

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Dr. Norberto E. Milla**

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%)		2.42	
TOTAL for Instruction	70%	4.92	3.44
2. Research	5%	5.00	0.25
3. Extension	10%	5.00	0.5
4. Support to Operation	10%	5.00	0.50
5. Production	5%	5.00	0.25
TOTAL			4.94

EQUIVALENT NUMERICAL RATIN 4.94

Add: Additional Points, if any: _____

TOTAL NUMERICAL RATING: 4.94

ADJECTIVAL RATING: **Outstanding**

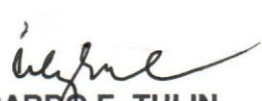
Prepared by:


NORBERTO E. MILLA
Name of Faculty

Reviewed by:


CANDELARIO L. CALIBO
Dean, CAS

Approved by:


EDGARDO E. TULIN
President

Visayas State University
 College of Arts and Sciences
DEPARTMENT OF STATISTICS
 Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **NORBERTO E. MILLA**, of the **Department of Statistics, College of Arts and Sciences** commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January 1, 2017 to June 30, 2017**.


NORBERTO E. MILLA
 Asso. Professor
 Date: June 30, 2017


CANDELARIO L. CALIBO
 Dean, CAS
 Date: June 30, 2017

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

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Details of Actual Accomplishment as of June 2017	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	
MF01	Advance Education Services	PI 1. Number of graduate FTE	Instruction	Teaches Stat 221 (requested)	8	5	5	5	5	5.00	There are only two students enrolled in the course.
						Total points				5.00	
MF02	Higher Education Services	PI 1. Number of undergraduate FTE PI 2. Percentage of BSS students who graduated within the prescribed period	Instruction	Teaches Stat 132, Stat 21, CS 142, Stat 190	8	31.05	5	5	5	5.00	Dept. Head
			Instruction		90%	100%	5	5	5	5.00	

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Details of Actual Accomplishment as of June 2017	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	
		PI 3. Number of instructional materials developed	Preparation/ Revising/ Encoding/ Printing								
		<i>Revised Lab. Manual</i>		Revision of at least one (1) set of laboratory exercises	1	3	5	5	5	5.00	CS 142, STAT 132, STAT 21
		<i>Revised course outline</i>		Preparation and compilation of at least one	1	3	5	5	5	5.00	CS 142, STAT 132, STAT 21
		<i>Revised Powerpoint lecture presentation (per course)</i>		Preparation of at least one (1) powerpoint lecture presentation	1	3	5	5	5	5.00	CS 142, STAT 132, STAT 21
		<i>New Syllabi (OBE)</i>		Preparation of at least one (1) OBE syllabi	1	2	5	5	5	5.00	CS 142, STAT 132
		PI 4. Number of graduate curricular programs revised/developed	<i>Instruction</i>	Preparation of curricular proposal for MS in Statistics	1	1	5	5	5	5.00	Proposal is approved already by the university curriculum committee
		PI 5. Number of undergraduate curricular programs revised/developed	<i>Instruction</i>	Revision of the BS Statistics curriculum	1	1	5	5	5	5.00	Revised the BS Statistics curriculum based on the CMO NO. 42 s. 2017
		PI 6. Additional Output									
		<i>Membership in University Committees</i>		Attendance to meetings and participation in committee deliberations	0	2	5	5	5	5.00	Membership in Committee on Change of Grades and Honors and Awards Committee
						Total points				45.00	

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Details of Actual Accomplishments as of June 2017	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	
MFO 3	Research Services	PI.1 Number of published papers in international refereed journals	Research	Publication of research papers	1	2	5	5	5	5.00	Small Area Estimation of Poverty Incidence with Sampling Error Variances Through Generalized Variance Function(America n Journal of Theoretical and Applied Statistics, Vol. 6, Issue 2, March 2017, Pages: 72-78); Format of Options in Multiple Choice Test Vis-a-Vis Test Performance (International Journal of Evaluation and Research in Education, Vol. 6, No. 2: June 2017)
						Total points	5.00				

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Details of Actual Accomplishments as of June 2017	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	
MFO 4	Extension Services	PI.1 Number of person-days trained weighted by length of training	Training	Resource Person	37.5	84	5	5	5	5.00	Target=min. of 25pax per training for a min. of 3days; Training 1: 41 pax for 3 days and Training2: 15 pax for 3 days
		PI.2 Number of trainings conducted	Training	Resource Person	1	2	5	5	5	5.00	Seminar- Workshop in Statistics on June 13-15, 2017 at JRMSU Zamboanga del Norte; Training on Analysis of Research Data on June 28-30, 2017 at VSU
		PI 3 Number of Technical/Expert Services	Technical	Principal Representative to the Regional Statistics Committee	1	1	5	5	5	5.00	Attended two regular meetings with RSC
		PI 4 Additional Output									
		No. of RSC Meetings attended	Extension	Principal Representative to the Regional Statistics Committee	2	2	5	5	5	5.00	First Regular Meeting of RSC in March 2, 2017; Second Regular RSC Meeting in June 8, 2017
						Total points				20.00	

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Details of Actual Accomplishment as of June 2017	Rating Quality Efficiency Timeliness Average	Remarks
MFO 5	Support to Students							
		Pl.1 Number of hours spent for student advising and consulting						
		No. of hours of academic advising	Academic Adviser of BSS students	Guiding and monitoring students' academic load for the 2nd semester of SY 2016-2017	15	20	5 5 5 5.00	Approximately at least 1 hour per student during enrolment period; 15 academic advisees in the 2nd semester of SY 2016-2017
		Ho. of hours of special problem advising/consulting	Special problem adviser	Special problem advising	16	20	5 5 5 5.00	
		No. of hours of subject-related consulting	Teaching	Assisting students in subject-related concerns	16	10	5 5 5 5.00	Very few students consult the teacher regarding the subject-related concerns
		No. of hours of thesis and statistical consulting	Statistical services	Statistical consulting and data analysis	75	160	5 5 5 5.00	In-charge of the Statistical Services and Consulting Unit
		Pl.2 Other Output						

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Details of Actual Accomplishment as of June 2017	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	
		No. of student organizations coordinated and monitored	Support to student organization	Assisting VSU StatSoc in its year-round activities	1	1	5	5	5	5.00	
		No. of student activities facilitated	CAS Month Celebration	Assist StatSoc in the conduct of the survey on CAS Best Teacher	1	1	5	5	5	5.00	
						Total points	30.00				
MFO 6	Support to Operations										
	MOF1. Faculty Development Services										
		PI.1 Number of faculty awarded with graduate studies/scholarships	Faculty Development	Recommended for study leave	1	1	5	5	5	5.00	JMB Bulahan was recommended for study leave for her MS in Statistics at UP Diliman (deferred to SY 2018-2019)
						Total points	5.00				
	MOF2. Faculty Recruitment/Hiring Services										
		PI.1 Number of faculty hired	Faculty Development	Hiring of regular faculty	2	2	5	5	5	5.00	JMB Bulahan and PG Batidor
						Total points	5.00				
	MOF3. Faculty Evaluation Services										
		PI.1 Percentage of faculty rated by students with at least VS rating in 50% of the subjects evaluated	Faculty Teaching Performance Evaluation	Faculty Teaching Performance Evaluation	100%	100%	5	5	5	5.00	All regular faculty obtained at least VS rating

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Details of Actual Accomplishment as of June 2017	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	
		PI.2 Additional Output									
		No. of administrative staff who assisted in student evaluation	Faculty Teaching Performance Evaluation	Faculty Teaching Performance Evaluation	1	1	5	5	5	5.00	J. Cabataña assisted in the evaluation
						Total points				10.00	
MFO 7	General Admin. & Support Services (GASS)										
		PI.1 No. of units/sections supported, supervised, monitored and coordinated	Administration	Monitoring, supervision, coordination	1	1	5	5	5	5.00	Department of Statistics
		P1.2 No. of management meetings conducted	Administration	Regular Meeting	5	7	5	5	5	5.00	Monthly or as necessary
		PI.3 No. of documents signed and approved	Administration		100	100	5	5	5	5.00	Office documents, memos, recommendation letters, INC forms, grade sheets
		PI.4 No. of requests for materials and apparatus/equipment, and office supplies prepared and submitted	Administration	Preparation and submission of requests for materials and apparatus/equipment, and office supplies	5	9	5	5	5	5.00	Dept. Head, J. Cabataña
		PI.5 No. of academic rooms (lab and lecture) maintained	Administration	Maintenance of academic rooms	2	2	5	5	5	5.00	EB203, EB204

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Milla, Norberto E.

Second Semester 2016 - 2017 No. of Raters: 19

Subject: 1 - CS 142 - Statistical Packages

Class Type: Lecture

8-10 M

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester		1			3	15	5.0
2 Always prepared and organized in class		1			3	15	5.0
3 Uses appropriate and updated instructional materials		1			5	13	5.0
4 Gives clear instructions/guidelines in accomplishing tasks		1		1	2	15	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable		1			5	13	5.0
6 Makes classroom activities interesting and lively			1	1	6	11	5.0
7 Encourages students to ask questions and welcomes comments and suggestions			1		4	14	5.0
8 Has mastery of the subject matter		1		1	4	13	5.0
9 Available for student consultation even outside class time		1		1	7	10	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully		1			5	13	5.0
11 Gives relevant assignments, course requirements		1			4	14	5.0
12 Returns quizzes, exams, homework, assignments and exercises		1		1	5	12	5.0
13 Fair in giving grades		1			5	13	5.0
14 Wears clean and appropriate clothes/attire in class		1			3	15	5.0
15 Firm in implementing policies yet approachable and understanding		1			4	14	5.0
16 Commands respect of students		1			3	15	5.0
17 Exercises decency in speech and actions		1		1	7	10	5.0
Median Rating		5.0					Outstanding
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

Suggestions of students for the improvement of their teachers' teaching performance	
1: Allow students to know their class standing	5.26%
2: Don't be too serious. Crack jokes sometimes.	5.26%
3: Don't talk too fast	5.26%
4: Explain further lessons that are difficult to understand	5.26%
5: Give time for students to copy notes in class	5.26%
6: Improve teaching strategies/techniques	5.26%

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VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Milla, Norberto E.

Second Semester 2016 - 2017 No. of Raters: 19

Subject: 1 - CS 142 - Statistical Packages

Class Type: Laboratory 4-7 W

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester		1			2	16	5.0
2 Always prepared and organized in class		1			5	13	5.0
3 Uses appropriate and updated instructional materials		1			6	12	5.0
4 Gives clear instructions/guidelines in accomplishing tasks		1			3	15	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable		1			7	11	5.0
6 Makes classroom activities interesting and lively		1		1	8	9	4.0
7 Encourages students to ask questions and welcomes comments and suggestions		1			2	16	5.0
8 Has mastery of the subject matter		1			4	14	5.0
9 Available for student consultation even outside class time		1		1	5	12	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully		1			6	12	5.0
11 Gives relevant assignments, course requirements		1			3	15	5.0
12 Returns quizzes, exams, homework, assignments and exercises		1		1	5	12	5.0
13 Fair in giving grades		1			4	14	5.0
14 Wears clean and appropriate clothes/attire in class		1			3	15	5.0
15 Firm in implementing policies yet approachable and understanding		1			4	14	5.0
16 Commands respect of students		1			5	13	5.0
17 Exercises decency in speech and actions		1			6	12	5.0
Median Rating		5.0					Outstanding
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

a. Norberto E.

2 - Stat 21 - Elementary

41: Lessen talking about your personal life	1.82%
42: Make voice louder	5.45%
43: Smile often	16.36%

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Suggestions of students for the improvement of their teachers' teaching performance

1: Discuss the lesson in a more understandable way	10.91%
2: Improve English proficiency especially grammar and pronunciation	5.45%
3: Add more class activities	10.91%
4: Allow students to know their class standing	16.36%
5: Always have eye contact with students when discussing the lesson	1.82%
6: Avoid degrading students especially on social media	3.64%
7: Avoid favoritism	5.45%
8: Avoid giving green jokes	5.45%
9: Avoid insulting the students	3.64%
10: Avoid jokes that can offend students	9.09%
11: Be energetic/enthusiastic when discussing	12.73%
12: Be more approachable	20.00%
13: Be sensitive to slow learners	41.82%
14: Be sensitive to student needs & feelings	21.82%
15: Be well-organized in discussing the topic	3.64%
16: Discipline the students	3.64%
17: Dismiss the class 10 minutes before the time	12.73%
18: Do not get angry easily	5.45%
19: Don't be always absent or late	3.64%
20: Don't be nervous in class	1.82%
21: Don't be too bookish	1.82%
22: Don't be too serious. Crack jokes sometimes.	16.36%
23: Don't discourage the students	7.27%
24: Don't flirt with your students	3.64%
25: Don't interfere with students' personal life	1.82%
26: Don't just be sitting the whole time while having class	1.82%
27: Don't just read the handouts or the powerpoint slides. Discuss them.	3.64%
28: Don't keep changing your decisions/instructions	5.45%
29: Don't talk too fast	21.82%
30: Emphasize the important points of the lesson	5.45%
31: Explain further lessons that are difficult to understand	23.64%
32: Give more examples and activities	9.09%
33: Give more laboratory activities	9.09%
34: Give more problem sets & assignments	5.45%
35: Give reasonable time allotment during exams	23.64%
36: Give time for students to copy notes in class	7.27%
37: Guide the students during the laboratory	14.55%
38: Improve teaching strategies/techniques	5.45%
39: Improve your knowledge about the subject	1.82%
40: Inform the students ahead if you can't come to class	9.09%

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Milla, Norberto E.

Second Semester 2016 - 2017

No. of Raters: 55

Subject: 2 - Stat 21 - Elementary Statistics

Class Type: Laboratory

1-4 F

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester			1	5	10	38	5.0
2 Always prepared and organized in class			1	4	6	44	5.0
3 Uses appropriate and updated instructional materials			1	4	14	36	5.0
4 Gives clear instructions/guidelines in accomplishing tasks			2	5	16	32	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			2	6	6	41	5.0
6 Makes classroom activities interesting and lively			4	6	25	20	4.0
7 Encourages students to ask questions and welcomes comments and suggestions			2	5	11	37	5.0
8 Has mastery of the subject matter			2	4	9	40	5.0
9 Available for student consultation even outside class time		2	3	6	29	15	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully		1		6	12	36	5.0
11 Gives relevant assignments, course requirements			2	6	14	33	5.0
12 Returns quizzes, exams, homework, assignments and exercises			3	10	19	23	4.0
13 Fair in giving grades		1		9	26	19	4.0
14 Wears clean and appropriate clothes/attire in class			1	3	16	35	5.0
15 Firm in implementing policies yet approachable and understanding				11	18	26	4.0
16 Commands respect of students			1	7	16	31	5.0
17 Exercises decency in speech and actions			1	2	16	35	5.0
Median Rating		5.0					Outstanding
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

Suggestions of students for the improvement of their teachers' teaching performance

1: Add more class activities	7.69%
2: Allow students to know their class standing	7.69%
3: Avoid favoritism	7.69%
4: Avoid jokes that can offend students	7.69%
5: Be more approachable	7.69%
6: Be sensitive to slow learners	15.38%
7: Be well-organized in discussing the topic	7.69%
8: Dismiss the class 10 minutes before the time	7.69%
9: Do not get angry easily	7.69%
10: Don't be too serious. Crack jokes sometimes.	15.38%
11: Don't discourage the students	7.69%
12: Don't keep changing your decisions/instructions	7.69%
13: Don't talk too fast	7.69%
14: Explain further lessons that are difficult to understand	15.38%
15: Give more examples and activities	7.69%
16: Give reasonable time allotment during exams	7.69%
17: Give time for students to copy notes in class	7.69%
18: Guide the students during the laboratory	7.69%
19: Have well-prepared powerpoint presentations	7.69%
20: Improve teaching strategies/techniques	7.69%
21: Inform the students ahead if you can't come to class	15.38%
22: Smile often	15.38%

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VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Milla, Norberto E.

Second Semester 2016 - 2017 No. of Raters: 13

Subject: 2 - Stat 21 - Elementary Statistics

Class Type: Laboratory 7-10 F

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester				1	8	4	4.0
2 Always prepared and organized in class				2	6	5	4.0
3 Uses appropriate and updated instructional materials			1	3	6	3	4.0
4 Gives clear instructions/guidelines in accomplishing tasks				3	5	5	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				2	5	6	4.0
6 Makes classroom activities interesting and lively			2	3	3	5	4.0
7 Encourages students to ask questions and welcomes comments and suggestions			1	1	6	5	4.0
8 Has mastery of the subject matter			1	1	5	6	4.0
9 Available for student consultation even outside class time			2	2	7	2	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				3	7	3	4.0
11 Gives relevant assignments, course requirements			1	1	5	6	4.0
12 Returns quizzes, exams, homework, assignments and exercises			1	3	6	3	4.0
13 Fair in giving grades			1	1	5	6	4.0
14 Wears clean and appropriate clothes/attire in class			1	2	5	4	4.0
15 Firm in implementing policies yet approachable and understanding			1	3	5	4	4.0
16 Commands respect of students		1	1	1	6	4	4.0
17 Exercises decency in speech and actions			1	4	3	5	4.0
<i>Median Rating</i>		4.0					
		Very Satisfactory					
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

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Suggestions of students for the improvement of their teachers' teaching performance

1: Discuss the lesson in a more understandable way	10.00%
2: Improve English proficiency especially grammar and pronunciation	1.67%
3: Add more class activities	3.33%
4: Allow students to know their class standing	11.67%
5: Avoid degrading students especially on social media	3.33%
6: Avoid favoritism	3.33%
7: Avoid giving green jokes	1.67%
8: Avoid insulting the students	3.33%
9: Avoid jokes that can offend students	6.67%
10: Avoid or lessen the use of "gay" language in class	1.67%
11: Be energetic/enthusiastic when discussing	13.33%
12: Be more approachable	11.67%
13: Be sensitive to slow learners	35.00%
14: Be sensitive to student needs & feelings	23.33%
15: Be well-organized in discussing the topic	3.33%
16: Discipline the students	3.33%
17: Dismiss the class 10 minutes before the time	11.67%
18: Do not get angry easily	5.00%
19: Don't be always absent or late	5.00%
20: Don't be too bookish	1.67%
21: Don't be too serious. Crack jokes sometimes.	18.33%
22: Don't discourage the students	8.33%
23: Don't flirt with your students	1.67%
24: Don't just be sitting the whole time while having class	1.67%
25: Don't just read the handouts or the powerpoint slides. Discuss them.	1.67%
26: Don't keep changing your decisions/instructions	3.33%
27: Don't talk too fast	21.67%
28: Emphasize the important points of the lesson	8.33%
29: Explain further lessons that are difficult to understand	20.00%
30: Give more examples and activities	8.33%
31: Give more problem sets & assignments	5.00%
32: Give reasonable time allotment during exams	13.33%
33: Give time for students to copy notes in class	5.00%
34: Guide the students during the laboratory	8.33%
35: Have well-prepared powerpoint presentations	5.00%
36: Improve teaching & communication skills	1.67%
37: Improve teaching strategies/techniques	1.67%
38: Inform the students ahead if you can't come to class	11.67%
39: Lessen talking about your personal life	1.67%
40: Make voice louder	1.67%

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Milla, Norberto E.

Second Semester 2016 - 2017

No. of Raters: 60

Subject: 2 - Stat 21 - Elementary Statistics

Class Type: Lecture

1-2 MW

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester				5	15	40	5.0
2 Always prepared and organized in class			1	3	16	40	5.0
3 Uses appropriate and updated instructional materials			1	6	12	41	5.0
4 Gives clear instructions/guidelines in accomplishing tasks			1	5	18	36	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			1	4	10	45	5.0
6 Makes classroom activities interesting and lively			3	10	27	20	4.0
7 Encourages students to ask questions and welcomes comments and suggestions			2	9	10	39	5.0
8 Has mastery of the subject matter			1	4	15	40	5.0
9 Available for student consultation even outside class time		1	4	3	33	19	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully		1		6	17	36	5.0
11 Gives relevant assignments, course requirements		1	1	4	20	34	5.0
12 Returns quizzes, exams, homework, assignments and exercises			2	10	17	31	5.0
13 Fair in giving grades			3	5	27	25	4.0
14 Wears clean and appropriate clothes/attire in class			1	3	18	38	5.0
15 Firm in implementing policies yet approachable and understanding			1	7	19	33	5.0
16 Commands respect of students		1	1	5	18	35	5.0
17 Exercises decency in speech and actions				5	17	38	5.0
Median Rating		5.0 Outstanding					
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

Suggestions of students for the improvement of their teachers' teaching performance

1: Don't talk too fast

28.57%

VISAYAN STATE UNIVERSITY
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VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Milla, Norberto E.

Second Semester 2016 - 2017

No. of Raters: 7

Subject: 3 - Stat 132 - Statistical Inference

Class Type: Lecture

5-7 TTH

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester					1	6	5.0
2 Always prepared and organized in class						7	5.0
3 Uses appropriate and updated instructional materials						7	5.0
4 Gives clear instructions/guidelines in accomplishing tasks						7	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable						7	5.0
6 Makes classroom activities interesting and lively						7	5.0
7 Encourages students to ask questions and welcomes comments and suggestions						7	5.0
8 Has mastery of the subject matter						7	5.0
9 Available for student consultation even outside class time						7	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully						7	5.0
11 Gives relevant assignments, course requirements						7	5.0
12 Returns quizzes, exams, homework, assignments and exercises						7	5.0
13 Fair in giving grades						7	5.0
14 Wears clean and appropriate clothes/attire in class						7	5.0
15 Firm in implementing policies yet approachable and understanding						7	5.0
16 Commands respect of students						7	5.0
17 Exercises decency in speech and actions						7	5.0
Median Rating		5.0 Outstanding					
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

Suggestions of students for the improvement of their teachers' teaching performance

1: Allow students to know their class standing	5.26%
2: Always have eye contact with students when discussing the lesson	5.26%
3: Be sensitive to student needs & feelings	5.26%
4: Don't be too serious. Crack jokes sometimes.	5.26%
5: Explain further lessons that are difficult to understand	5.26%
6: Give time for students to copy notes in class	5.26%
7: Improve teaching strategies/techniques	5.26%

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