


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS


Name of Faculty Member: ALDRIN R. PALERMO

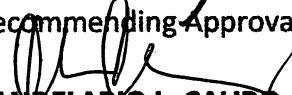
Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Faculty	25%	5.00	1.25
b. Students	75%	5.00	3.75
TOTAL for Instruction	90%		4.50
2. Research	4.0%	0.00	0.00
3. Extension	4.0%	2.00	0.08
4. Production	1.0%	5.00	0.05
5. Administration/Other Services	1.0%	5.00	0.05
TOTAL			4.680


EQUIVALENT NUMERICAL RATING: 4.680
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: 4.680

ADJECTIVAL RATING: OUTSTANDING
i

Prepared by: 
ALDRIN R. PALERMO
Name of Faculty

Reviewed by: 
GUIRALDO C. FERNANDEZ, JR.
Department Head

Recommending Approval: 
CANDELARIO L. CALIBO
Dean, CAS

Approved by: 
BEATRIZ S. BELONIAS
Vice President for Instruction

"Exhibit B"

I, **ALDRIN R. PALERMO**, of the Department of Liberal Arts and Behavioral Sciences commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **JULY-DECEMBER 2018**


ALDRIN R. PALERMO

Ratee

Approved:  **GUIRALDO C. FERNANDEZ, JR.**

Head of Unit

MFO No.	Description of MFO & PAPs	Success/Performance Indicators	Program/ Activities/ Projects	Tasks Assigned	Target	I Accomplis	Rating				Remarks
							Q ¹	E ²	T ³	A ⁴	
MF01	Higher Education	Full Time Equivalent	Teaching	Teaches Social Science subjects (ScSc 24 & ScSc 15n and Senior High School Grade 12	18.00	41.10	5	5	5	5.00	
		Number of Instructional Materials Developed/Revised and Utilized									
		* Revised IMs within the last 3 years	Author/Compiler	Revises course syllabi in ScSc 24 and ScSc 15n	2	2	5	5	5	5	
		* Powerpoint presentations prepared	Author/Compiler	Prepared powerpoint presentations in ScSc 24, ScSc 15 and Senior High School	3	3	5	5	5	5	
		Student Advising and Consultation Services									
		* Number of organizations advised		Alpha Kappa Rho	1	1	5	5	5	5	
		* Number of hrs per week spent on student consultation	Consultation	Consultation with students	3	6	5	5	5	5	
				SUB-TOTAL						25.00	
MF02	Research	NONE	NA	NA							
				SUB-TOTAL						0.00	
MF04	Extension	Number of trainings/seminars attended	Rainforestation Training, PRIME HR	Participant	2	2	2	2	2	2.00	Attended Rainforestation Training held at VSU August 30 to September 1, 2018 and PRIME HR held at VSU ISRDS
				SUB-TOTAL						2.00	
MF04	Support to Students/	Number of quizzes prepared and checked		ScSc 24, ScSc 15n, Senior High School	15	20	5	5	5	5.00	

	Production	Number of midterm and final exams preapred and checked.		ScSc 24, ScSc 15n, Senior High School	6	6	5	5	5	5.00	
		Number of oral recitations graded/evaluated		ScSc 24, ScSc 15n, Senior High School	4	10	5	5	5	5.00	
		Number of midterm and final gradesheets submitted		ScSc 24, ScSc 15n, Senior High School	6	6	5	5	5	5.00	
				SUB-TOTAL						20.00	
MF05	General Admin & Support Services	Number of participation on the events/program in the dept, college, univ. and other offices	VSU Intramurals. DLABS Anniversary, Regional SCUAA, Prime HR, member of the Board of Adjudicators DEBATE Expo	Tournameent Manager (VSU Intramurals), Participant DLABS Anniversary, Coach Badminton's Men Varsity Team	4	6	5	5	5	5.00	Served as Tournameent Manager during the VSU Intramurals (September 19-21, 2018), Participaed DLABS Anniversary (September 11-12, 2018), Adjudicator DEBATE Expo (September 12, 2018), Coach Badminton's Men Varsity Team during the REGIONAL SCUAA 2018 held in Borongan, Eastern Samar
		Number of committees served	VSU Uniform Committee, DLABS Socio-Cultural Committee, VSU	Member	3	3	5	5	5	5.00	
		Number of meetings attended	DLABS Meeting, VSU Uniform Committee, VSU Faculty	Participant	3	9	5	5	5	5.00	Attended meetings of the department, Uniform Committee and VSU Faculty Association
				SUB-TOTAL						15.00	

Average Rating (Total Over-all rating divided by number of entries)		4.77
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.77
ADJECTIVAL RATING		Outstanding

Evaluated & Rated by:

GUIRALDO C. FERNANDEZ, JR.

Department Head

Date: _____

Recommending Approval:

CANDELARIO L. CALIBO

College Dean

Date: _____

Comments & Recommendations for Development

Purpose: *Though Mr. Palermo did extremely in his student evaluation, he should continue to strive for excellence and serve as a model for his fellow teachers.*

Approved:

BEATRIZ S. BELONIAS

Vice-President for Instruction

Date: _____

PERFORMANCE MONITORING FORMName of Employee: **Aldrin R. Palermo**

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 and one (1) Senior High School subject (ScSc 24, ScSc 12n and PGOV Grade 12)	Attendance sheets of the assigned classes, grade sheet per courses taught, and good result of student performance evaluation	July 2018	December 2018	December 2018	Impressive	Outstanding	Improve performance with respect to students' comments on TPES.
2	Assist students' concerns through students consultation	Improved student performance	July 2018	December 2018	December 2018	Impressive	Outstanding	Provide more interventions for the improvement of students
3	Prepares course syllabi updates in ScSc 24 and ScSc 12n	Approved course syllabi	July 2018	August 2018	August 2018	Impressive	Outstanding	Follow OBE format as prescribed
4	Submission of midterm grades and final grades	Grades submitted to registrar	July 2018	December 2018	December 2018	Impressive	Outstanding	Submitted the grades on time
5	Participate in all activities conducted by the department, college and the university	Attendance, certificates if applicable	July 2018	July 2018	December 2018	Impressive	Outstanding	Participates actively in all activities
6	Perform other functions assign by the University and other departments	Attendance, certificates if applicable	July 2018	December 2018	December 2018	Impressive	Outstanding	Coach of the Badminton Varsity Team and member of the University uniform committee

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

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

Prepared by:

GUIRALDO C. FERNANDEZ, JR.

Department Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Aldrin R. Palermo**

Performance Rating: **Outstanding**

Aim: To pursue graduate study by 2020 and improve teaching effectiveness.

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

Date: January 2019

Target Date: One year from today

First Step:

- a) Encouraged him to apply for Masters study in a reputable institution preferably in the Philippines.
- b) Advised him to clearly inform students of his class policies which may be repeated in the next class session during the first week of semester e.g., arranged schedule, tardiness, absences etc.
- c) Required him to take the Bar Examination in 2019 or 2020.

Result:

He has informed the undersigned of selected potential universities where he could pursue his Master's program or to take the Bar Examination in 2019-2020.

Date: January 2019

Target Date: End of first semester

Next Step:

He was advised to improve his teaching performance based on most recent student evaluation results by reviewing weak points.

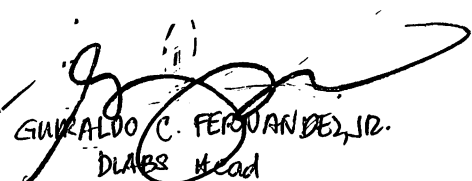
Outcome: NA

Final Step/Recommendation: NA

conforme :


ALDRIN R. PALERMO

Prepared by:


GUERALDO C. FERNANDEZ, JR.
DLAB Head