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%)		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:

4.70

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Outstanding

Prepared by

and a female in

Name of Faculty

Reviewed by:

<u>Lîmakco (d. Espina Jr</u>

Department Head

Recommending Ap

CANDELARIO L. CALIBO

Dean, CAS

Approved by:

BEATRIZ S/BELONIAS

Vice President for Instruction



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



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>CLIMACO D. ESPINA JR.</u>, of the DEPARTMENT OF MATHEMATICS AND PHYSICS, <u>College of Arts and Sciences</u> 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 <u>July 1, 2018 to December 31, 2018</u>

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	Table 1		Details of Actual		R	ating		Remarks	
	MFO's/PAPs	Indicators (PI)			Accomplishment	Quality	Eficiency	Timeliness	Average	
MF01(Hifgher	Instruction	Pl 1. Number of FTE	Teaches: Math 114 (1 lec), Math	8	29.45	5	5	5	5.00	Vacation/Sick Leave
Education Services)			114 (1 lec), Pre-Cal SHS = 1st sem SY							
			2018-2019							
	Preparation/ Revising/	PI 2. Number of instructional								
	Encoding/ Printing	materials developed								
	Instruction	New course outline	Prepares new course outline	1	1	5	5	5	5.00	Precal
	Instruction	New Syllabi	Prepares new syllabi	1	1	5	5	5	5.00	Precal
	Instruction	New Powerpoint lecture	Prepares powerpoint	2	4	5	5	5	5.00	1st Sem SY 2018-2019
		presentation (per course)								courses

		<u> </u>		<u> </u>						
		PI 3. Additional outputs					<u></u>	<u> </u>		
•	Instruction	Curricular proposal	Submit BS Math proposal and B\$	2	2	5	5	5	5.0	Submit OVI Chairman
		reviewed	Applied Physics					l	1	curriculum committee
							İ		1	
							<u> </u>			,
		Numbers of hours checking	Checkes papers	2	5	5	5	5	5.0	1st Sem SY 2018-2019
		papers						 		subjects
		Numbers of hours class	Prepares class preparation	2	5	5	5	5	5.0	1st Sem SY 2018-2019
		preparation						<u> </u>		subjects
		Number of hours	Participants	8	32	5	5	5	5.0	Problem-solving and
		attending seminar/trianings								Decision-making, Nov
		outside vsu								6-9, 2018 at Palmas
										del Mar Hoktel
										Bacolod, City
						Tota	l poin	ts	40.00	
							<u> </u>			
MF03 (Extension	Extension services	PI.1 Number of involvement	Dept. Head, MFS, ERLina Jr.	1 1	7	5	5	5	5.00	Enhancing Secondary
Services)		extension program	NQRamos, LFC, RMI, ELC			- 1	1		ĺ	and Senior High
	1					İ				School Teachers,
							—	 		Competencies in
										Validation of the VSU
							1	Ì		Admission Test Aug.
						l				1, 2018 to Dec.
							<u> </u>		5.00	31.2018
						lota	l poin	TS	3.00	
MFO 5 (support to		P.I Student advising and								
Students)	 	consultation services					+	+	+	
		PI.2 Number of hours spent								
		for student consultation &								
		thesis advising					 _	+_	 	
		On consultation	Consulting student's of subjects	20	160	5	5	5	5.00	regarding subject
			taught courses				+	+		matters, grades.
		P.3 Additional Outputs		-			+	+	-	
	 	F.3 Additional Outputs		+	,	Tota	ıl poin	ıts	5.00	
	 		 			1.000			+	+

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,MFO 6 (Support to . Operation)	Support to Operations									
	MOF1. Faculty Developm	ent 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	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. 19-212, 2028 2018, Almonty Island Resort in Butuan City

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		RMIgcasama	1	1	5	5	5	5.00	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, Yogkarta, Indonesia
MOF2. Faculty Recruitme									
	PI.1 Number of faculty hired	Five (6 substitute instructor	5	5	5	5	5	5.00	3 Math,3 Pysics
BAOF3 For the Evolution	Somina								
IVIOPS. FACULTY EVALUATION		All Mathematics and Physics faculty	50%	100%	5	5	5	5.00	All regular faculty
	rated by students with at	An ividule matics and Physics faculty	30%	10078				3.00	obtained at least VS
	1								rating
						-			
						-	 		
	Percentage of subjects assisted student evaluation	Head, AA Guinipaan	50%	100%	5	5	5	5.00	Every semester
					T_+-	I D-		20.00	
Conoral Admin 9				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	100	POI	11.5	30.00	
	d Escilitativo Somicos				_	+	1		
WIFOT. Administrative and			2	2	5	5	5	5.00	
	1		-	~		_		5.00	
	monitored and coordinated								
	P1.2 No. of management	Faculty and staff	3	6	5	5	5	5.00	
	PI.3 No of documents signed		100	400 doc	5	5	5	5.00	
	MOF3. Faculty Evaluation MOF3. Faculty Evaluation General Admin. & Support Services (GASS)	MOF3. Faculty Evaluation Services PI.1 Percentage of faculty rated by students with at least VS rating in 50% of the subjects evaluated PI.2 Additional Output Percentage of subjects assisted student evaluation General Admin. & Support Services (GASS) MFO1. Administrative and Facilitative Services PI.1 No. of units/sections supported, supervised, monitored and coordinated P1.2 No. of management meetings conducted	MOF2. Faculty Recruitment/Hiring Services Pl.1 Number of faculty hired MOF3. Faculty Evaluation Services Pl.1 Percentage of faculty rated by students with at least VS rating in 50% of the subjects valuated Pl.2 Additional Output Percentage of subjects assisted student evaluation General Admin. & Support Services (GASS) MF01. Administrative and Facilitative Services Pl.1 No. of units/sections supported, supervised, monitored and coordinated Pl.2 No. of management meetings conducted Pl.3 No of documents signed	MOF2. Faculty Recruitment/Hiring Services PI.1 Number of faculty hired PI.2 Number of faculty hired PI.2 Percentage of faculty rated by students with at least VS rating in 50% of the subjects evaluated PI.2 Additional Output Percentage of subjects assisted student evaluation General Admin. & Support Services (GASS) MF01. Administrative and Facilitative Services PI.1 No. of units/sections supported, supervised, monitored and coordinated PI.2 No. of management meetings conducted PI.3 No of documents signed PI.3 No of documents signed PI.3 No of documents signed	MOF2. Faculty Recrultment/Hiring Services PI.1 Number of faculty hired PI.2 Number of faculty hired PI.1 Percentage of faculty rated by students with at least VS rating in 50% of the subjects evaluated PI.2 Additional Output Percentage of subjects assisted student evaluation General Admin. & Support Services PI.1 No. of units/sections supported, supervised, monitored and coordinated PI.2 No. of management meetings conducted PI.3 No of documents signed	MOF2. Faculty Recruitment/Hiring Services Pl.1 Number of faculty hired Pl.1 Number of faculty hired Pl.1 Percentage of faculty rated by students with at least Vs rating in 50% of the subjects valuated Pl.2 Additional Output Percentage of subjects assisted student evaluation Percentage of subjects assisted student evaluation General Admin. & Support Services (GASS) MFO1. Administrative and Facilitative Services Pl.1 No. of units/sections supported, supervised, monitored and coordinated Pl.2 No. of management meetings conducted Pl.3 No of documents signed	MOF2. Faculty Recruitment/Hiring Services PI.1 Number of faculty hired PI.1 Percentage of faculty rated by students with at least V5 rating in 50% of the subjects evaluated PI.2 Additional Output Percentage of subjects assisted student evaluation General Admin. & Support Services (GASS) MFO1. Administrative and Facilitative Services PI.1 No. of units/sections supported, supervised, monitored and coordinated PI.2 No. of management meetings conducted PI.2 No. of management meetings conducted PI.2 No. of of management meetings conducted PI.3 No. of documents signed PI.3 No of documents signed PI.3 No of documents signed PI.3 No of documents signed	MOF2. Faculty Recruitment/Hiring Services PI.1 Number of faculty hired PI.2 Number of faculty hired PI.2 Percentage of faculty rated by students with at least V5 rating in 50% of the subjects evaluated PI.2 Additional Output Percentage of subjects assisted student evaluation Head, AA Guinipaan General Admin. & Total Points General Admin. & Total Points Fil. No. of units/sections supported, supported, monitored and coordinated PI.2 No. of management meetings conducted PI.2 No. of management meetings conducted PI.3 No of documents signed	MOF2. Faculty Recruitment/Hiring Services

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,	PI.4 No of requests for	Dept. Head, AAGuinipaan	1	2	5	5	5	5.00	
,	materials and							ĺ	
	apparatus/equipment, and						•		
	office supplies prepared and								
1	submitted				<u> </u>		L		
		WSoriano, Allano, Hmazo	5	5	5	5	5	5.00	
	(lab and lecture) maintained								
	PI.6 Percentage of lab	A Llano, W Soriano, AA Guinipaan,	50%	100%	5	5	5	5.00	RISO, laptop, LCD
	_	HMazo						1	projector, Physics
	equipment maintained								Laboratory Apparatus
						<u> </u>	L		
					Tota	Poin	ts	30.00	
			}		1			1	

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

Average Rating (Total Over-all rating divided by	4.79 Comments & Recommendations for
4)	Development Purpose:
Additional Points:	Sustain the DMPs pregram
Punctuality	on Teochers' Track
Approved Additional points (with copy of	
approval)	Math & Physics in the Ceta Division
FINAL RATING	4.79
ADJECTIVAL RATING	
1	

Evaluated and Review:	Recommending Approval:	Approved:
CLINIACO D. ESPINIA, JR.	CANDELARIO L. CALIBO	BEATRIZ S. BELONIAS
Dept. Head/Unit Head Date:	Date:	Vice President for Instructio
	WW NO.	Date.

4 - Average

2 - Efficiency

3 - Tmeliness

1 - Quality

"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/ Recommen- dation
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	

assign by the Dean, and approved by the university DMP curriculum committee	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: 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. Target Date: End of SY 2018-2019 Date: Throughout the school year 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:

CANDELARIO L. CALIBO

Dean, CAS

Conforme: