



Exhibit K

### SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Lovely Mae J. Estor

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		2.45	
b. Student (50%)		2.00	
Total for Instruction	80%	4.45	3.56
2. Research			
a. Client/Dir. For Research (50%)		0	
b. Dept. Head/Center Director (50%)		0	
Total for Research		0	0
3. Extension			
a. Client/Dir. For Extension (50%)		0	
b. Dept. Head/Center Director (50%)		0	
Total for Extension		0	0
4. Support to Operations	10%	4.83	0.48
5. Gen. Admin & Support Services	10%	4.75	0.48
<b>TOTAL</b>			<b>4.52</b>

EQUIVALENT NUMERICAL RATING: 4.52

Add: Additional points, if any:

TOTAL NUMERICAL RATING: **4.52**

ADJECTIVAL RATING: Outstanding

Prepared by:

*[Signature]*  
**LOVELY MAE J. ESTOR**  
Name of Faculty

Reviewed by:

*[Signature]*  
**EUSEBIO R. LINA, JR.**  
Head, DMath

Recommending Approval:

*[Signature]*  
**MA. THERESA P. LORETO**  
Dean, CAS

Approved:

*[Signature]*  
**BEATRIZ S. BELONIAS**  
Vice President of Academic Affairs



# VISAYAS

STATE UNIVERSITY



## DEPARTMENT OF MATHEMATICS

1/F Old Library Building  
VSU, Visca, Baybay City, Leyte, 6521 Philippines  
Phone: +63 53-565-0600 loc 1030  
Email: [dmath@vsu.edu.ph](mailto:dmath@vsu.edu.ph)  
Website: [www.vsu.edu.ph](http://www.vsu.edu.ph)

"Exhibit B"

### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Lovely Mae J. Estor, a faculty member of the DEPARTMENT OF MATHEMATICS 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 - June 2022.

*[Signature]*  
**LOVELY MAE J. ESTOR**  
Instructor 1  
Date: *7/19/2022*

Approved: *[Signature]*  
**EUSEBIO R. LINA, JR.**  
Department Head  
Date: *7/20/2022*

*[Signature]*  
**MA. THERESA P. LORETO**  
College Dean  
Date: *7/21/2022*

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	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 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	N/A						
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	N/A						



		<b>A3 . Number of students advised on thesis/special problem/dissertation</b>		N/A						
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		<b>A4 . Number of students entertained for consultation purposes</b>	Entertains students seeking consultation with faculty	N/A						
	<b>PI 9:</b> Number of instructional materials developed *	<b>A5 . Number of on-line ready coursewares developed and submitted for review</b>	Converts the existing instructional materials into flexible learning systems	N/A						
	On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	N/A						
	Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	N/A						
	Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets,	N/A						
	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	N/A						
	A 7 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom	N/A						

	<u>PI 10</u> . Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	Designs experiential learning activities and other outputs to implement new normal	N/A						
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<u>PI 5:</u> Total FTE, coordinated, implemented and monitored *	<u>A9.</u> Actual Faculty's FTE	Handles and teaches courses assigned	36						Maternity Leave
		<u>A10</u> . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	8	5	5	5	5.00	(4) Math11n, (3) Math101, (1) Math111n
		<u>A 11</u> . 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	5	9	5	5	5	5.00	(6) Math11n, (3) Math101
		<u>A12</u> . Number of trainings attended related to instruction	Attend mandated trainings	0						
		<u>A13</u> . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4						
		<u>A14</u> . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	6						
		<u>A15</u> . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0						
	<u>PI 8:</u> Number of students advised: *	<u>A16</u> . Number of students advised:	Acts as academic adviser to students	N/A						
		<u>A17</u> . Number of students advised on thesis/ field practice/special problem:		N/A						



		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	N/A						
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	N/A						
		<b>A18</b> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	12	5	4	5	4.67	
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19</b> . Number of Student organizations advised	Advises student organizations recognized by USSO	0						
		<b>A20</b> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0						
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21</b> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	2						
		<i>Supplemental learning resource</i>	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	10						
		<i>Assessment tools</i>	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4						
		<b>A 23</b> : 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	0						

		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1						
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		Number of program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0						
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0						
		<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	0						
		Number of OBE course syllabus prepared and approved for use		2						
		Number of TOS prepared and submitted within prescribed period		2						
									4.89	
<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	0						
	<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	0						



	<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	0						
		<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 scientific fora/conferences	0						
		<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 research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate	0						
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)		0						
		<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	0						
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						
		<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	0						
<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	0						
	<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	0						
	<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	Implementes duly approved extension projects	0						
	<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	0						
	<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	0						
	<i>Research Mentoring</i>	<i>Research Mentor</i>		0						
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>		0						
	<i>Resource Persons</i>	<i>Resource Persons</i>		0						
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>		0						
	<i>Consultancy</i>	<i>Consultant</i>		0						
	<i>Evaluator</i>	<i>Evaluator</i>		0						
	<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	0						



	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		0						
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0						
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8. 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*	A 44. 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 non-conformity	zero non-conformity	5	5	5	5.00	
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the	100% compliance	100% compliant	5	5	5	5.00	
		On program accreditations								
		On institutional accreditations								
									5.00	
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint		5	5	5	5.00	
	PI 3: Additional Outputs	A 47. 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	0						

		<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	0						
		No. of meetings attended	Attends departmental meetings.	6	2	4.5	4	5	4.50	
									4.75	
	<b>Total Over-all Rating</b>								34.17	
	<b>Average Rating</b>								4.88	
	<b>Adjectival Rating</b>								O	

**Comments/Recommendations:**

Complete your MS study. Attend trainings/seminar/workshop related teaching and research.

Evaluated & Rated by:

*Eusebio R. Lina, Jr.*  
EUSEBIO R. LINA, JR.

Department Head

Date: July 20, 2022

Recommending Approval

*MA. THERESA P. LORETO*  
MA. THERESA P. LORETO

Dean, CAS

Date: 7/21/2022

Approved by:

*Beatriz S. Belonias*  
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 7/21/22





"Exhibit G"

## PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2nd	
	3rd	
	4th	

Name of Office: DMath

Head of Office: Eusebio R. Lina, Jr.

Name of Faculty/Staff: Estor, Lovely Mae J. Signature: [Signature] Date: 7/20/22

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<b>Monitoring</b> <ul style="list-style-type: none"><li>Discuss the TPES result for the 2nd semester, SY 2020-2021</li><li>Conduct class observation</li><li>Monitor the progress of her MS study</li></ul>	January 2022  May – June 2022  June 2022				Wait for the specific comments from the TPES for further intervention
<b>Coaching</b> <ul style="list-style-type: none"><li>Advise the faculty to continue her MS study to acquire a permanent status</li><li>Include a discussion on teaching effectiveness and sharing of best class practices during monthly meetings</li></ul>	March 2022	Monthly			

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

Conducted by:

[Signature]  
**EUSEBIO R. LINA, JR.**  
Immediate Supervisor

Verified by:

[Signature]  
**MA. THERESA P. LORETO**  
Next Higher Supervisor



Exhibit L

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Lovely Mae J. Estor  
Performance Rating: Outstanding

Aim:

1. Gain competence and qualification to assume higher responsibilities.
2. Improve the RDE involvement of the faculty

Proposed Interventions to Improve Performance:

Date: March 2022 Target Date: One year from date of intervention

First Step:

1. Monitor the progress of her MS study.

Result: Completion of her MS degree/Permanent employment status

Date: July 2022 Target Date: One year from date of intervention  
Next Step: Encourage her to engage in RDE activities.

Outcome: Involvement in research or extension activities of the department

Prepared by:

*Eusebio R. Lina, Jr.*

**EUSEBIO R. LINA, JR**  
DMath Head

Conforme:

*Lovely Mae J. Estor*  
**LOVELY MAE J. ESTOR**  
Ratee

**Vision:**

A globally competitive university for science, technology, and environmental conservation.

**Mission:**

Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.