



Republic of the Philippines
CARCAR CITY COLLEGE
Luanluan, Poblacion I, Carcar City, Cebu
Tel # 487-0063 / 487-9077



Name of Instructor: LIRA L. MALAGSIC

Position/Designation: Instructor

Subjects/Courses Handled: CPR 2, CROPPROT 313, AGRISCI 313


Class/Block Moderatorship Assignment: BSA 3-B

Rating Period: 1st semester, Academic Year 2023-2024

Status: (/) Full Time () Part Time

Rater: _____

Date of Review: _____

Conformed (Ratee's Signature): 

| Key Result Area (KRA) | OBJECTIVES | PERFORMANCE INDICATORS | ACTUAL RESULT/PERFORMANCE | KRA Weight | RATING | SCORE |
|--|--|---|--|------------|--------|-------|
| AREA I: Quality of Instruction | | | | | | |
| 1. Preparation/Enhancement of Course Syllabus as authoritative basis for outcomes-based education quality of instruction | ✓ Classroom Instruction conforms with Course Syllabus basing on CHED-OBE/QA program outcomes, competencies, lesson deliveries, among others. | 5 - All or 100% of the contact hours (54 hrs./subject) of classes within the semester followed the flow of lessons and presentations in the IMD-approved Course Syllabus. 4 - 90% to 99% of the contact hours (at least 45 hours) of classes within the semester followed the flow of lessons and presentations in the IMD-approved Course Syllabus. 3 - 80% to 89% of the contact hours (at least 40 hours) of classes within the semester followed the flow of lessons and presentations in the IMD-approved Course Syllabus. 2 - 70% to 79% of the contact hours (at least 35 hours) of classes within the semester followed the flow of lessons and presentations in the IMD-approved Course Syllabus. 1 - Below 69% of the contact hours (at most 30 hours) of classes within the semester followed the flow of lessons and presentations in the IMD-approved Course Syllabus. 0 - Topics, lessons and activities as indicated in the certified Course Syllabus are never followed. | All topics discussed in all handled courses were based on the IMD-approved Course Syllabus | 10% | 5 | 0.5 |

| Key Result Area (KRA) | OBJECTIVES | PERFORMANCE INDICATORS | ACTUAL RESULT/PERFORMANCE | KRA Weight | RATING | SCORE |
|---|--|---|--|------------|--------|-------|
| 2. Production of Instructional materials/SILM/Session Guide | ✓ Develops, constructs, produces, and utilizes IMD-approved quality instructional materials. | <p>5 - 90 to 99 % of the subjects handled are provided with SILMs/learning packs, modules, etc. with Ratee as main author.</p> <p>4 - 80-89% of the subjects handled are provided with SILMs/learning packs, modules as co-author.</p> <p>3 - 70-79% of the subjects handled are provided with SILMs/learning packs, modules in collaboration with two or three other instructors handling same course/subject.</p> <p>2 - One of the subjects handled is totally adopted from other Instructors' SILMs/learning packs, etc.</p> <p>1 - All instructional materials are adopted from other instructors.</p> <p>0 - No instructional materials submitted to appropriate offices.</p> | All students taking CPRT 2, CROPPROT 313, and AGRISCI 313 were provided with modules, laboratory manual, lecture handouts and other resource materials | 10% | 5 | 0.5 |
| 3. Punctuality in the Submission of Academic Requirements | ✓ Student Manual, Section 65, letters, D and H. | <p>5 - Accomplishment and submission within the 14 working days timeframe.</p> <p>4 - Accomplishment and submission 1-3 working days after deadline.</p> <p>3 - Accomplishment and submission 4-6 working days after deadline.</p> <p>2 - Accomplishment and submission 7-9 working days after deadline.</p> <p>1 - Accomplishment and submission 10-15 working days after deadline.</p> <p>0 - Accomplishment and submission done the semester following the time of mandatory submission.</p> | Submitted academic requirements (i.e. modules, course syllabus, grades) a day after the deadline | 5% | 4 | 0.2 |

| Key Result Area (KRA) | OBJECTIVES | PERFORMANCE INDICATORS | ACTUAL RESULT/PERFORMANCE | KRA Weight | RATING | SCORE |
|--|--|--|--|------------|----------|-------------|
| 4. Planning and Delivery of Instruction | | Note: Exemption applies to Thesis Writing, counting is reckoned from the period of extension as indicated in the letter for extension, as approved by the BOT Chair. | | | | |
| | | Rating Scale adopts the Performance Rating Sheet based on the rated observation of classes, with rate conformed by Instructor and Students. (The Classroom Observation Checklist is adopted as the basis for the rating of the instructor in this area). | | 20% | 3.976 | 0.7952 |
| AREA II: Professional Development | | | | | | |
| 1. Quality of Professional Exposure | ✓ Takes active participation in recognized professional organization/s; trainer/facilitator of a seminar; attends seminar-workshop in field of specialization. | <p>5 - Is an officer of at least one recognized professional association and served as trainer in at least one training on any field of specialization for professional advancement.</p> <p>4 - Is a member of at least one recognized association and served as facilitator/moderator in at least one training on any field of specialization for professional advancement.</p> <p>3 - Is a member of at least one recognized association and actively participated attended at least one training/seminar-workshop equivalent to eight hours within the rating period.</p> <p>2 - Not a member of any recognized association and attended training/seminar-workshop equivalent to four hours, within the rating period.</p> <p>1 - Not a member of any recognized association and has not attended any training within the rating period.</p> <p>0 - By own volition, deliberately expressing unfavorable/negative perception about any membership on duly constituted organization/s.</p> | Member of the Philippine Association of Agriculturists and Philippine Phytopathological Society, Inc.-Visayas Division, attended the webinar "Current Trends in Pest Management" conducted by Department of Pest Management, Visayas State University, and served as facilitator of the community extension conducted by the BS Agriculture department | 5% | 4 | 0.2 |
| 2. Research, and Creative Works | ✓ Conducts Action Research that leads to the solution of | 5 - Has presented a terminated Action Research, with recommendations implemented by concerned | Still on the planning process of what research will be proposed | 15% | 1 | 0.15 |

| Key Result Area (KRA) | OBJECTIVES | PERFORMANCE INDICATORS | ACTUAL RESULT/PERFORMANCE | KRA Weight | RATING | SCORE |
|---|--|--|---|------------|--------|-------|
| | challenges, issues and concern in instruction, classroom management, student performance and achievement and other academic-related matters. | <p>offices/personnel leading to positive changes, and/or authored and published one research/creative work within the past two academic years.</p> <p>4 - Is on the process of data-gathering to complete Action Research approved by the College Research Council, within the rating period.</p> <p>3 - Has presented Action Research proposal, approved by the Action Research Council.</p> <p>2 - Is on the process of proofreading proposed Action Research scheduled for proposal presentation, within the rating period.</p> <p>1 - Is yet on the planning and initial phase of writing an Action Research proposal, within the rating period.</p> <p>0 - No action research conducted within the rating period.</p> | | | | |
| 3. Pursues relevant graduate/postgraduate program | <p>✓ Continues professional education to be aligned with recent developments in the field of specialization.</p> | <p>5 - Has Completed post graduate studies, obviously competent and well-informed with latest developments in line with field of specialization.</p> <p>4 - Has completed graduate studies and is currently enrolled in a post-graduate program.</p> <p>3 - Has completed master's degree in area of specialization.</p> <p>2 - Is enrolled in master's program and currently on thesis writing, within the rating period.</p> <p>1 - Is currently enrolled in master's degree program and has earned 9 nine units, at the time of the rating period.</p> <p>0 - Not enrolled in graduate/post graduate studies within the rating period.</p> | Completed Master's degree in Plant Protection | 10% | 3 | 0.3 |

| Key Result Area (KRA) | OBJECTIVES | PERFORMANCE INDICATORS | ACTUAL RESULT/PERFORMANCE | KRA Weight | RATING | SCORE |
|---|------------|---|---|------------|--------|-------|
| AREA III: Support for Students | | | | | | |
| 1. Attendance | | <p>5 - Not incurred any absence within the rating period; maintained communication and respected exercise of academic freedom of students (e.g., students' queries of grades, inclusivity of students in the transactions of flexibility provisions in course guidelines); initiates activities intended to advance students' competence and chance of passing licensure examinations/civil service eligibility examinations.</p> <p>4 - Incurred one to two valid absences within the rating period, provides opportunities for students to improve academic performance; and allows students to practice their learned competencies purposely for job placement and for possibility of passing licensure and other civil service eligibility examinations.</p> <p>3 - Incurred three to five absences within the rating period, shows genuine concern about students' performance in his/her classes.</p> <p>2 - Incurred more than five absences, five times of tardiness in reporting to his/her classes, and does not show genuine concern for students' performance in his/her classes.</p> <p>1 - Incurred more than five absences and tardiness and shows uncaring attitude about students' performance.</p> <p>0 - Incurred more than ten unexcused absences as well as frequent tardiness within the rating period.</p> | Did not incur any absence within the rating period, maintained communication with students especially with regards to their academic concerns, and held classes regularly to discuss topics which may help students pass the licensure examinations | 10% | 5 | 0.5 |
| 2. Values of Patriotism and Nationalism | | <p>5 - Models deeds of patriotism and nationalism. No absence made during flag raising and flag lowering ceremonies.</p> <p>4 - Models deeds of patriotism and nationalism, but committed 1 to 2 absences in the flag raising and flag lowering ceremonies.</p> | Committed 2 absences during flag raising ceremonies | 5% | 4 | 0.2 |

| Key Result Area (KRA) | OBJECTIVES | PERFORMANCE INDICATORS | ACTUAL RESULT/PERFORMANCE | KRA Weight | RATING | SCORE |
|-----------------------|------------|---|---------------------------|------------|--------|-------|
| | | <p>3 - Preaches patriotism and nationalism but committed 3 to 4 absences during flag raising and flag lowering ceremonies.</p> <p>2 - Preaches patriotism and nationalism but committed 5 to 6 absences during flag raising and flag lowering ceremonies.</p> <p>1 - Speaks about patriotism and nationalism but committed 7 to 8 absences during the flag raising and flag lowering ceremonies.</p> <p>0 - Did not speak about patriotism and nationalism and never attended during the flag raising and flag lowering ceremonies.</p> | | | | |

| AREA IV: Community Extension Involvement | | | | | | |
|--|--|---|--|------------|----------|------------|
| 1. Community Extension Activities | | | | | | |
| | | <p>5 - Initiated and led a team in conducting at least five (5) instances of community extension activities to an adopted barangay, resulting to positive outcome of targeted results, as indicated in the Action Plan submitted and approved by the BOT.</p> <p>4 - Led a team in conducting at least three instances of community extension activities to an adopted barangay, with result under monitoring and evaluation.</p> <p>3 - Served as a member of a team in the conduct of at least three community extension activities to an adopted barangay, with MOA but result under monitoring and evaluation.</p> <p>2 - Served as a member of a team in the conduct of at least two community extension activities to an adopted barangay, with MOA but result under monitoring and evaluation.</p> <p>1 - Served as a member of a team in the conduct of at least one instance of community extension to an adopted barangay.</p> | <p>Led and conducted community extension activities together with the faculty of BSA department, with Carcar City Farmers' Multipurpose Cooperative as the adopted cooperative</p> | 10% | 4 | 0.4 |

| Key Result Area (KRA) | OBJECTIVES | PERFORMANCE INDICATORS | ACTUAL RESULT/PERFORMANCE | KRA Weight | RATING | SCORE |
|-----------------------|------------|---|---------------------------|------------|--------|-------|
| | | 0 - No participation of any community extension program within the rating period. | | | | |

Overall Rating: 3.7452

Adjectival Rating: Very Satisfactory

RATING CONTINUUM

- 5.00 – 4.21 Outstanding (All criteria in the Key Result Areas are met, and elements are achieved at a level of excellence that provides a **MODEL FOR OTHERS**)
- 4.20 – 3.41 Very Satisfactory (Most of the criteria in the Key Result Areas are met, with most elements demonstrating **GOOD PRACTICE**)
- 3.40 – 2.61 Satisfactory (The criteria are met in most respects, **but improvement is needed to overcome weakness** in some elements)
- 2.60 – 1.81 Unsatisfactory (The criteria are met in some respects, **but much improvement is needed to overcome weaknesses**)
- 1.80 – 1.00 Poor (The criteria are not met)

FOR THE RATING PERIOD: 1st Semester, Academic Year 2023-2024

Conforme:


LIRA L. MALAGASIC

Instructor/Ratee

Date Signed: _____

Noted:


ARNOLD C. VALLESER

Department Head/Rater

Date Signed: _____

Noted:


JEAN S. DEVESON

College President

Date Signed: 07/18/2024

Noted:

N/A

College Dean

Date Signed: _____

Recommending Approval:


ELOTISA R. CABALLONA

BOT Secretary/HR Director

Date Signed: _____

Noted:


LEONARDO E. LACOSTALES PhD

Dean, Academic Affairs

Date Signed: 07/11/2024

Approved:


HON. MAYOR MARIO PATRICIO P. BARCENAS

BOT Chair/City Mayor

Date Signed: _____