

RY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Israel C. Embayarte

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2 x 3)
1. Instruction			
a. Head/Dean (50%)		2.50	
b. Students (50%)		2.21	
TOTAL INSTRUCTION	70%	4.71	3.30
2. Research	10%	4.00	0.40
3. Extension			
4. Support Operations	10%	4.33	0.43
5. Gen. Adm. & Support Services	10%	4.50	0.45
TOTAL			4.58

EQUIVALENT NUMERAL RATINGS:

4.58

Add: Additional Points, if ny:

TOTAL NUMERICAL RATING:

4.58

ADJECTIVAL RATING:

0

Prepared by:

ISRAEL C. EMBAYARTE  
Name of Faculty

Reviewed by:

ZYRA MAY H. CENTINO  
Head, DoEcon

Recommending Approval:

LILIAN B. NUNEZ  
Dean, CME

Approved:

ROTACIO S. GRAVOSO  
Vice President for Academic Affairs



"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Israel C. Embayarte, a faculty member of the DEPARTMENT OF ECONOMICS commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January-Dec. 2024.

Ratee:

ISRAEL C. EMBAYARTE

Instructor I

Date: 1/10/25

Approved:

ZYRA MAY H. CENTINO

Department Head

Date: 1/10/25

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Accomplishment (Jul. Dec 2024)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 1: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 2: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	PI 3: Number of instructional materials developed *	A5 . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							



		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
	PI 3 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 1: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	20.00	45.45	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	12	5	5	5	5.00	
		A 11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period							
		A12. Number of trainings attended related to instruction	Attend mandated trainings							
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	14	5	5	5	5.00	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	20	56	5	5	5	5.00	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	8	69	5	5	5	5.00	





		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation (RQAT)							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU * (Coordinate LGU links for IM's delivery as implementing the new normal)							
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal * Number of learning guides, obelidzed syllabus, TOS and item analysis evaluated							
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries		6	5	5	5	5.00	
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research oroject within the year							
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							

	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by								
		<b>A 33.</b> Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper							
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership * (Active partnership with LGU-students IM's)							
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implements duly approved extension projects							
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services							
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor								
	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								



	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										
	<b>PI 8.</b> Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	<b>A 44.</b> Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero % complaint	zero complaint	4	4	4	4.00	
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	100% compliant	4	4	4	4.00	
		On program accreditations								
		On institutional accreditations								
		<b>A.46.</b> Number of seminars/ trainings/workshop attended								
		International								
		National								
		Regional								
		Institutional								
		<b>A.47.</b> Number of meetings attended	Department meeting	6	16	5	5	5	5.00	
		<b>A.48.</b> Number of meeting attended (APB, UAC, etc)								
<b>UMFO 6. General Admin. &amp; Support Services</b>										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 49.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients	zero % complaint	zero % complaint	4	4	4	4.00	
	<b>PI 3:</b> Additional Outputs	<b>A 50.</b> Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							

		<b>A.48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
		<b>A.51.</b> Number of meetings presided								
		<b>A.52.</b> Number of staff evaluated/monitored								
		<b>A.53.</b> Number of committee membership		2	4	5	5	5	5.00	
		<b>A.54.</b> Number of meetings attended outside of the university								
		<b>A.55.</b> Other outputs implementing the new normal due to covid 19								
	<b>Total Over-all Rating</b>								87.00	
	<b>Average Rating</b>								4.83	
	<b>Adjectival Rating</b>								O	

Evaluated & Rated by:

ZYRA MAY H. CENTINO

Department Head

Date: 11/10/25

Recommending Approval

LILIAN B. NUNEZ

Dean, CME

Date: 11/10/25

Comments & Recommendations for Development Purpose:

Continue to enroll masteral units.

Approved by:

ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: 11/14/25



PERFORMANCE MONITORING & COACHING JOURNAL  
July-December 2024


Name of Office : Department of Economics  
Head of Office : Prof. Zyra May H. Centino  
Number of Personnel : 8 Regular Faculty, 2 Admin Staff, 1 Part Time, 1 GTA, 4 Affiliate Faculty

Activity	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Faculty Meeting		Minutes of the meeting			Monthly meeting (regular & special)
Office & Class Attendance				Logbook, DTR's biometrics, personal check-up	DOE faculty & staff
Discussion of job-related accomplishments, problems and plans	Class observation: The department head conducted class observation of all the faculty member once in every semester	Participation of the faculty members was monitored in the different activities sponsored by the department		Attendance certificate  Committee meetings	All faculty members were informed of the class observation
Attendance to university/college virtual/google meet seminars and meetings			University memos/college memo/notice of meeting	Attendance certificate	July-Dec. 2024
Compliance of University Memos			University Memos	Compliance Report	
Leaves (SL, VL, CDO, etc.)				Application for leave form	
Grades				Submission of midterm & final gradesheets	Oct. & Dec. 2024 (e-copy.)
Coaching & Mentoring					
Discuss ways to improve classroom		Teaching performance			All faculty members were


management, teaching methods, IMs and syllabus preparation and evaluation reports of staff.		evaluation results especially the negative feedbacks from students were discussed with the concerned faculty			given copy of their TPES regarding the students evaluation (July-Dec. 2024)
---	--	--	--	--	---

*Note: Please indicate the date in the appropriate box when the monitoring was conducted.*

Conducted by:

  
**ZYBRA MAY H. CENTINO**  
 Head, DOE

Noted by:

  
**LILIAN B. NUNEZ**  
 Dean, CME



## TRACKING TOOL FOR MONITORING TARGETS

Major Final Output/Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS						REMARKS
				JUL	AUG	SEPT	OCT	NOV	DEC	
MFO 1. Advanced & Higher Education Services	Teaching	ALL FACULTY	JULY-DEC. 2024							
PI 1. Instruction	Instructional Materials Developed/Revised & Utilized	ALL FACULTY	JULY-DEC. 2024			Revises Course Outline, Course Syllabi, TOS, Powerpoint presentations				BCON 143, NCON 145, AGSC 12, SOST 111, ECON 153, BCON141, ECON 115A, ECON 134A, ECON 101A, MGMT 21, NCON143, ECON198, BCON147, NCON 147, NCON 146, AGECE 115, ECON 131, ECON103, ECON148,NCON141, BCON 145, AGECE 144, ECON 129E, ECON, BCON 146, AGECE 199-A, ECON 133,AGECE 231, AGECE 213, AGECE 221, AGECE 241, APEC 252, ECON 214
	Spent Hours For Students Consultations (virtual)	ALL FACULTY	JULY-DEC. 2024							As Academic Advisers, GAC Chairman and Members & other Committees involving student consultations
		ZYRA MAY H.	JULY – DEC.							Head, Academic Advisers

		CENTINO	2024							
	Gives Assignments, Quizzes, Exams, Etc.	All Faculty	JULY –DEC. 2024	Gives quizzes and long exams as agreed in the class			Give midterm exam		Gives final exams	Midterm and Final Exams were given as scheduled by the university
	Submits Grade Sheets	All Faculty	JULY-DEC. 2024				Midterm Grades		Final Grades	BCON 143, NCON 145, AGSC 12, SOST 111, ECON 153, BCON141, ECON 115A, ECON 134A, ECON 101A, MGMT 21, NCON143, ECON198, BCON147, NCON 147, NCON 146, AGECE 115, ECON 131, ECON103, ECON148,NCON141, BCON 145, AGECE 144, ECON 129E, ECON, BCON 146, AGECE 199-A, ECON 133,AGECE 231, AGECE 213, AGECE 221, AGECE 241, APEC 252, ECON 214
	Prepares power point lecture materials	All Faculty	JULY-DEC. 2024							BCON 143, NCON 145, AGSC 12, SOST 111, ECON 153, BCON141, ECON 115A, ECON 134A, ECON 101A, MGMT 21, NCON143, ECON198, BCON147, NCON 147, NCON 146, AGECE 115, ECON 131, ECON103, ECON148,NCON141, BCON 145, AGECE 144, ECON 129E, ECON,





[illegible]




	ons.									
	Delivers, processes and facilitates documents	<i>COSUGANOB/ ANELITO C. PERNITO</i>	JULY-DEC. 2024	Daily	Daily	Daily	Daily	Daily	Daily	Continuing Process, payroll for SA, job request etc.
	Prepares letters, transmittal, acknowledgment letters and other communications.	<i>COSUGANOB</i>	JULY-DEC. 2024	Daily	Daily	Daily	Daily	Daily	Daily	Request Letters, Financial Reports, Vouchers, Purchase Requests/PP MP
	Records and releases documents.	<i>COSUGANOB/ ANELITO C. PERNITO</i>	JULY-DEC. 2024	Daily	Daily	Daily	Daily	Daily	Daily	Incoming and outgoing communications
	Files documents.	<i>COSUGANOB</i>	JULY-DEC. 2024	Daily	Daily	Daily	Daily	Daily	Daily	Incoming Communications Students Files, docs from other offices.
	Photocopies documents and other communications.	<i>COSUGANOB/ ANELITO C. PERNITO</i>	JULY-DEC. 2024	Daily	Daily	Daily	Daily	Daily	Daily	Memos, Letters and Appointments



	Clean offices and surroundings	ANELITO C. PERNITO	July-Dec. 2024	Daily	Daily	Daily	Daily	Daily	Daily	
--	--------------------------------------	-----------------------	-------------------	-------	-------	-------	-------	-------	-------	--

Prepared by:

  
ZYRA MAY H. CENTINO  
Unit Head

## Exhibit I

## PERFORMANCE MONITORING FORM

Name of Employee: Israel C. Embayarte

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date of Completion	Quality of Output*	Overall Assessment of Output**	Remarks/ Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and return to students one week after, submit grades within the prescribed period, make herself available for students during consultation hours, revises course syllabus	Very satisfactory	August 2024	Dec. 2024	Dec. 2024	Impressive	Outstanding	Done
2	Prepares instructional module/learning materials for face to face classes.	Very Satisfactory	August 2024	Aug.. 2024	Dec. 2024	Impressive	Very Satisfactory	Done
3	Attends meetings and performs functions as chairman/member of different committee of the department	Very Satisfactory	August 2024	Dec. 2024	Dec. 2024	Impressive	Very Satisfactory	Done
4	Performs other functions	Very Satisfactory	August 2024	Dec. 2024	Dec. 2024	Impressive	Very Satisfactory	Done

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

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

Prepared by:

  
 ZYRA MAY H. CENTINO  
 Unit Head

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Israel C.Embayarte  
Performance Rating : Outstanding

Aim: To improve teaching capability of faculty member.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: August 2024

Target Date: September 2024

First Step:

Required Mr. Embayarte to prepare and update course syllabi and course content relevant to the current trends and needs of the undergraduate courses assigned for the 1<sup>st</sup> semester, A.Y. 2024-2025.

Result:

Updated graduate and undergraduate course syllabi and other teaching materials.

Date: October 2024

Target Date: December 2024

Next Step:

Improved further the Instructional Materials developed.

Outcome:

Final Step/Recommendation

:

Mr. Embayarte has prepared and updated instructional materials developed.

Prepared by:

  
ZYRA MAY H. CENTINO  
Unit Head

Conforme:

  
ISRAEL C. EMBAYARTE  
Ratee





**TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING**

Second Semester AY 2023-2024

Name of faculty: EMBAYARTE, ISRAEL C.

Department: Dept. of Economics

College: College of Management and Economics

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Numerical	Adjectival	
AgSc 123n	INTRODUCTION TO AGRICULTURAL POLICY AND DEVELOPMENT	LEC	4.00	Very Satisfactory	80.0%
AgSc 123n	INTRODUCTION TO AGRICULTURAL POLICY AND DEVELOPMENT	LEC	4.00	Very Satisfactory	80.0%
ABMg 105	APPLIED ECONOMICS	LEC	4.00	Very Satisfactory	80.0%
Econ 115.1	ECONOMETRICS (Laboratory)	LAB	5.00	Outstanding	100.0%
Econ 115.1	ECONOMETRICS (Laboratory)	LAB	5.00	Outstanding	100.0%
AgSc 123n	INTRODUCTION TO AGRICULTURAL POLICY AND DEVELOPMENT	LEC	4.50	Outstanding	90.0%
Average Rating			4.42	Very Satisfactory	88.33

Source: Results of Teaching Performance Evaluation by Students filed at IEO

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory(S)

3.50 – 4.49 Very Satisfactory(VS)

4.50 – 5.00 Outstanding(O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: 11-08-2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: 11-12-2024

Received by:

EMBAYARTE, ISRAEL C.

Name and Signature of Faculty

Date: 11/24/24

Distribution of copies: IEO, College, Department, Faculty (all in original signature)

