


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS


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

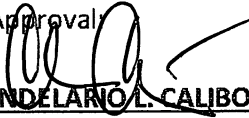
Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.50	
b. Students (50%)		2.00	
TOTAL for Instruction	60%	4.50	2.70
2. Research	0%	0.00	0.00
3. Extension	10%	5.00	0.50
4. Support to students	10%	5.00	0.50
5. Support to Operations	10%	5.00	0.50
5. Administration	10%	5.00	0.50
TOTAL			4.70

EQUIVALENT NUMERICAL RATING: 4.70
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: 4.70

ADJECTIVAL RATING: Outstanding

Prepared by: 
CLIMACO D. ESPINA, JR.
Name of Faculty

Reviewed by: 
CLIMACO D. ESPINA JR.
Department Head

Recommending Approval: 
CANDELARIO L. CALIBO
Dean, CAS

Approved by: 
BEATRIZ S. BELONIAS
Vice President for Instruction



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 accomplishments in accordance with the indicated measures for the period **July 1, 2018 to December 31, 2018**

CLIMACO D. ESPINA JR.

Associate Professor

Date: _____

CANDELARIO L. CALIBO

Dean, CAS

Date: _____

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

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Details of Actual Accomplishment	Rating				Remarks
						Quality	Efficiency	Timeliness	Average	
MF01(Hifgher Education Services)	Instruction	PI 1. Number of FTE	Teaches: Math 114 (1 lec), Math 114 (1 lec), Pre-Cal SHS = 1st sem SY 2018-2019	8	29.45	5	5	5	5.00	Vacation/Sick Leave
	Preparation/ Revising/ Encoding/ Printing	PI 2. Number of instructional materials developed								
	Instruction	<i>New course outline</i>	Prepares new course outline	1	1	5	5	5	5.00	Precal
	Instruction	<i>New Syllabi</i>	Prepares new syllabi	1	1	5	5	5	5.00	Precal
	Instruction	<i>New Powerpoint lecture presentation (per course)</i>	Prepares powerpoint	2	4	5	5	5	5.00	1st Sem SY 2018-2019 courses

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MFO 6 (Support to Operation)	Support to Operations									
	MOF1. Faculty Development Services									
	Pursuing study leave	PI.1 Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted	ISCoco, JHSidaya, CLAbas, RRAure, JSValenzona, DLValenzona & JLLCagande,	7	7	5	5	4	4.67	PhD in Mathematics in UP Diliman, PhD in Physics in USC, PhD in Math. In PNU
	Recommended for pursuing study leave	PI.2 Number of faculty pursuing PhD in Physics recommend	HRFabad	1	1	5	5	4	4.67	PhD in Physics effective August 2018
	Recommended for attendance to trainings/ seminars/ conferences/ conventions	PI.3 Number of faculty sent to attend trainings/ seminars/conferences/ conventions	Dept. Head, CLBuar, FOArmada, J.R. Lesidan, RMI	1	1	5	5	5	5.00	2 nd International STEAM Research Congress on August 28-30, 2018 at Summit Hotel, Tacloban City. She is going to present her paper entitled "A Phenomenological Study on the Lived Experiences of Physics Students in their Physics Laboratory Classes" on Aug 28-29, 2018 Sumit Tacloban City
			Dept. Head, CLBuar, FOArmada, J.R. Lesidan,	3	3	5	5	5	5.00	20th SPVM Naitonal Physics Conference. Entitled "Effect of Using Mother Tongue as a Medium of Instruction for Physics Class", Oct. 19-21, 2028 2018, Almonty Island Resort in Butuan City

			RMIgcasama	1	1	5	5	5	5.00	2018 International Conference on Education for Sustainable Developments (5 th ICESDev) and 1 st UP International Conference on Applied Science and Education (1 st UP-INCASE) on October 23-26, 2018 at the Jogja Rich Hotel, Yogyakarta, Indonesia
		MOF2. Faculty Recruitment/Hiring Services								
		PI.1 Number of faculty hired	Five (6) substitute instructor	5	5	5	5	5	5.00	3 Math,3 Pysics
		MOF3. Faculty Evaluation Services								
		PI.1 Percentage of faculty rated by students with at least VS rating in 50% of the subjects evaluated	All Mathematics and Physics faculty	50%	100%	5	5	5	5.00	All regular faculty obtained at least VS rating
		PI.2 Additional Output								
		Percentage of subjects assisted student evaluation	Head, AA Guinipaan	50%	100%	5	5	5	5.00	Every semester
						Total Points			30.00	
MFO 7	General Admin. & Support Services (GASS)									
	MFO1. Administrative and Facilitative Services									
		PI.1 No. of units/sections supported, supervised, monitored and coordinated		2	2	5	5	5	5.00	
		P1.2 No. of management meetings conducted	Faculty and staff	3	6	5	5	5	5.00	
		PI.3 No of documents signed and approved		100	400 doc	5	5	5	5.00	

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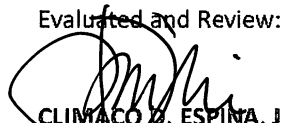
MFO 8	General Admin. & Support Services (GASS)									
	Efficient & Constumor Friendly	Zero percent complaint from clients served	Entertains clients	0% complaint	0% no complaint	5	5	5	5.00	Students, Parents, Faculty & Staff
						Total points			5.00	
	Total Over-all Rating								115.00	
	Average Rating								4.79	
	Adjectival Rating								0	

Average Rating (Total Over-all rating divided by 4)	4.79
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.79
ADJECTIVAL RATING	

Comments & Recommendations for Development Purpose:

Sustain the DMRs program on Teachers' Training Math & Physics in the City Division

Evaluated and Review:

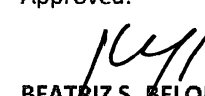

CLIMACO D. ESPINA, JR.
Dept. Head/Unit Head
Date: _____

Recommending Approval:


CANDELARIO L. CALIBO

Date: _____

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction
Date: _____

1 - Quality 2 - Efficiency 3 - Tmeliness 4 - Average

"Exhibit I"

PERFORMANCE MONITORING FORM

Name of Employee: **PROF. CLIMACO D. ESPINA, JR.**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1.	Teaches two (2) courses subjects (Math 114, Math , Math 141	Regular attendance in the assigned classes, grade sheet per courses taught, and good result of student performance evaluation	Aug. 2018	Sept. 2018	Sept. 2018	Impressive	Outstanding	Improve performance with respect to students' comments on TPES.
2.	Assist students through students consultation	Improved student performance	Aug. 2018	Sept. 2018	Sept. 2018	Impressive	Outstanding	Provide more interventions for the improvement of students
3.	Prepares course syllabi updates	Approved course syllabi in Math 141	Aug. 2018	Sept. 2018	Sept.2018	Impressive	Outstanding	Follow OBE format as prescribed
4.	Develop/Revise instructional manual	Copy of teaching manual in Math 114	Aug.2018	Oct. 2018	Oct. 2018	Impressive	Outstanding	Follow the format prescribed by MMDC
5.	Submission of midterm grades and final grades	Grades submitted to registrar	Aug. 2018	Sept. 2018	Sept.2018	Impressive	Outstanding	

7.	Participate in all activities conducted by the department, college and the university	Attendance, certificates if applicable	Aug. 2018	Aug. 2018	Oct. 2018	Impressive	Outstanding	Participates actively in all activities
8.	Perform other functions assign by the Dean, and the university	BSM proposal approved by DMP curriculum committee	Aug. 2018	Sept. 2018	Oct. 2018	Impressive	Outstanding	Submit BSAP, BSM proposals to OVPI

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

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

Prepared by:


CANDELARIO L. CALIBO
 Dean, CAS

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: PROF. CLIMACO D. ESPINA JR.

Performance Rating: Outstanding

Aim: Encourage him to make research proposals and extension project proposals.

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

Date: _____ Target Date: One year from date of intervention

First Step:

Send him to trainings/seminars/workshops/fora related to research and extension activities.

Result:

Attendance in research and extension related trainings/seminars/workshops/fora. This will expose and motivate him to do research/extension projects.

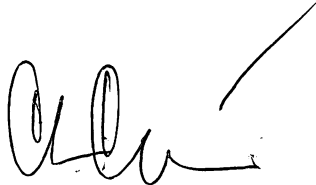
Date: Throughout the school year Target Date: End of SY 2018-2019

Next Step: Advise him to draft research proposal or extension project proposal.

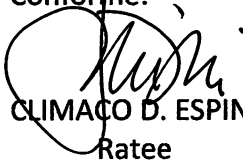
Outcome: research/project proposal

Final Step/Recommendation: Instruct him to submit the research/project proposal to the OVPRE for approval and possible funding.

Prepared by:


CANDELLARIO L. CALIBO
Dean, CAS

Conforme:


CLIMACO D. ESPINA, JR.
Ratee