

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS


Name of Faculty Member: Prof. Climaco D. Espina Jr.

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating (2x3)
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.50	
b. Students (50%)		1.95	
TOTAL for Instruction	70%	4.45	3.12
2. Research	0%	0.00	0.00
3. Extension	10%	5.00	0.50
4. Support Services	10%	5.00	0.50
5. Administration	10%	5.00	0.50
TOTAL			4.62


EQUIVALENT NUMERICAL RATING: 4.62  
Add: Additional Points, if any: \_\_\_\_\_  
TOTAL NUMERICAL RATING: 4.62

ADJECTIVAL RATING: Outstanding

Prepared by:

  
CLIMACO D. ESPINA JR.  
Name of Faculty

Reviewed by:

  
CANDELARIO L. CALIBO  
Dean, CAS

Approved by:

  
EDGARDO E. TULIN  
President



Visayas State University  
College of Arts and Sciences  
**DEPARTMENT OF MATHEMATICS AND PHYSICS**  
Visca, Baybay City, Leyte



**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, CLIMACO D. ESPINA JR., of the DEPARTMENT OF MATHEMATICS AND PHYSICS, College of Arts and Sciences commit to the deliver and agree to be rated on the attainment of of the following accomplishment in accordance with the indicated measures for the period January 1, 2017 to June 30, 2017

**CLIMACO D. ESPINA JR.**  
Associate Professor  
Date: July 25, 2017

**CANDELARIO L. CALIBO**  
Dean, CAS  
Date: July 25, 2017

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

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Details of Actual Accomplishment	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	
MF01	Higher Education Services	PI 1. Number of FTE	Instruction	Teaches: Math 114 (2 lec), Phys 16 (lec), Phys 124 (lec), Math 141 (lec) = (2nd sem 2016-2017); Math 114 (lec) (Summer 2017)	16	33.44	5	5	5	5.00	Vacation/Sick Leave
		PI 2. Number of instructional materials developed	Preparation/ Revising/ Encoding/ Printing								
		New Syllabi	Instruction	Prepares new syllabi	1	1	5	5	5	5.00	Phys 124
		Revised Syllabi	Instruction	Revised new syllabi	1	1	5	5	5	5.00	Math 141
		Revised course outline	Instruction	Prepares and compiles one (1) course outline	1	1	5	5	5	5.00	Physics 16
		New Powerpoint lecture presentation (per course)	Instruction	Prepares powerpower	2	3	5	5	5	5.00	Math 114, Phys 16, Phys 124



	P.I. Additional outputs Number of proposal degree program	Instruction	Prepares proposal for BSM and BSAP	1	2	5	5	5	5	Based on CMO for BSM and BSAP
MFO3	Extension Services	PI.1 Number of proposals research/extension submitted	Research services	Dept. Head, HRAbad, ERLina Jr. NQ Ramos	1	1	5	5	5	Enhancing Junior andn Senior High School Teachers' competencies in Teaching Sciences Mathematics, Statistics and English in the Baybay City Division (CAS Extension)
MFO 5	Support to Students	P.1 Student advising and consultation services  P.2 Number of hours spent for student consultation & thesis advising  <i>On consultation</i>					Total points	5.00		
			Consultation	Consulting student's of subjects taught courses	20	40	5	5	5	regarding subject matters, grades.
		P.3 Additional Outputs					Total points	5.00		
MFO 6	Support to Operations MOF1. Faculty Development Services	Pl.3 Number of faculty sent to attend trainings/seminars/conferences/conventions	Recommended for attendance to trainings/ seminars/ conferences/ conventions	Dept. Head, MFSacedon	1	1	5	5	5	Regional training of trainer orientation at Leyte Park Hotel as Resource Person for Senior High for Physics, May 19-23,

	<b>MOF2. Faculty Recruitment/Hiring Services</b>		Recommended hiring of part-time faculty	Three (3) substitute instructor	2	3	5	5	5	5.00	Lack of regular faculty to teach service courses in Mathematics and Physics and in Senior High School subjects
	<b>MOF3. Faculty Evaluation Services</b>										
		PI.1 Percentage of faculty rated by students with at least VS rating in 50% of the subjects evaluated		All Mathematics and Physics faculty	90%	100%	5	5	5	5.00	All regular faculty obtained at least VS rating
		PI.2 Additional Output									
		No. of administrative staff who assisted in student evaluation	Support to students	AA Guinipaan	1	1	5	5	5	5.00	Every semester
							Total Points			20.00	
MFO 7	<b>General Admin. &amp; Support Services (GASS)</b>										
	<b>MFO1. Administrative and Facilitative Services</b>										
		PI.1 No. of units/sections supported, supervised, monitored and coordinated	Mathematics and Physics		2	2	5	5	5	5.00	
		P1.2 No. of management meetings conducted		Faculty and staff	20	20	5	5	5	5.00	
		PI.3 No of documents signed and approved			100	200	5	5	5	5.00	
		PI.4 No of requests for materials and apparatus/equipment, and office supplies prepared and submitted		Dept. Head, AAGuinipaan	3	3	5	5	5	5.00	
		PI.5 No. of academic rooms (lab and lecture) maintained		WSoriano, ALLano	5	5	5	4	5	4.67	EB 105, EB 106, EB 105, EB 205, EB 206
		PI.6 Percentage of lab apparatus and office equipment maintained		A Llano, W Soriano, AA Guinipaan, HMazo	90%	100%	5	5	5	5.00	RISO, laptop, LCD projector, Physics Laboratory Apparatus
							Total Points			29.67	







VISAYAS STATE UNIVERSITY  
Visca, Baybay City, Leyte, 6521-A  
Teaching Performance Evaluation

Teacher: Espina, Climaco Jr. D.

Second Semester 2016 - 2017

No. of Raters: 11

Subject: 4 - Math 141 - Differential Equation

Class Type: Lecture

6:30-8MW

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester			1	3	4	3	<b>4.0</b>
2 Always prepared and organized in class			1	2	4	4	<b>4.0</b>
3 Uses appropriate and updated instructional materials			2	2	5	2	<b>4.0</b>
4 Gives clear instructions/guidelines in accomplishing tasks				1	3	7	<b>5.0</b>
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				2	1	8	<b>5.0</b>
6 Makes classroom activities interesting and lively				7	2	2	<b>3.0</b>
7 Encourages students to ask questions and welcomes comments and suggestions			3	2	1	5	<b>4.0</b>
8 Has mastery of the subject matter				1	2	8	<b>5.0</b>
9 Available for student consultation even outside class time		1	1	2	4	3	<b>4.0</b>
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully		1	2		5	3	<b>4.0</b>
11 Gives relevant assignments, course requirements				4	6	1	<b>4.0</b>
12 Returns quizzes, exams, homework, assignments and exercises		2	3	2	2	2	<b>3.0</b>
13 Fair in giving grades		1		3	3	4	<b>4.0</b>
14 Wears clean and appropriate clothes/attire in class			1	1		9	<b>5.0</b>
15 Firm in implementing policies yet approachable and understanding			1	1	4	5	<b>4.0</b>
16 Commands respect of students			1	2	4	4	<b>4.0</b>
17 Exercises decency in speech and actions			1	1	3	6	<b>5.0</b>
<b>Median Rating</b>		<b>4.0</b>					
		<b>Very Satisfactory</b>					
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					



**Suggestions of students for the improvement of their teachers' teaching performance**

1: Discuss the lesson in a more understandable way	5.00%
2: Allow students to know their class standing	50.00%
3: Avoid discussing matters not related to the lesson	15.00%
4: Avoid giving green jokes	5.00%
5: Avoid insulting the students	5.00%
6: Avoid jokes that can offend students	5.00%
7: Be more approachable	25.00%
8: Be sensitive to slow learners	25.00%
9: Be sensitive to student needs & feelings	30.00%
10: Dismiss the class 10 minutes before the time	5.00%
11: Do not get angry easily	45.00%
12: Don't discourage the students	15.00%
13: Don't interfere with students' personal life	5.00%
14: Don't keep changing your decisions/instructions	5.00%
15: Explain further lessons that are difficult to understand	10.00%
16: Give more examples and activities	5.00%
17: Give reasonable time allotment during exams	20.00%
18: Give time for students to copy notes in class	5.00%
19: Inform the students ahead if you can't come to class	15.00%
20: Lessen talking about your personal life	10.00%
21: Smile often	5.00%

VISAYAN STATE UNIVERSITY  
CERTIFIED TRUE COPY  
BY DVPI



VISAYAS STATE UNIVERSITY  
 Visca, Baybay City, Leyte, 6521-A  
 Teaching Performance Evaluation

Teacher: Espina, Climaco Jr. D.                      Second Semester 2016 - 2017    No. of Raters: 20  
 Subject: 3 - Math 114 - Calculus III & Differential Equations    Class Type: Lecture                      7-9:30TTh

<i>Work Performance</i>	<i>NA</i>	<i>1</i> <i>Poor</i>	<i>2</i> <i>Below</i> <i>Satis-</i> <i>factory</i>	<i>3</i> <i>Satis-</i> <i>factory</i>	<i>4</i> <i>Very</i> <i>Satis-</i> <i>factory</i>	<i>5</i> <i>Out-</i> <i>standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester		1	1	3	7	7	4.0
2 Always prepared and organized in class		1		2	3	13	5.0
3 Uses appropriate and updated instructional materials		2		5	7	5	4.0
4 Gives clear instructions/guidelines in accomplishing tasks				4	4	11	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable		1		4	4	10	5.0
6 Makes classroom activities interesting and lively			2	3	5	9	4.0
7 Encourages students to ask questions and welcomes comments and suggestions		1	1	1	8	7	4.0
8 Has mastery of the subject matter				2	2	15	5.0
9 Available for student consultation even outside class time		2	2	3	9	3	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully		1	1	4	3	10	5.0
11 Gives relevant assignments, course requirements		1	2	1	5	10	5.0
12 Returns quizzes, exams, homework, assignments and exercises		3	3	5	5	3	3.0
13 Fair in giving grades		2	2	5	4	6	4.0
14 Wears clean and appropriate clothes/attire in class				2	7	10	5.0
15 Firm in implementing policies yet approachable and understanding		1	1	2	4	11	5.0
16 Commands respect of students		1	1	3	3	11	5.0
17 Exercises decency in speech and actions		1	1	2	3	12	5.0
<i>Median Rating</i>		4.0 <b>Very Satisfactory</b>					
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					



**Suggestions of students for the improvement of their teachers' teaching performance**

1: Discuss the lesson in a more understandable way	7.69%
2: Allow students to know their class standing	46.15%
3: Avoid discussing matters not related to the lesson	15.38%
4: Avoid jokes that can offend students	7.69%
5: Be more approachable	23.08%
6: Be sensitive to slow learners	15.38%
7: Be sensitive to student needs & feelings	23.08%
8: Do not get angry easily	30.77%
9: Don't discourage the students	7.69%
10: Give more examples and activities	15.38%
11: Inform the students ahead if you can't come to class	7.69%

VISAYAN STATE UNIVERSITY  
CERTIFIED TRUE COPY  
BY OVPI



VISAYAS STATE UNIVERSITY  
Visca, Baybay City, Leyte, 6521-A  
Teaching Performance Evaluation

Teacher: Espina, Climaco Jr. D.      Second Semester 2016 - 2017      No. of Raters: 13  
Subject: 3 - Math 114 - Calculus III & Differential Equations      Class Type: Lecture      7-9:30MW

<i>Work Performance</i>		<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1	Explains course objectives, requirement and grading system at the beginning of the semester		1		2	5	5	4.0
2	Always prepared and organized in class					6	7	5.0
3	Uses appropriate and updated instructional materials				6	5	2	4.0
4	Gives clear instructions/guidelines in accomplishing tasks					8	5	4.0
5	Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable					5	8	5.0
6	Makes classroom activities interesting and lively			1	1	7	4	4.0
7	Encourages students to ask questions and welcomes comments and suggestions			1	2	7	3	4.0
8	Has mastery of the subject matter					1	12	5.0
9	Available for student consultation even outside class time			1	4	7	1	4.0
10	Holds class regularly, starts and dismisses class on time and utilizes class period fully			1	1	3	8	5.0
11	Gives relevant assignments, course requirements				3	7	3	4.0
12	Returns quizzes, exams, homework, assignments and exercises		2	2	5	4		3.0
13	Fair in giving grades				6	4	3	4.0
14	Wears clean and appropriate clothes/attire in class				1	7	5	4.0
15	Firm in implementing policies yet approachable and understanding				1	6	6	4.0
16	Commands respect of students					6	7	5.0
17	Exercises decency in speech and actions				1	8	4	4.0
<i>Median Rating</i>			<b>4.0</b> <b>Very Satisfactory</b>					
Median Rating (nearest whole number)			Rating Description					
1			Poor					
2			Fair					
3			Satisfactory					
4			Very Satisfactory					
5			Outstanding					



**Suggestions of students for the improvement of their teachers' teaching performance**

1: Add more class activities	16.67%
2: Allow students to know their class standing	50.00%
3: Be more approachable	50.00%
4: Be sensitive to slow learners	50.00%
5: Be sensitive to student needs & feelings	66.67%
6: Do not get angry easily	16.67%
7: Don't discourage the students	16.67%
8: Explain further lessons that are difficult to understand	16.67%
9: Improve teaching strategies/techniques	16.67%
10: Inform the students ahead if you can't come to class	83.33%

VISAYAN STATE UNIVERSITY  
CERTIFIED TRUE COPY  
BY OVPI



VISAYAS STATE UNIVERSITY  
Visca, Baybay City, Leyte, 6521-A  
Teaching Performance Evaluation

Teacher: Espina, Climaco Jr. D.

Second Semester 2016 - 2017

No. of Raters: 6

Subject: 4 - Phys 124 - Math for Phys. Sciences

Class Type: Lecture

4-6:30MW

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester						6	5.0
2 Always prepared and organized in class				1	2	3	4.5
3 Uses appropriate and updated instructional materials			1	2	2	1	3.5
4 Gives clear instructions/guidelines in accomplishing tasks					1	5	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable					1	5	5.0
6 Makes classroom activities interesting and lively			2		3	1	4.0
7 Encourages students to ask questions and welcomes comments and suggestions		1		3	1	1	3.0
8 Has mastery of the subject matter						6	5.0
9 Available for student consultation even outside class time		3	1		1	1	1.5
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				1	1	4	5.0
11 Gives relevant assignments, course requirements					3	3	4.5
12 Returns quizzes, exams, homework, assignments and exercises		4	1	1			1.0
13 Fair in giving grades			2	1	3		3.5
14 Wears clean and appropriate clothes/attire in class					1	5	5.0
15 Firm in implementing policies yet approachable and understanding				3	1	2	3.5
16 Commands respect of students				2		4	5.0
17 Exercises decency in speech and actions					2	4	5.0
<i>Median Rating</i>		<b>4.5</b>					<b>Outstanding</b>
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					



**Suggestions of students for the improvement of their teachers' teaching performance**

1: Discuss the lesson in a more understandable way	50.00%
2: Add more class activities	10.00%
3: Allow students to know their class standing	70.00%
4: Always have eye contact with students when discussing the lesson	10.00%
5: Avoid discussing matters not related to the lesson	60.00%
6: Avoid favoritism	10.00%
7: Avoid insulting the students	10.00%
8: Avoid jokes that can offend students	10.00%
9: Be energetic/enthusiastic when discussing	20.00%
10: Be more approachable	40.00%
11: Be sensitive to slow learners	50.00%
12: Be sensitive to student needs & feelings	70.00%
13: Be well-organized in discussing the topic	10.00%
14: Discipline the students	10.00%
15: Dismiss the class 10 minutes before the time	10.00%
16: Do not get angry easily	60.00%
17: Don't be always absent or late	10.00%
18: Don't discourage the students	30.00%
19: Don't just be sitting the whole time while having class	10.00%
20: Don't just read the handouts or the powerpoint slides. Discuss them.	10.00%
21: Don't keep changing your decisions/instructions	10.00%
22: Don't talk too fast	20.00%
23: Emphasize the important points of the lesson	10.00%
24: Explain further lessons that are difficult to understand	50.00%
25: Give more examples and activities	30.00%
26: Give more laboratory activities	10.00%
27: Give more problem sets & assignments	20.00%
28: Give reasonable time allotment during exams	40.00%
29: Give time for students to copy notes in class	10.00%
30: Have well-prepared powerpoint presentations	20.00%
31: Improve teaching strategies/techniques	30.00%
32: Inform the students ahead if you can't come to class	20.00%
33: Lessen talking about your personal life	50.00%

VISAYAN STATE UNIVERSITY  
**CERTIFIED TRUE COPY**  
 BY OVPI



VISAYAS STATE UNIVERSITY  
Visca, Baybay City, Leyte, 6521-A  
Teaching Performance Evaluation

Teacher: Espina, Climaco Jr. D.

Second Semester 2016 - 2017

No. of Raters: 10

Subject: 0 - Phys 16 - College Physics II a

Class Type: Lecture

10-11TTh

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester		3	1	3	2	1	3.0
2 Always prepared and organized in class		1	1	1	3	4	4.0
3 Uses appropriate and updated instructional materials		4	4	1		1	2.0
4 Gives clear instructions/guidelines in accomplishing tasks		2	2	1	3	2	3.5
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable		2		2	3	3	4.0
6 Makes classroom activities interesting and lively		3		2	2	3	3.5
7 Encourages students to ask questions and welcomes comments and suggestions		3		5	1	1	3.0
8 Has mastery of the subject matter		1			4	5	4.5
9 Available for student consultation even outside class time		4	1	5			2.5
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully		3		1		6	5.0
11 Gives relevant assignments, course requirements		2		6	1	1	3.0
12 Returns quizzes, exams, homework, assignments and exercises		5		4	1		2.0
13 Fair in giving grades		3	2	3	2		2.5
14 Wears clean and appropriate clothes/attire in class		1		3	2	4	4.0
15 Firm in implementing policies yet approachable and understanding		3	3	2		2	2.0
16 Commands respect of students		1	3	3	1	2	3.0
17 Exercises decency in speech and actions		1		4	1	4	3.5
<b>Median Rating</b>		<b>3.0</b>					<b>Satisfactory</b>
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					



Suggestions of students for the improvement of their teachers' teaching performance

1: Allow students to know their class standing	9.09%
2: Be more approachable	9.09%
3: Be sensitive to slow learners	9.09%
4: Be sensitive to student needs & feelings	9.09%
5: Dismiss the class 10 minutes before the time	9.09%
6: Do not get angry easily	18.18%
7: Give more examples and activities	9.09%
8: Give more problem sets & assignments	18.18%
9: Inform the students ahead if you can't come to class	18.18%
10: Lessen talking about your personal life	9.09%

VISAYAN STATE UNIVERSITY  
CERTIFIED TRUE COPY  
BY DVPI