SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

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

Program Involvement	Percentage	Numerical Rating	Equivalent
(1)	Weight of	(Rating x %)	Numerical
	Involvement		Rating
(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:

Reviewed by:

CUMACO D. ESPINA J

Name of Faculty

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 agcomplishment 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

2 - Fair 1 - Poor

3 - Satisfactory

MFO No.	J	Success/ Performance	Program/	Tasks Assigned	Target	Details of Actual		Rating	bn	Remarks
	MFO's/PAPs	Indicators (PI)	Activities / Projects			Accomplishment	Valleu D	Eficiency Timelines	s 98619VA	
MF01	Higher Education Services Pl 1. Number of FTE	PII. 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	rv.	2	5.00	Vacation/Sick Leave
		Preparation/ Revising/materials developed Encoding/ Printing	Preparation/Revising/ Encoding/Printing							
		New Syllabi	Instruction	Prepares new syllabi	1	1	2	5 5	-	5.00 Phys 124
		Revised Syllabi	Instruction	Revised new syllabi	1	1	2	5 5	5.00) Math 141
		Revised course outline	Instruction	Prepares and compiles one (1) course outline	1	1	2	5 2		5.00 Physics 16
		New Powerpoint lecture presentation (per course)	Instruction	Prepares powerpower	2	3	2	5 5		5.00 Math 114, Phys 16, Phys 124

No. 2									ŀ			
Extension Services PLI Number of proposal degree Instruction Prepares proposal for BSM and 1 2			PI 3. Additional outputs						1	1	\neg	
Extension Services PI.1 Number of proposals Research services Obert Head, HRabad, ERLina Jr. 1 1 1			Number of proposal degree		Prepares proposal for BSM and	-	2	2	2	2	2.00	Based on CMO for
Extension Services P1.1 Number of proposals Research services Opeta Head, HRAbad, ERLina Jr. 1 1 1 research/extension submitted submitted Consultation and Cons			program		BSAP				1	1		BSM and BSAP
Extension Services P.I.1 Number of proposals Research services NORamos Submitted submitted Support to Students P.I.Student advising and Consultation Research services Consultation P.2 Additional Outputs P.3 Additional Outputs MOF1. Faculty Development Services MOF1. Faculty Development Services Conventions												
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P.3 Additional Outputs P.3 Number of faculty sent P.3 Number of faculty					taught courses							matters, grades.
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			to attend trainings/	attendance to		1	4			_		trainor orientation at
			seminars/conferences/	trainings/seminars/								Levte Park Hotel as
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CONVENTIONS			conventions	conierences/							<u> </u>	Resource Person for
				conventions							<u>n</u> (Senior High Tor
											7 (Physics, ividy 19-23,
									-	_		

				2								
	MOF2. Faculty Recruitment/Hiring Services	ent/Hiring Services)					-	1	•	
		PI.1 Number of faculty hired	Recommended hiring of part-time faculty	Three (3) substitute instructor	2	ĸ	r.	5	rų.	5.00 La	Lack of regular faculty to teach service	
			,							2 2 2	Mathematics and Physics and in Senior	
									-	王	High School subjects	
									-			_
	MOF3. Faculty Evaluation Services	Services										
		PI.1 Percentage of faculty		All Mathematics and Physics	%06	100%	2	5 5	r,	5.00 AI	All regular faculty	_
		rated by students with at		faculty						0	obtained at least VS	_
		least VS rating in 50% of the								ra	rating	
		Subjects evaluated						+	+	\dagger		_
		Pl.z Additional Output						1	+	\neg		_
		No. of administrative staff who assisted in student	Support to students	AA Guinipaan	1	1	rv.	r.	r,	5.00 Ev	Every semester	
		evaluation							+	+		_
							Total	Total Points	20	20.00		-
MFO 7	General Admin. &											_
	MF01. Administrative and Facilitative Services	d Facilitative Services						\dagger	+	\dagger		_
								1	+			_
		PI.1 No. of units/sections supported, supervised.	Mathematics and Physics		2	2	2	r.	5.	2.00		
		ated										
		P1.2 No. of management		Faculty and staff	20	20	2	2	5 5.	5.00		_
		meetings conducted							+	-		
		PI.3 No of documents signed			100	200	2	2	5 5.	2.00		
		PI.4 No of requests for		Dept. Head, AAGuinipaan	3	3	2	2	5	5.00		
		materials and										
		apparatus/equipment, and										
		office supplies prepared and										
		PI 5 No of academic rooms		WCorison Allono	u	<u> </u>	u	-	+	\top	10E ED 10C ED	
		(lab and lecture) maintained		Wsoriano, ALiano	n	n	n	4	υ 4.	4.6/ 10	EB 105, EB 106, EB 105, EB 205, EB 206	
		PI.6 Percentage of lab		A Llano, W Soriano, AA	%06	100%	2	2	5 5.0	5.00 RIS	RISO, laptop, LCD	
		apparatus and office		Guinipaan, HMazo						pr	projector, Physics	
		equipment maintained								Б	Laboratory Apparatus	
							Total	Total Points	29.67	.67		

)				,	
			,)				
MFO 8	MFO 8 General Admin. &							
	Support Services (GASS)							
	Efficient & Constumor	Zero percent complaint from		Entertains clients	%0		00.00	0.00 Students, Parents,
	Friendly	clients served			complaint			Faculty & Staff
						Total points	0.00	
	Total Over-all Rating						00.00	
	Average Rating						00.00	
	Adjectival Rating						0	

Comments & Recommendations for Development Purpose:

Average Rating (Total Over-all rating	0.00
divided by 4)	
Additional Points:	
Punctuality	
Approved Additional points (with	
copy of approval)	
FINAL RATING	0.00
ADJECTIVAL RATING	

Recommending Approval:

BEATRIZ S. BELONIAS, Ph.D. Vice gres. for Instruction Date:

Approved:
EDGARDOFE. TURKI, Ph.D.
Preside02

Received by:

Planning Officer Date:

REMBERTO A. PATRIDOL, Ph.D. Chairman, PMT Calibrated by:

Date:

Teacher: Espina, Climaco Jr. D.

Second Semester 2016 - 2017 No. of Raters: 11

Subject: 4 - Math 141 - Differential Equation	<u>in</u>		Class	s Type:	<u>_ecture</u>	6:30	-8MW
Work Performance	NA	Poor		Satis-	Very Satis- factory	Out-	Median

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

Poor Fair Satisfactory Very Satisfactory Outstanding

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Page 1 of 2

Suggestions of students for the improvement of their teachers' teaching p	erformance
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%

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Teacher: Espina, Climaco Jr. D. Second Semester 2016 - 2017 No. of Raters: 20

	PROBLEM RECEIVED AND AND AND AND AND AND AND AND AND AN							
	Work Performance	NA .	1 Poor	2 Below Satis- factory	3 Satis- factory	Very Satis- factory	5 Out- standing	Median
1	Explains course objectives, requirementand 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
0	Holds class regularly, starts and dismisses class on time and utilizes class period fully		1	1	4	3	10	5.0
1	Gives relevant assignments, course requirements		1	2	1	5	10	5.0
2	Returns quizzes, exams, homework, assignments and exercises		3	3	5	5	3	3.0
3	Fair in giving grades		2	2	5	4	6	4.0
4	Wears clean and appropriate clothes/attire in class				2	7	10	5.0
5	Firm in implementing policies yet approachable and understanding		1	1	2	4	11	5.0
6	Commands respect of students		1	1	3	3	11	5.0
7	Exercises decency in speech and actions		1	1	2	3	12	5.0
	Median Rating		4.0				Very Sat	isfacto
diar	1 Poor 2 Fair 3 Satis	ng Descrip						

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3 - Math 114 - Calculus III

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%

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SY OVPI

Teacher: Espina, Climaco Jr. D.

Second Semester 2016 - 2017 No. of Raters: 13

Subject:	3 - Math 114	4 - Calculus III &	Differential Equations	Class Type:	Lecture	7-9:30MW
				Maria di Cara	(1) (1) (1) (1) (1) (1) (1) (1) (1) (1)	

	Work Performance	NA.	1 Poor	2 Below Satis- factory	3 Satis- factory	Very Satis- factory	5 Out- standing	Median
1	Explains course objectives, requirementand 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 3	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
	Median Rating		4.0				Very Sat	isfactory
Aedian	1 Poor 2 Fair 3 Satis 4 Very	ng Descript factory Satisfactor tanding						

4 - Phys 124 - Math for

Suggestions of students for the improvement of their teachers' teaching perfo	ormance
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%

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Teacher: Espina, Climaco Jr. D.

Second Semester 2016 - 2017 No. of Raters: 6

unj	ect: 4 - Phys 124 - Math for Phys. Scienter	511005	1	Class	Type: I	Lociule	4-0.5	MW
			1	2	3	4	5	Median
	Work Performance	NA	Poor	Below Satis- factory	Satis- factory	Very Satis- factory	Out- standing	
1	Explains course objectives, requirementand 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			1000			6	5.0
9	Available for student consultation even outside class time		3	1 *		1	1	1.5
0	Holds class regularly, starts and dismisses class on time and utilizes class period fully				1	1	4	5.0
1	Gives relevant assignments, course requirements					3	3	4.5
2	Returns quizzes, exams, homework, assignments and exercises		4	1	1			1.0
3	Fair in giving grades			2	1	3		3.5
4	Wears clean and appropriate clothes/attire in class			1		1	5	5.0
5	Firm in implementing policies yet approachable and understanding				3	1	2	3.5
6	Commands respect of students				2		4	5.0
7	Exercises decency in speech and actions					2	4	5.0
	Median Rating		4.	5			Out	standin
dia	1 Poor 2 Fair 3 Satis 4 Very							

	The second secon
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
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BY OVPI

Teacher: Espina, Climaco Jr. D. Second Semester 2016 - 2017 No. of Raters: 10

Sub	oject: 0 - Phys 16 - College Physics II a			Class	s Type:	Lecture	10-1	1TTh	
	Work Performance	NA	1 Poor	2 Below Satis- factory	3 Satis- factory	4 Very Satis- factory	5 Out- standing	Median	
1	Explains course objectives, requirementand 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	
4	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	1	2	2.0	
16	Commands respect of students		1	3	3	1	2	3.0	
7	Exercises decency in speech and actions		1		4	1	4	3.5	
	Median Rating 3.0								
dia	1 Poor 2 Fair 3 Satist 4 Very	g Descrip factory Satisfacto anding							

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BY OVP

Espina, Climaco Jr. D.

4 - Math 141 - Differential

Suggestions of students for the improvement of their teachers' teaching performance of their teachers' tea	rmance
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%

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