hazards in the aquatic physical education environment were identified as the highest health hazard was exposure to unclean and unclear pool water, which can lead to various diseases and infections; and microorganism exposure and the production of disinfection by-products pose microbial and chemical risks. Although fear of near-drowning accidents was identified as a hazard, it ranked lower in frequency than other risks.	To create a risk management plan that will include mitigation measures: comprehensive safety protocols, including water quality management, facility maintenance, and emergency response; routinely test and monitor water quality; and encourage and enforce good hygiene practices among students, physical education instructors, and safety personnel to address the health and safety risks in the aquatic physical education environment.	**QA/Safety Officer**	Water in the swimming pool is treated with chlorine and is filtered daily before classes in the morning starts. Every start of semester the water is subjected to laboratory test to ensure that water parameters is on their allowable units	100% This is done in a regular basis as per the approved schedule.	Maintenance Log, Test Results and BV Certification Audit Results 2024 for JBLCF-B with no findings (complaint) on the said area of concern.
		Identified health hazards were categorized into biological, chemical, physiological, and psychological hazards. The highest exposure		**QA/ Environment Officer**	PE teachers should discuss awareness among students that water in the swimming pool is not changed but treated to ensure clean water	100% Orientation on the familiarization of the swimming pool	PE Subjects Syllabus and Instructor's Guide.

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		percentage was attributed to biological hazards, while the lowest exposure percentage was for chemical hazards. In terms of risk levels, both biological and chemical hazards had the highest risk rating than physiological and psychological hazards. Moreover, biological hazards, particularly those related to unclean water and bodily fluids, were identified as having a critical degree of severity, indicating the potential for severe injuries or damages. Chemical, physiological, and psychological hazards were rated as having minor severity but should still be addressed to minimize risks. Hazards related to unclean water, exposure to disinfection agents, and physiological hazards had a higher probability of occurrence. It implies that water quality maintenance, disinfection practices, and safety education can reduce the likelihood of incidents. Meanwhile, the most significant safety hazard identified was the presence of slippery surfaces on the pool deck and hallways, followed by falling				including all the safety protocols and good to know information was conducted by the PE instructor during the first meeting for the PE subjects (swimming) and before the actual activity commenced.	

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		objects from the roof, which had the lowest rating among the identified safety hazards. It implies adequate maintenance, non-slip surfaces, signage, and safety awareness are essential to managing slippery surface risks, and regular inspections, adherence to building rules, and safety standards are necessary to prevent accidents from falling objects. Mechanical hazards were identified as the primary safety hazards, including slippery surfaces, damaged infrastructure, and sharp objects. These hazards had a higher exposure frequency, indicating a significant safety risk.					
JB	6. First-Year Students' Fundamental Skills in Mathematics: Assessing and Developing an Innovative Strategy for Teaching	First-year students' fundamental skills in mathematics were average. Generally, students gained better scores in spatial skills while the least performed in patterns. Students who graduated from public schools obtained better scores in all areas of fundamental mathematics skills than those who graduated from private schools during their senior high	Provide professional development opportunities for teachers to improve their mathematics instruction	HR	To facilitate the training of Mathematics Teachers in the fundamental of mathematics pedagogy	100%	Attendanceendancee
			Create a culture of mathematics proficiency in the school, focusing on early intervention and support for struggling students.	Dean-CME	Create additional enhancement subjects focusing on Mathematics (Basic Math, Math 1, Math 2, Math+, Pre-Calculus, Solid Mensuration)	100%	Revised enhancement program and added more Math subjects to enhance knowledge in Math

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	Mathematics (Padernal & Tupas, 2023)	school. Among the strands ABM, GAS, HUMMS, PBMS, and STEM, STEM students performed better in number sense, mathematical representation, estimation, patterns, and problem-solving. In contrast, PBMS students performed well around spatial skills. Additionally, among the program (BSCA, BSHM, BSME, and BSMT) were students enrolled; BSCA students performed better in number sense, mathematical representation, spatial skills, estimation, and problem-solving, while BSME students performed well in patterns.		**Dean-CBE**	Provided an individualized approach to teaching-learning process through differentiated instructions relating to students' mathematical capability such as, peer mentoring, recommendation, one-to-one learning with students	100%	Refer to Accomplishment Peer Monthly Form
				Principal	Facilitate peer mentoring/tutorial/coaching activities and the conduct of academic remediation, review	100%	Accomplished Peer Mentoring Form Academic Remediation Activities
			To use various teaching methods and strategies to help students master fundamental mathematics skills. Provide opportunities for students to practice and apply their skills in various contexts. Be aware of the different learning styles of students and tailor instruction accordingly.	**Dean-CME**	Organized a workshop for faculty handling Math subjects and Identifying/Creating strategies	100%	Had a seminar-workshop for Math subjects to prof faculty
				Dean-CBE	The teacher must have a matrix of records on progress of students (not so good, average, and good) in mathematics to address different needs of students and follows its diversity in learning	100%	Please refer to the online e class record.
				Principal	To conduct workshop among the mathematics and applied sciences teachers on the appropriateness of teaching methods and strategies toward contextualization of the subject syllabus	100%	Minutes of Meeting

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JB	7. **Students' Mental Wellness: Basis for Designing a Wellness Intervention Program for Maritime Students** (Herpacio, Jr., Gan, & Palma, 2023)	The result of their level of mental wellness was measured as moderate, even if it was grouped according to their ages, year levels, and college programs. There was no significant difference in the students' mental wellness when grouped according to age, year level, and program. These variables do not necessarily influence their mental wellness. The results show that the moderate level of mental wellness among these maritime students does not constitute an absence of mental illnesses or vice versa.	Recommends adopting the proposed Mental Wellness Program for maritime students	SAS	"Juan for Mental Health"	100%	Program Letter of Invite Pictures

Consolidated by:

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JB	8. **Effect of Mnemonic-Aided Instruction on Academic Performance of Maritime Students in Calculus** (Padernal, 2022)	1. Mnemonic-aided instruction in Calculus effectively increased students' academic performance. However, a few students could not view mnemonic-aided instruction as effective, considering their learning diversities probably not leaning towards using visual representations such as charts, lines, graphs, and tables.	1. It is recommended that mathematics teachers take the initiative to integrate mnemonic devices on topics where it can be applicable for the students to be able to actively learn and gain positive results from the learnings obtained in the subject, considering the students' diversity.	Academics (CME, CBE, BED)	Integrated already in Mathematics classes (Dean-CBE) Review topics in Mathematics where integration of mnemonic devices can be applicable (Principal-BED) Re-enforce (Enrichment courses) with emphasis on learning towards using visual aids (charts, graphs, tables) (CME)	100% 100% 100%	Refer to video presentation from Math Instructor (CBE) Minutes of meeting Pictures (Principal-BED) Enrichment Courses were re-enforced using charts, tables (Refer to video presentation from Instructors handling enrichment courses (Dean-CME
			2. The administration, through the Human Resource Department, may consider providing more opportunities for Mathematics teachers to be trained on the use of mnemonic-aided instruction and other alternative strategies in teaching math and other subjects.	HR	Peer mentoring and coaching for faculty under Mathematics area (HR)	100%	Done last August 24, 2023
JB	9. **Effect of Computer-Based Training Materials Using Flat Diagrams and Graphics**	1. Using the 2D flat diagrams and 3D graphic animations as teaching strategies are both effective tools for Marine Engineering students' familiarization with auxiliary engine machinery.	1. Utilize CBTs with 3D graphic animations to deliver the mechanical topics to students as it has been proven more efficient.	Program Head-BSMarE	To review available 3D computer-based training materials and incorporate them to the existing ILO to achieve the course outcome (PH-BSMarE) To implement the use of available 3D	100% 100%	Revised & Approved DTS for CBT-R Course Revised & Approved DTS

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	Animations on Students' Familiarization of Engine Auxiliary Machinery (Olimpos, 2022)	2. Students who were taught the topics Refrigeration System and Air Conditioning System using CBTs in 3D graphic animations showed a higher level of familiarization than students exposed to the use of 2D flat diagrams, proving that between the two strategies, the former is a better teaching alternative than the latter.			CBT in teaching-learning activities to achieve the course outcome (PH-BSMarE)		for CBT-R Course
JB	10. **Effectiveness of Online Learning on Actual Shipboard Training Based on Students' Feedback** (Gudio & Tan, 2022)	1. The articles and materials were not aligned with the course's intended outcomes. A slight emphasis on concepts as to their applications to the real world, poor connections, teachers' unreadiness to use technological skills, lack of practical assessments, lack of depth in knowledge of maritime terms, concepts, and application, and faulty test items construction in the assessment of students were all factors that have affected the cadets' performance on board.	1. The Shipboard training office should recommend that the academic committee and training centers emphasize maritime concepts needed by cadets in their shipboard training. They may also help cadets' needs by mentoring them on reviewing maritime concepts to cope with their profession's demand. Monitoring students' well-being, adjustments, and challenges encountered are also recommended.	STO	Create a comprehensive monitoring platform where students/ graduates are frequently checked regarding their conditions and performance on-board. This platform will be divided into different sections; (1) Important/useful things to know on board; (2) All documents and forms needed on-board for OBT and BS applications (3) All concerns, sentiments and issues regarding on-board experiences. (STO) Establish a Grievance Procedure to assist who are experiencing maltreatment or abuse on board (STO)	90% 1. Google classrooms exclusive for all CCI Completers both BSME & BSMT from Batches 2016-2023 were created and graduates were asked to join (STO) Majority of the CCIs are added and have access to the Google Classroom aside from those whom the office cannot reach out anymore. 2. Recording of webinars conducted on the utilization of the Google Classroom were shared to all Batches	OBT Google Classroom (Contents and Features, and list of members) for batches graduated on and before the year 2023 OBT Monitoring app (JCaDETS) made by the System MIS is already integrated on the E-dashboard and on testing phase. Expected to be fully implemented and utilized by the graduates of Batch 2024.

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			2. The College of Maritime Education Academic Committee check the alignment of course content on the intended learning outcomes of the professional courses, continuous training on technological skills, test construction preparations, and delivery of instructions. Program Heads or subject area experts and language experts should validate test items in assessments of professional subjects. They should also highlight the concepts identified by cadets that need to be emphasized in online learning as they play a crucial factor in their shipboard training.	Program Heads-BSMT and BSMaRE	Group Chat for their guidance (STO) Plan to review detailed Teaching Syllabi to check the alignment of course outcome to the different ILO under it and the alignment of different TLA to ILO (PH-BSMarE) To conduct Pilot testing of new courses under BSMarE Program to validate the appropriateness of new DTS in achieving course outcome and modify DTS as needed (PH-BSMarE) Conduct a training for instructors on any technological skills needed for them to effectively deliver their lessons online (Ex. Training on LMS, use of MS Office Application on constructing or developing modules, use of online platforms uses for online class like: Zoom, GMeet, MS Teams, etc,) (PH-BSMT) Department Head to collaborate with Program Head, Subject and Language experts in thorough validation of the module and learning materials prepared. Same as the assessments, to ensure alignment of materials with the ILO's. (PH-BSMT)	75% 100% 40% 90%	Maritime Courses Detailed Teaching syllabi (PH-BSMarE) Stopped due to JCMMC 01-03S.2023 New Courses for 2022-2023 curriculum for 1st year students (PH-BSMarE) Conducting mentoring the mentor activity (PH-BSMT) New form used Orientation flow for newly hired teaching employees' for JeL orientation (PH-BSMT) Process flow (prepared by, received by, validated by P.H. and approved by Dean)

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						100%	Classroom observations, curriculum and course review forms (PH-BSMT)
JB	11. **Employees' Work Engagement Before and During the Pandemic: A Comparative Analysis** (Estimo & Villanueva, 2022)	1. As a whole, the employees were very strongly engaged at work before and during the pandemic. 2. Their levels of work engagement before and during the pandemic did not significantly differ. This result means that even after the pandemic hit them, their sense of commitment to engage themselves at work did not significantly deteriorate or diminish. 3. The teaching employees were the ones who have been most affected by the pandemic, particularly on their motivation or drive, resilience, and focus on work. 4. Administrative intervention in the	1. A follow-up study must be conducted on employees' work engagement at work considering other variables such as age, sex, tenure, and generational groupings. Other correlates to employee engagement, such as leadership style, organizational support, work environment, and job satisfaction, may also be considered. 2. For a more accurate inventory of employee work engagement, a list of criteria should be formulated to align with the three pillars of the institution: instruction, research, and extension. Some of the employee work	Research HR & Research	A follow-up study on work employees' work engagement considering the suggested variables will be done in 2024-2025. The Research Office will assist the HRD in coming up with an inventory checklist to better monitor employee engagement. The HRD will conduct the inventory thru the Department Heads. Hold a meeting with the Department Heads on the conduct of the inventory	NA 100% 100%	NA Done Minutes or the meeting

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		form of technical, physical, moral, emotional, and financial support, and well-managed employee engagement activities that could boost their mental and emotional wellness was recommended to mitigate the effect of a pandemic or crisis on employees' engagement.	engagement indicators used in this inventory should include curriculum and course design and review, development of instructional materials, committee assignments, extra-curricular participation, research paper presentation and publication, community involvement, and other indicators the Administration may set. To closely monitor employee work engagement can be considered a criterion for the terminal evaluation of the faculty and staff that they should accomplish and submit to their respective department heads. 3. Initiate employee engagement activities that could boost the employees' mental and emotional wellness. With the crazy effects of the pandemic on their mental and emotional state, they crave activities that could create a closer bond among themselves despite the physical distance, virtual activities through which they could talk and share each other's experiences and even their skills and talents as they cheer each other up amid	HR	checklist (HR) Several activities for employees' fellowship and consciousness awareness on mental health, stress management and physical development are program for implementation (HR)	100%	• List of activities • Attendance • Picture (HR)

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			the challenges and difficulties they are facing. Unlike when they are called for a meeting to only talk about updates and problems about work, they want to experience activities that could strengthen the sense of connection and empathy between themselves and the Administration.				
JB	12. **Core Values Internalization among the Employees of JBLCF-Bacolod for the School Year 2021-2022** (Estimo & Villanueva, 2022)	1. The employees have very highly internalized these core values and have fully articulated the I-PLEDGE in different ways, yet they are comparably the same when it comes to their internalization of these values regardless of the nature of their work and their area of discipline. 2. Various themes were derived from the employees' concept of the Core Values **Integrity:** with Moral and Ethical Standards and Conscientiousness **Perseverance:** Patience, Tenacity, Flexibility, and Optimism **Loyalty:** Trustworthiness, Tenure, Allegiance, Obedience, Attitude and Appreciation, and Dedication	1. An Activity Plan for each Core Value may be prepared to provide a clear direction for attaining the objectives. Records of engagement to the activities corresponding to each core value can serve as an objective basis for choosing the most deserving awardees who will be recognized during the Employees' and the Students' Recognition Ceremonies. 2. Stewards/Vanguards for each of the Core Values may be assigned to comprise employees and students to help ensure their sustainability in all the school affairs. These Core Groups may initiate programs and activities that can be participated in by everyone in the JBLCF-Bacolod community, through the HR and	HR HR SAS	Consistently implement orientation for newly hired and re-orientation for all employees during general assembly. (HR) Continuously implement recognition ceremony to deserving employees. (HR) Consistently sharing of core values during programs and activities (HR) Create vanguards for each core values through clubs/organizations (SAS)	100% 100% 100% 100%	Attendance • Newly Hired employees (1st semester) • General Assembly (HR) Program, Attendance, Pictures (HR) Program, Pictures (HR) Clubs/Orgs. With specific core values assigned Programs/Photos Attendance (SAS)

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		towards Work **Excellence:** Meeting Stakeholders' Expectations, Quality Standards, Effective and Efficient Performance, Continuous Personal and Professional Development, Receptiveness to Innovation, and Keeping abreast with Emerging Trends and Issues **Discipline:** Time Management, Orderliness, Diligence, and Work Ethic **Godliness:** Morality and Spirituality, Seeking for Truth, Helping the Needy, and Respecting Religious Beliefs **Equality:** Respect, Fairness, Equal Distribution of Work, and Equal Opportunities	SAS departments, in the spirit of volunteerism. 3. More opportunities may be given to Professional Instructors (Deck and Engine) to fully maximize their leadership (not just participation) in team-related activities to give them a sense of importance. 4. The administration may also consider inscribing the Core Values in strategic areas to serve as a daily reminder for everyone on the campus and to educate all visitors who might be visiting the school. This can be done through the Services and Facilities Office. 5. A landscaped area near the main entrance may be erected, preferably in the fountain area, to contain the JBLCF logo. This can be a scenic spot where visiting alumni, parents, and other visitors can take memorable pictures to remind them of the campus and the emblem that it stands for. It will be the employees' and the students' constant reminder of the image they should protect	HR CME Admin S & F Admin S & F	Assign Maritime Professional Instructors for committee chairmanship (HR) Assign Deck/Engine instructor to do value sharing during meetings (Dean-CME)	100% 100%	List of Committee Refer to minutes of the meeting for CME faculty (Dean-CME)

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			and promote as part of the institution.				
JB	13. **Valuing Stakeholders' Feedback: A Five-Year Assessment of the Satisfaction Level of the Employees, Parents, Alumni and Students of JBLCF-Bacolod** (Estimo & Aguilar, 2022)	1. The results of the analyses revealed a trend in the level of satisfaction of the institutions' stakeholders, which points to a moderate to a high level of satisfaction. 2. This level of satisfaction drops particularly in selected departments where students have unpleasant experiences. 3. The employees' lowest ratings, although still interpreted as high, were recorded on Work Environment (particularly for the faculty members), Workload and Salary, and Facilities and Equipment. 4. The satisfaction levels of the faculty and administrative staff are	1. Provide a fair and equitable performance evaluation system that could narrow down the difference between the evaluation ratings received by the faculty and the administrative staff.	Department Heads	Review the faculty manual to align the appropriate awards and evaluation (Dean-CBE) Establish feed backing system/survey to all stakeholders (Parents/students/clients) after each transaction and integrate it as bais in rating staff on the on the "Customer Relations and Satisfaction "part of the Employee Performance Assessment System" (OBTO) Review the performance evaluation instrument (Principal-BED)	100% 100% Feedback mechanism exclusive for OBT Office is already implemented and utilized. Results will be used as part of Employee's Performance Assessment System for the OBT office. 50%	Refer to the summary of faculty and administrative staff result (CBE) Suggestion Box Accomplished feedback forms (hard copy and google form) Monthly report/summary of feedback. KRA (Principal-BED) Raised during the PQA first meeting in JA on March 27, 2023

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		comparably the same except in the area of Work Environment, where a statistically significant difference was noted, pointing to the administrative staff being happier and more satisfied than the faculty members. 5. The students' level of satisfaction is generally interpreted as moderate. When grouped according to the department, the CBE students' satisfaction level was significantly higher than that of the CME students. 6. Parents have been highly satisfied with the services rendered by the institution for the past five years. The highest ratings were recorded from this group of stakeholders. The same high level of satisfaction was noted from the feedback of the alumni.	2. More felt support, empathy, and understanding from the Administrator and the Department Heads, giving the employees reasonable added tasks that could create a balance between their personal/family time and work time and providing them more opportunities for personal and professional growth.	Department Heads	Review and design an evaluation instrument that would be at least equitable to both staff and teachers (Dean-CME) Provision of non-discriminatory evaluation system through the research department (SAS) Avoid weekend school activities. Limit requirements that can ruin the quality time with the family (Dean-CBE) Assist staff in their workload by introducing more efficient computer applications, comprehensive formats and documents and utilization of online platforms and technologies to help them perform their jobs faster, easier and more organized and to prevent work overload and frequent overtimes. (OBTO)	100% 100% 100% 100%	(Principal-BED) Referred to MIS Customers' Satisfaction Survey (SAS) Refer to the minutes of the meeting Obsolete forms were updated: ▪ Monitoring Forms (for validation) ▪ Checklist for BS (Revised) ▪ Question Guide for Initial Interview (revised) ▪ Google Forms were utilized in gathering participants' feedback for different webinars conducted to save time

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					Realigned tasks via job analysis form; distributed tasks evenly. (Finance)	100%	& resources. ▪ A new Template (comprehensive) in MS Excel has been introduced for easier & more complete data gathering for graduate monitoring purposes. (OBTO)
					Ensure staff files regular leaves per month/family occasions. (Finance)	100%	
					Conduct regular psychological activities for employees (Principal-BED)	60%	Distribution of task through job analysis form (Finance)
					So far, we don't have a problem on this (MIS)	100%	Regular filing of VL (c/o JeLMS) (Finance)
					Staff are given the opportunity to attend to webinars and conferences for their professional growth (Library)	100%	Still with some restrictions due to pandemic Minutes of Meeting Pictures (Principal-BED)
					An equal distribution of task faculty (added) so that all are given the opportunity for their professional growth (Dean-CME)	100%	
					Supplement seminars/trainings for personal & professional growth (SAS)	100%	Concerns of employees regarding MIS is acted immediately (MIS) PLAI Congress 2022 (Library)
					Proper channelling of communication. Increase motivation and morale of teachers through improving working	100%	Multiple Faculty Mapping

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				Department Heads	environment like: (1) provide appropriate honorarium; (2) improve facilities (Dean-CBE)		together with BED & CBE (Dean-CME)
			3. Proper and immediate dissemination of new policies, administrative decisions affecting the employees, or any changes that the employees need to know down the line, ensuring that these information reaches the employees down the line		Forward all new policies received from the administrator to staff's email addresses. Conduct departmental meetings twice a month (15th & 30th) to discuss all new policies and to evaluate all transactions/ events that transpired within the month. (OBTO)	100%	TOs, Certificate, Program (SAS) Faculty lounges was provided for the faculty to rest after class (CBE) Folders for all Minutes of Meeting conducted (OBT Office) Folders exclusive for all emails related to new policies, memos and announcements were created on OBT staff's email (365) accounts for easier information dissemination and record keeping (OBTO).
					Use various platforms to disseminate information quickly i.e. FB Private page, outlook 365, and chat group (Principal-BED)	100%	
					Info from Admin are properly and immediately disseminated (MIS)	100%	Screenshots of active FB pages, chat groups, and outlook 365(Principal-BED)
					Created a GC (Messenger) and 365 account wherein memos and other communications are disseminated/ forwarded to the staff (Library)	100%	Electronic communications are forwarded immediately (MIS)
				HR	Information dissemination shall be	100%	

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					cascaded online for faster access by employees (Dean-CME)		Group Chat (GC) in messenger for library personnel was created (Library)
					Prompt orientation of new policies, decisions/ changes to employees (SAS)	100%	
					Consistently implement programs and activities that involve faculty and staff (HR)	100%	Memo's Dissemination through online CME and Dean's Office Group Chat (GC) (Dean-CME)
			4. Bridging the relational gap between the faculty members and administrative staff through teambuilding activities		The Administrator shall provide a scheduled talk with the students or stakeholders (Dean-CBE)	100%	Screenshots memos, Minutes of Meetings (SAS)

Attendance per activity |
| | | | | S & F | Conduct feedbacking activity (Principal-BED) | 100% | The department had a chance to lunch with the administrator and was properly documented in the monthly performance report (CBE) |
| | | | | | Conduct Daily Inspection for the functionality of fixture and lighting to improve continuous operation and conducive workplace (S&F) | 100% | |
| | | | | Academics (CME, CBE, BED) | | | Minutes of meeting Pictures (Principal-BED)

Done |
| | | | 5. Improving classroom fixtures for | | Program Heads to conduct periodic orientation with students feedbacking if their concerns are addressed (Dean- | 100% | |

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			a more conducive work environment for the faculty members, closely the same, if not totally comparable to the comfort and convenience enjoyed by the administrative staff in their respective offices 6. Semestral departmental orientation or forum with students, making them aware that their feedback is properly addressed.	Department Heads	CME) Orientations and forums are in placed in all activities (Dean-CBE) Strengthen the plans and programs of the Central Student Council and the Guidance Office (Principal-BED) Student portal for their subject/grades/assessment concern JSIS is fully implemented (MIS) Created Virtual Reference Assistant (Ask LISA) to cater the information needs of our clienteles (Library) Conduct "Kamustahan" (online) a kamusta ka Juan initiative (SAS) Bulletin Boards of the CBE are always updated of issues and concerns (Dean-CBE)	100% 100% 100% 100% 100% 100%	Conducted online orientation with students to address their concerns (c/o Ms. Talaver) Properly documented and reported in the monthly performance report Minutes of meeting Plans and Programs (Principal-BED) So far only the profile of the student and subject are updated. https://student.jblfmu.edu.ph Link of ASK LIZA is embedded in the jblib.jblfmu.edu.ph Homeroom Guidance Attendance (SAS)
			7. Each serving department must develop innovations that directly address the students' concerns and discuss these initiatives with	Department Heads	Assign sections, campus/ organizations		Bulletin Board of the CBE

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			the students during the forum.		to update monthly the bulletin board (Principal-BED)	100%	are always updated and posted with current information related to the activities of the department (CBE)
					IT bulletin board is updated of announcement regarding IT concerns (MIS)	100%	Pictures of bulletin boards Request for budget Minutes of meeting (Principal-BED)
			8. Monthly updating of the departments' bulletin boards, making them interesting/attractive enough for students to stop and read		Monthly updating of bulletin boards (Library)	100%	Student concerns regarding their JeL and 365 account are acted upon immediately (posted in bulletin board what to do) (MIS)
					Post on the bulletin boards of the latest trends and issues in the Maritime Industry (Dean-CME)	100%	Bulletin board updating (pictures) (Library)
					Arranged up and keep the designated human resources bulletin board updated. (HR)	100%	Latest Trends and Issues in the Industry are being posted in Bulletin Boards (C/E Natial Presentations on Environmental Issues) for Posting (Dean CME)
				S & F	Glamorize bulletin board to heighten and captive students into engaging it (stop & read) (SAS)	100%	Bulletin board updating (pictures) (HR)
				Admin HR	To be done at the end of AY 2022-2023 during Summer Class June-July 2023 (S& F)	100%	Updated Bulletin Board

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					Revison of Plantilla Salary Steps (CEO memo 2021-024) took effect on July 1, 2022.	100%	(SAS) Done Memo
			9. Repairing and repainting classrooms months before the start of classes 10. Salary commensurate to the workload, fair distribution of workload, and adequate number of personnel to get the work done				
JB	14. **Assessing Maritime Students' Knowledge of Basic Concepts in Seamanship and Navigation** (Young & Daiz, 2022)	Students' levels of knowledge in both Basic Seamanship and Basic Navigation significantly differed when grouped according to section. Students coming from specialized strands such as STEM and PRE-BAC who are fully inclined and were earlier exposed to maritime concepts in Basic Seamanship and Basic Navigation in Senior High School can perform better than those whose strand or specialization during senior high school are not inclined with	1. A pre-assessment like a diagnostic test may be given at the onset of Seamanship 2 and Navigation 2 for the instructors to pre-determine the topic areas on which the students are lagging. Appropriate strategies may be tried to repair these weaknesses.	CME Program Head-BSMT	Conduct a pre-assessment to students to determine their current knowledge on SEAM 2 and NAV 2-It would be easier for the instructors to determine on how to approach or effectively introduce new topics or provide further explanation on the topics which students find difficult or having low scores. (PH-BSMT) Collaborate with other instructors in planning effective ways to help students understand basic concepts on seamanship and navigation (Seminars/ Workshop) (PH-BSMT)	100% 100%	Pre-tests conducted before the start of EAM 2 and NAV 2 (PH-BSMT) Mentoring the mentors' activity (PH-BSMT)

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		maritime concepts.					
JB	15. **Students' Engagement in Curricular and Extra-Curricular Activities** (Aguilar & Ibardolaza, 2022)	1. Female students of JBLCF-Bacolod have been statistically proven to be more engaged in curricular and extra-curricular activities than male students. 2. Students at the College of Business and Education have also been found to be more engaged in extra-curricular activities compared to those from other departments, while students from different departments are comparably the same when it comes to curricular activities. 3. Fourth-Year students were statistically found to be more engaged in curricular and extra-curricular activities than the other year levels.	1. Implement strategies to develop students' academic engagement and to facilitate classroom activities in which students could further showcase their skills, abilities, and talents. 2. Performance assessments must be geared towards maximum use of library resources and research as a tool for learning. 3. Opportunities where students can interact more and engage in group discussions must also be provided.	Academics (CME, CBE, BED) Academics (CME, CBE, BED) Academics (CME, CBE, BED)	Students are joining HM skills Olympics and on and off campus skills in local and regional competition (Dean-CBE) Strengthen the participation of the learners in class activities such as performance tasks (Principal-BED) Faculty are required to give assignment with the use of the library resources (Dean-CBE) Give assignments to the learners which in require them to utilize the library resources (Principal-BED) Group discussions are provided as part in every TLAs (Teaching and Learning Activities) as well as in the assessment of every subjects. (Dean-CBE) Require students to perform group discussion activities in their performance tasks (Principal-BED) Grouping of students and assign an activity during group presentation (Dean-CME)	100% 100% 100% 100% 100% 100% 100% 100%	Refer to the monthly performance report (CBE) Pictures List of PT's (Principal-BED) Refer to the utilization log of the CBE library (CBE) Screenshots of instructions by the teachers Output of students (Principal-BED) Refer to the course syllabus of every program (CBE) Pictures Classes in D-Watch/E-Watch are being Grouped during Bridge/Engine Team activity (c/o Teachers

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			4. Facilitate and conduct more extra-curricular activities that cater equally to male and female students. 5. Creative events not limited to sports and cultural activities may be offered to showcase the talents of the introverted type of students.	SAS SAS	Intensify students' engagement in extra-curricular activities in extra-curricular (SAS) Activities such as sports, student government community welfare arts, clubs/organizations (SAS)		Handling the Courses) (Refer to the Activity Checklist during Laboratory Class) (Dean-CME) Programs/Photos Attendance (SAS)
JB	16. **Assessment of Students' Internalization of the Institution's Core Values** (Aguilar & Ibardolaza, July 2022)	1. CBE students' internalization level is higher than CME and BED students. 2. Suggestions given by students focus on strengthening teamwork by conducting team-building activities for all students centered on promoting the core values, enhancing students' spirituality, and conducting seminars/webinars for each core value, focusing not only on the definition of the word but how they can be applied in their everyday life.	1. The Students Affairs and Services department should consider other activities to improve students' internalization of Perseverance. 2. The following team-building activities centered in promoting the core values may be considered: acquaintance party for first-year students, Juan to Know challenge, family day, sports fest, cultural activities, poster-making, spiritual	SAS SAS	Conduct a series of mental health related webinars on college adjustment and career development (SAS) Conduct core values cantered activities as mentioned (SAS)	100% 100%	Screenshots/ Programs/Photos Attendance (SAS) Programs/Photos Attendance (SAS)

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			retreat/recollection, seminars/webinars for each core value (sessions not only focusing on the definition of the word but how it applies to everyday life)				
JB	17. **A Tracer Study of Maritime Program Graduates of JBLCF-Bacolod: Status of Employment, Level of Satisfaction, and Alumni Feedback** (Estimo & Aguilar, 2022)	1. Only 21% of the BSMarE alumni and 11% of the BSMT alumni have reached the rank of an officer. 2. In terms of their employment status, only 47% of the BSMT alumni are employed, and the other 53% are either underemployed or unemployed. As for the BSMarE alumni, only 64% are employed, and 36% are either underemployed or unemployed.	1. Through the Placement Office, the administration may consider strengthening our linkages or increasing the number of our tie-up companies to provide access to employment opportunities for our unemployed alumni.	SAS/Placement Office	Increase linkages/tie-ups (SAS)	100%	MOAs (SAS)
			2. A more visible bulletin board for Job Placement opportunities/job vacancies must be created for this purpose.	SAS/Placement Office	Establish a job placement bulletin board in a more viewable area (SAS)	100%	Updated bulletin board (SAS)
			3. To boost the morale and active engagement of the alumni, the administration may consider holding events where their contributions and achievements may be recognized.	SAS	Host Alumni Homecoming "Kilit-anay" on Recognition Ceremony (SAS)	100%	Programs/Photos Attendance (SAS) (During the Foundation Week)
			4. A wall of fame may also be built to inscribe their names in the school's history and milestones.	SAS	Establish an Alumni Wall of Fame with names/photos and accolades (SAS)	20%	In progress
JB	18. **Transitioning from In-Class**	1. Faculty members express an utmost need for a strong internet	1. Subscribe to a stronger internet connection.	MIS	An additional 1 Gbps was already applied to another ISP aside from our	100%	Account number of 2 ISP -PLDT

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	to Flexible Teaching Modalities as Experienced by Teachers Darlene Sabandal (May 2021)	connection. 2. Other concerns expressed: ▪ Visual presentations and materials for the students ▪ Familiarization/orientation on how to use or apply the different apps or platforms ▪ Difficulty in preparing the modules due to time constraints and limited materials 3. Faculty members prefer to work from home rather than travel back and forth every day as the connection at home is stronger.	2. Constantly monitor internet connections around the campus and those utilized specifically by the faculty for online teaching. 3. Provide online sessions in small groups on how to utilize the various features of the JeL properly. 4. Consider allowing the faculty to work from home on most days of the week to lessen their vulnerability to COVID-19.	MIS MIS HR HR	existing 1Gbps from PLDT (MIS). Internet bandwidth is constantly monitored (MIS) Faculty are being trained on using the JeL and its features during the start of the semester (MIS). To facilitate the conduct of coaching and mentoring of the use of JeL. Also, to coordinate with Deans/Principal to conduct peer mentoring using JeL (HR). To recommend to the Administrator faculty work from home scheme depending on quarantine classification (HR).	100% 100% 100% 100%	-GLOBE -FIREWALL Screenshots JeL training is under JeL in charge, Dr. Arante -Communication of training -Attendance Pictures Administrator's Memos

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JB	19. **Remote Instruction: Challenges, Initiatives, and Future Directions for Maritime Education Institutions in a Developing Country** Dr. Emeliza Estimo Engr. Roberto Neal Sobrejunaite (May 2021)	1. Topmost challenges experienced by students: ▪ Limited access to a device or internet facilities ▪ Excessive academic pressure ▪ Mental and emotional stress ▪ Learning style not being adaptive to online learning 2. Challenges on MET's Operations and Resources: ▪ Delays to students' completion of onboard training ▪ Converting classroom-based learning materials into digital form ▪ Minimal access to library resources ▪ Purchase/Subscription of technological Infrastructure (servers, Wi-Fi subscription, LMS, telecon applications) ▪ Capacitating Instructors ▪ Strengthening Health Protocols ▪ Sustaining regular salarization for employees ▪ Production of Digital Instructional Materials ▪ Training of IT support personnel for LMS ▪ Internet connectivity problems ▪ Supervising instructors who work from home	1. Form collaborations to encourage collective efforts among instructors teaching the same courses to design learning strategies and materials tailored for hybrid instruction. 2. Establish coordinated communication between the administration, instructors, students, and parents. 3. Offer alternative solutions for students who do not have access to technology. 4. Initiate extra-curricular programs, including a wide selection of activities designed to alleviate human fatigue resulting from academic isolation and other personal difficulties due to the pandemic.	Dean-CME Dean-CME SAS Dean-CME SAS	Identify teachers teaching the same course and conduct workshops on what design, materials, equipment, and strategies to use for hybrid instruction (Dean-CME). Identify a point person with links to all parties to answer concerns from students and parents (Dean-CME). Conduct virtual Parents Employees Association (PEA) General Assembly (SAS) The administration to offer an area (dorm) within or near the school premises with a good internet connection (Dean-CME) Conduct virtual Juan to Know Challenge (SAS) Conduct virtual Community Service and Immersion Day (SAS) Conduct virtual Mission, Vision and Objective Week (SAS) Participate in NOPSSCEA Sports and Cultural Competitions (SAS)	100% 100% 100% 100% 100% 100% 100% 100%	Minutes of Workshop Records of Communication Made Letter of invite Attendance Pictures Memo from Admin Screenshots Program of Activities Program of Activities Screenshots Screenshots Program of Activities Program Events Participants Budget

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		▪ Displacement of employees ▪ Repurposing of classrooms and laboratories to ensure compliances to COVID-19 protocols 3. Future directions in MET: ➢ Strengthening IT/Technological Infrastructure ➢ Capitalizing on IT and Research and Development ➢ Academic Calibration for a More Relevant and Responsive Maritime Education and Training ➢ Advancing Instructors' Technical Capacities ➢ Strengthening Parental Engagement ➢ Building Wider Alliances and External Partnerships	5. Creating an external network for learning by tapping the alumni, industry partners, government sector, and representatives from regulating bodies to share information, updates, and current issues in the maritime industry. 6. Review the entire academic system by revisiting the curriculum, course contents, pedagogy, grading system and assessment instruments and aligning them in the context of remote education.	Dean-CME Dean-CME	Collaborate with the International Clean-Up Day Activities (SAS) Collaborate with the National Seafarers' Day and National Maritime Week Activities such as (a) Conduct Para-Legal Lecture on Seafarers' Right; (b) Conduct Values Enrichment Seminar; (c) Collaborate in the celebration of Women in Maritime Phils. (WIMAPHIL-WV) (SAS) Create an open link (online) with all industry partners so that there will be easy access to updates on current issues and sharing of information (CME-Dean) Recommend/Discuss with the Academic Council to review/revisit the curriculum, course content, grading system, and assessment instrument to align with remote education (Dean-CME).	100% 100% 100%	Pictures of Activities Participants Approved Letter A & B yet to be conducted this second semester NSD & WIMAPHIL Participants Pictures JB Webpage (JB has an open access (online) to all industry partners) With the Academic council for consideration after a recommendation was made (Minutes of the meeting)

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JB	20. **JBLFMU eLearning System as an Online Platform for Teaching and Learning: An Evaluative Inquiry** Dr. Emeliza Estimo C/M John Erll Destacamento (May 2021)	1. Both Instructors and students have a high level of satisfaction with the JeL in terms of functionality, accessibility, technical features, and cognitive presence. 2. Sixty-seven percent (67%) of the instructors and 71% of the students experienced difficulties in using the JeL. 3. On top of these problems is system lagging/error, access problems, system overload followed by difficulty to log back in if disconnected, errors when taking quizzes or exams, and inability to recover data when the system is down. 4. Students are generally satisfied with the quality of modules uploaded in the JeL but offer some suggestions (See recommendations).	1. Provide continuous online training/tutorials for the instructors and the students on using the different features of the JeL with reference to the difficulties and problems that they had experienced during the First Semester. 2. Conduct a thorough review and validation of the learning modules to correct content, grammatical, and mechanical issues before uploading them in the JeL. 3. Provide students with learning materials according to their access to internet facilities and with the mode of instruction appropriate for them (No	MIS DEANS PRINCIPAL DEANS PRINCIPAL	JeL training is provided during the start of every semester (MIS). Discuss with the Academic Council to conduct a semestral review of the learning modules in content and recency (Dean-CME). Updated the modules last July. Also filled up the review forms for modules (Dean-CBE). Save instructional materials in USBs and distribute them to students with problems with internet connectivity (Dean-CME). Subject Area Coordinator to assign co-teacher under the same subject area to review and validate the learning modules (Principal) Reaching out to the students through Messenger and uploading the lessons even using data only and providing Printed modules to those without internet connectivity (Dean-CBE). Send to the students copy of the learning modules through e-mail for	100% 100% 100% N/A 100% 100% 100%	JeL training is under JeL in charge, Dr. Arante -Communication of training schedule With the Academic council for consideration after a recommendation was made (Minutes of the meeting) Not Applicable Use of Internet is the only way FB Page, Messenger, Printed Modules

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			Connectivity, Limited Connectivity, or Stable Connectivity).		downloading/for personal files (Principal) Provide students with copies of the learning modules and subject syllabi through USB to allow the modular distance mode of learning (Principal)	100% (in SY 2020-2021) (In SY 2021-2022, distribution of USBs suspended. Instead, learning materials were sent thru student section FB group	
JB	21. **Challenges Experienced by Students with Limited Internet Resources: Initiatives and Coping Measures** Mr. Arvy Jhad Ablagon Ms. Cherryl Villamarzo (May 2021)	1. Three basic problems: ▪ Problems with internet connectivity ▪ Difficulty in understanding the lessons delivered online ▪ Difficulty in following instructions 2. Other Challenges experienced: ▪ Academic Concerns ▪ Worried about grades ▪ Fewer learning ▪ Emotional Issues ▪ Fear to fail ▪ Afraid of teachers ▪ Physical Constraints ▪ Feel weak ▪ Cannot function properly ▪ Stress ▪ Sleepless nights and anxiety	1. Parents should understand that their children need all available support from their end to help ensure that their children are provided with the requirements for attending their classes through blended learning. A forum with parents may be conducted for this purpose through the Student Affairs Services Department. 2. Set programs that will help students cope with the problems and challenges.	SAS SAS PRINCIPAL	Employees Association (PEA) General Assembly SAS). Conduct Online Kumustahanay (SAS) Conduct Juan Tips such as (a)Inspirational Posts and Easy Life Tips; (b) Conduct Online Consultation; (c) Conduct Online Referral (SAS) Include these problems in the agenda for (a) Parents Orientation; (b) PTA	100% 100% 100% 100%	Letter of Invite Attendance Pictures Screenshots Evaluation Screenshots, FB Guidance Annual Plan

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		3. Students' coping measures: • Asking their classmates about the topics discussed • Sending their teachers a message to ask about the lesson • Asking the teacher to download the lesson and send them a copy • Asking the teachers for extensions of deadlines 4. Kind of Support Needed by the Students • Parental Support • Support from the Teachers • Support from the School	3. Teachers should be more understanding in accommodating students' problems and queries.	PRINCIPAL	Meeting; (c) Faculty Meeting (Principal). Conduct a dialogue with parents of commonly referred students through the Parent-Teacher Conference (PTC) Mechanism (Principal). Inform the teachers about the challenges encountered by the students through faculty meetings (Principal). Create a program to help address these challenges (Guidance office as part of the Guidance Services) (Principal). Discuss these concerns in the faculty meeting (Principal). Solicit from the teachers their views on how they can participate/respond to the needs of the students'(Principal)	100% 100% 100% 100%	
JB	22. **Online Learning: A 21st-Century Alternative Approach to Maritime Education** Ms. Alyn Libertad Mr. Brando Montero	1. Challenges encountered by the faculty: • Poor internet connection, lack of online resources • Inadequate technical training adaptability struggles • Disrupted classes due to limited Zoom access 2. Challenges expressed by students: • Poor internet connection	1. Improve IT/internet connection. 2. Enhance faculty training on IT and teaching approaches and strategies suitable for distance learning. 3. Initiate virtual programs and activities to boost faculty	MIS MIS HR	An additional of 1Gbps was already applied and is on process (MIS) JeL training was conducted every semester and other e-services whenever there was a new version (MIS). To facilitate the conduct of faculty training (HR).	100% 100% 100%	2 ISPs @ 1Gbps plan each -Globe -PLDT Jel Communication Schedule of training under Dr. Arante List of Seminars and Trainings

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	(May 2021)	▪ Electric power interruptions ▪ Unconducive learning environment ▪ Lack of motivation ▪ Expensive internet services ▪ Lack of or incompatibility of gadgets for laboratory classes ▪ Difficulty learning in major laboratory subjects ▪ Instructor's lack of technology skills 3. Concerns expressed by the administration: ▪ Financial challenges ▪ Teacher supervision ▪ Poor internet connection Gauging the effectiveness of the online learning ▪ Teachers' unfamiliarity with technology and learning platform ▪ Risk of teachers' being exposed to Covid-19	morale and achieve balance amid the pandemic.	HR	To conduct virtual programs and activities for faculty and staff (HR)	100%	List of Virtual Activities online Pahampang other activities
JB	23. **Students' Access to Teaching and Learning Tools and Platforms: Basis for Adapting Appropriate Learning**	1. Students' status of internet connectivity: 2% - No Connectivity 78%-Limited Connectivity 20%-Stable Connectivity 2. The mobile phone was the number one learning tool available to students, with Globe as the	1. Explore the possibility of using other instructional modes of delivery that will not necessarily require the Internet.	Deans	Provide students without or with limited internet connectivity copies of the learning materials save in USBs (Dean-CME). Provide students with modules (Printed) or reach students through Messenger using data only and attached files for them to be printed Dean-CBE)	N/A 100%	Not Applicable Use of Internet is the only way

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	Modalities Dr. Jarebeth M. Bangoy Mr. Shane P. Fornis (January 2021)	dominant internet provider in their locations. 3. The students' literacy level was moderate, particularly on the ICT tools like E-mail, internet surfing, MS word, MS Excel, PowerPoint presentation, and image editing.		PRINCIPAL	Provide the students' copy of the learning modules and subject syllabi through USB to allows the modular distance mode of learning (Principal)	100% (In SY 2020-2021)	
			2. Subscribe to fiber-optic internet service as it delivers the fastest and most reliable internet connection, with downloading and uploading speeds that can reach up to 1gigabit per second.	MIS	DONE (MIS)	100% Accomplished	
			3. Design other instructional tools to maximize the educational benefits of mobile devices.	MIS	JeL is already operational, and they can download Moodle app to access (MIS).	100% Accomplished	
			4. Offer continuous teacher-development program to strengthen the capacity of teachers to mobile-enhanced instruction	HR	Facilitate the conduct of faculty training using different online instructional platforms (HR).	100% Accomplished	Photos, Communication
JB	24. **Maritime Security in Coastwise Domestic Shipping as perceived by Cadets** 2/M Albert O. Grapa 2/M	1. In general perception, the ISPS Code was fully implemented. However, the perception of the Deck & Engine Cadets varied. 2. The biggest challenge observed by the cadets was a rapid change in security and technology, which requires specialized skills.	1. MHEIs to consider enhancing the curriculum for BS in Marine Transportation and Marine Engineering Programs and the course content in Maritime Law to highlight the ISPS Code requirements and the roles of the ship's personnel in implementing them.	Program Head, CME	ISPS Code already a Topic in Maritime Law	100% Accomplished	DTS, Mid-term Topic 16

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	Edgar Lemoncito (May 2021)	3. Cadets' Role in Implementing the ISPS Code Requirements: **Deck Cadets:** a. Search, check identification and monitor persons coming on board b. Watch the gangways c. Do security rounds to check vessel from bow to stern d. Watch the ship's perimeter for possible stowaways **Engine Cadets:** a. Secure cabins and restricted areas when visitors were on board or when the ship was at the port. b. Do rove patrol in Marine security level 2 c. Search for drugs and stowaways d. Guide the passengers, e. Secure the exit and entrance doors	2. Exposure of the cadets to simulation or role-playing activities in given situations depicting different maritime security levels	Program Head, CME	Security Duties Done during Navigational Trip	100% Accomplished	
JB	25. **Integrated Environmental Management Program-IEC Programs,**	1. High level of awareness with 61-80% of the internal stakeholders being aware and knowledgeable of the environmental programs, activities, and initiatives of the	1. Inclusion of the environmental week celebration to highlight the environmental culture of the school in the school calendar	Environmental Officer CES Officer SAS SSG	Included in the School Calendar of Activities for 2019-2020.	100% Accomplished	

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	Activities and Initiatives: Their Influence on the Internal Stakeholders of JBLCF Ms. Jarebeth M. Bangoy Ms. Amabel B. Subong Mr. Joemil G. Galve (May 2018)	school 2. Various IEC programs, projects, and initiatives have highly influenced the stakeholders' value system and orientation towards the environment.	2. There should be a committee in every area to monitor and maintain environmental projects implemented on the campus. 3. Student organizations related to the environment should be organized, and officers of these organizations should be empowered to help the environmental committee. 4. There should be consistent monitoring by the environmental officer of the various activities and programs being implemented on the campus. 5. Exhibits and entrepreneurial fairs should be opened to all to see the different products and output of the other areas in relation to the environment.	Institutional Environment Committee (IEC) Environment Officer Environment Officer Environment Officer IEC	Created area committees to monitor the implemented environmental projects with students and employees from different departments and colleges. Strengthened the existing students' environmental organizations (Eco-warrior for BED and Earth Guard for College) thru seminars and training in-campus and off-campus activities. Conducted periodic monitoring of the status of environmental activities and programs being implemented. Included exhibits and entrepreneurial fairs in the Environmental Week Celebration and other institutional activities.	100% Accomplished 100% Accomplished 100% Accomplished 100% Accomplished	
JB	26. **Engine Room Hazards, Unsafe Practices, and Opportunities for Improvement**	1. The top common hazards in the Engine Department are cuts and injuries caused by sharp instruments and tools, burns caused by flames, corrosive substances, contact with hot parts of equipment, pipes, steam, lines, etc., or the release of	1. The administration may consider more in-house activities that could strengthen the safety culture among students, making it a crucial element that they should have internalized before they leave the portals of the	Laboratory Head-Engine	Posted safety slogans that are visible to all the stakeholders. Safety orientation and safety machine drills were carried every semester. Safe working practices were included in	100% Accomplished 100% Accomplished	

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	2/E Ronnie Montaño 3/E Mark Rey Bella 2/E Levy Beatingo (March 2018)	hot water or steam. 2. On top of the unsafe practices observed in the Engine Department is not wearing proper personal protective equipment such as helmets, gloves, harnesses, and earmuffs during maintenance work.	institution in preparation for their career as future marine officers. 2. Safety standard operating procedures must be strictly implemented among employees and students in performing their jobs and tasks on the campus. 3. Engine Laboratory Personnel should establish a suitable and efficient working place for the marine engineering cadets. Proper housekeeping of the area is very important when it comes to safety. 4. Engine students must be made part of habit-forming routine tasks such as maintenance and cleaning of the tools and equipment in the Engine Laboratory, monitoring of maintenance checks for every equipment and machinery, dusting and tidying up shelves, labeling tasks, putting up of	SSG BSMarE Governor Dean-CME Program Head- BSmarE	the terminal assessment of the students. Safety operating procedures were placed beside every machinery. Reminders were given to laboratory personnel, students and employees working and not following safety procedures and practices. Defective and old personal protective equipment were replaced. Wearing of proper protective equipment was strictly implemented in the laboratory area. Maintenance of tools returned by the students was regularly conducted by the laboratory personnel. Students were constantly reminded to observe proper CLAYGO after using their respective machines. Organized practical and theoretical competitions related to safety during Marine Engineering Day. Held seminar/symposium related to safety during Marine Engineering Day. Safety was incorporated/highlighted in the Instructor's Guide (IG).	100% Accomplished 100% Accomplished 100% Accomplished 100% Accomplished 100% Accomplished 100% Accomplished 100% Accomplished 100% Accomplished 100% Accomplished	

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			safety signages and reminders, and the like.		Instructors were reminded to emphasize safety concerns during Briefing and Debriefing.	100% Accomplished	
					Instructors gave credit to students observing safe working practices	100% Accomplished	
			5. Safety-related activities that could promote the application and retention of safety practices can be part of the Marine Engineering Day celebration.	SSG/BSMarE Governor		100% Accomplished	
			6. Every class meeting can start with a 5 to 10-minute talk on a safety topic relating to the lesson to be learned. Performance tasks should always emphasize the element of safety. Activities that will expose students to simulations of safety practices such as safety management meetings, toolbox meetings, and risk assessment analysis may be included as part of the performance tasks.	Dean-CME			
JB	27. **Integrated Environmental Management Program:**	1. The IEMP program has created a very high social impact among its organizers and the employees and a high social impact among the	1. Encourage a stronger commitment among the people behind the IEMP	Environmental Officer Community Extension Officer	Organized an Institutional Environmental Committee composed of volunteer employees with the Environment Officer taking the lead	100% Accomplished	

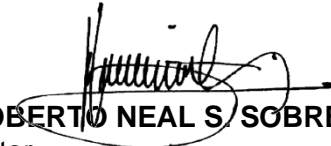| UNIT	TITLE OF RESEARCH, AUTHOR(S), DATE	FINDINGS	RECOMMENDATIONS	PERSON/DEPT RESPONSIBLE	ACTIONS TO TAKE/ ACTIONS TAKEN	DEGREE OF ACCOMPLISHMENT (In Percentage supported by a brief description of what has been accomplished)	RESULTS/IMPACT/ EVIDENCE (Brief description of the results/impact of the implementation of the action plans + List of Evidence)
	Social Impact, Value-Added Experiences, and Challenges Dr. Emeliza T. Estimo Ms. Geneveve M. Aguilar Mr. Abe M. Biclar, Jr. (May 2018)	students. 2. The program has also positively changed their relationship with others, their personal beliefs and the value they hold about God's creations, their sense of obligation and social responsibility, the values that they attribute to living organisms, and the spirit of unity and collaboration that they share with others in protecting the Mother Earth. 3. It has also positively changed their commitment to share what they have or can do for others and their sense of belonging and peace with nature and everything in their environment. 4. Value-Added Experiences Learned from the IEMP Program: ▪ Deeper Appreciation of the Beauty and Value of Nature ▪ Stronger Discipline, Consciousness, and Sense of Responsibility to Care for the Environment ▪ Engaging Others in a Collaborative Spirit ▪ Increased Awareness through Benchmarking ▪ Building Relationships and	2. Intensify the IEMP-IEC Campaign 3. Implement initiatives to strengthen Environmental Policies	(CES) IEMP Chair-Environmental Advocacy CES Officer SAS SSG Department Heads Campus Clubs and Organizations IEMP Committees Class Advisers Services and Facilities Environment Officer	Organized a student core committee that will be called "Environmental Stewards." These students were required to attend the monthly Environmental Committee meetings Maximized the use of various strategies to intensify the IEMP information-education campaign Finalized and distributed copies of the IEMP Brochure The Environment Month featured the following activities: ▪ Hugot-PagmamahalsaKalikasan (Hugot lines, love notes to plastic, open letters, spoken poetry) ▪ e-Poster Making (Digital) ▪ Mural Painting ▪ Plogging Activity ▪ Signage Making ▪ Mountain Trekking and Tree-Planting ▪ Environmental Camp-in Activity for Employees and Students Workshop was conducted for Writing the Environmental Policies, Guidelines, and Sanctions	100% Accomplished 100% Accomplished 100% Accomplished 100% Accomplished 100% Accomplished	

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		Sense of Unity ▪ Challenges Met by the Program Implementers 5. Challenges Met by the Program Implementers: ▪ Inability by other committees to deliver what was expected ▪ Insufficient team skills ▪ Enthusiasm that was good only at the start ▪ Lack of accountability by those assigned to do certain tasks ▪ Poor engagement of colleagues and students.	4. Install more visible facilities/utilities that reflect the institution's environmental advocacies 5. Consistent implementation of the existing practices		An environment corner was placed in Classroom Environmental Bulletin Boards. Additional trash bins were provided. Monitored and ensured consistent compliance with the existing practices on environmental protection and preservation ▪ Recycling ▪ Rain Harvesting ▪ CLAYGO ▪ Waste Segregation	100% Accomplished 100% Accomplished 100% Accomplished	

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