

Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: GLORIA E. BANCALE

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	37.5%	4.95	1.86
b. Students (50%)	37.5	5.0	1.87
TOTAL for Instruction			3.73
2. Research	12.5%	4.66	.58
3. Extension	12.5%	4.91	.61
4. Administration	N/A		
5. Production	N/A		
TOTAL			4.92

EQUIVALENT NUMERICAL RATING: 4.92

Add: Additional Points, if any: -

TOTAL NUMERICAL RATING: 4.92

FINAL NUMERICAL RATING: 4.92

ADJECTIVAL RATING: OUTSTANDING

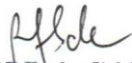
Prepared by:



GLORIA E. BANCALE

Name of Faculty

Reviewed by:



ROSARIO A. SALAS

Department Head

Approved:



EDGARDO E. TULIN

* President

Visayas State University
OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, GLORIA E. BANCALE Assistant Professor, 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 to December 2017.


Gloria E. Bancale
Assistant Professor
Date: _____


ROSARIO A. SALAS, Ph.D.
Head, DOH
Date: _____

MFOs and Performance indicators	Success Indicator (SI)				Task Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	Remark		
MINIMUM PIS PER MFO FOR ACADEMIC DEPARTMENT'S OPCR														
UFMO 1	ADVANCED EDUCATION SERVICES													
	OVPI MFO 1	Graduate Degree Program Management Services												
	PI 1	Graduate degree program monitored				Advise grad. Students								
	PI 2*	Total Graduate FTE monitored												
	PI 3.	Percentage increase in number of graduate students enrolled												
	PI 4	Percentage increase in number of graduate students who graduated within prescribed period												
	OVPI MFO 2	Graduate Student Management Services												
	PI 1	Number of graduate students awarded with scholarships/ assistantships												
		PI 2	Percentage of graduate students awarded with scholarship/ assistantship who graduated within the prescribed period											
		PI 3	Number of graduate students awarded with honor/distinction upon graduation											
	PI 4	Number of graduate students advised				Teach undergraduate courses and advise thesis students								
UMFO 2	HIGHER EDUCATION SERVICES													
	OVPI MFO 1	Curriculum Program Management Services												
	PI 1*	Total Undergraduate FTE monitored					6	6	5.95	5	5	5	Pls. refer to Table 1	
	PI 2	Number of undergraduate curricular programs compliant to CMO approved and offered												
	PI 3	Averaged passing percentage in licensure examinations in mandated program												
	PI 4	Number of undergraduate graduates in mandated programs graduated within the prescribed period												
	PI 5	Percentag increase in the number undergrad students who graduated within the prescribed period												
	PI 6	Percentage increase in the number undergrad students enrolled												
	PI 7	Number of academe/industry linkage established												
	PI 8	Number of students advised												
	PI 9	Number of student organizations advised/assisted					6	6	5	5	5	5		
	PI 10	Number of instructional materials developed												
	PI 1*	Number of published papers in Internationally indexed Journals refereed int'l Journals												
		refereed nat'l Journals												
		institutional Journals												
	PI 2*	Number of research outputs presented in regional/national/international for a/conferences												
		international for a/conferences												

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

Teacher: Bancale, Gloria E.

First Semester 2017 - 2018

No. of Raters: 20

Subject: 3 - Hort 121 - Plant Propagation & Nursery Management

Class Type: Laboratory 1-4M

<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	13	5.0
2 Always prepared and organized in class				1	7	12	5.0
3 Uses appropriate and updated instructional materials				1	6	13	5.0
4 Gives clear instructions/guidelines in accomplishing tasks					9	11	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable					6	14	5.0
6 Makes classroom activities interesting and lively					7	13	5.0
7 Encourages students to ask questions and welcomes comments and suggestions					9	11	5.0
8 Has mastery of the subject matter					9	11	5.0
9 Available for student consultation even outside class time				1	6	13	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully					6	14	5.0
11 Gives relevant assignments, course requirements				2	5	13	5.0
12 Returns quizzes, exams, homework, assignments and exercises				1	7	12	5.0
13 Fair in giving grades					6	14	5.0
14 Wears clean and appropriate clothes/attire in class					5	15	5.0
15 Firm in implementing policies yet approachable and understanding					8	12	5.0
16 Commands respect of students					4	16	5.0
17 Exercises decency in speech and actions					5	15	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					

1. Other positive points of the teacher and his/her teaching	
1 Good teaching skills	5.00%
2 No comment	95.00%
2. Suggestions for teaching improvement	
1 No comment	100.00%

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

Teacher: Bancale, Gloria E.

First Semester 2017 - 2018

No. of Raters: 20

Subject: 2 - AgSc 111 - Post Harvest Handling & Seed Tech.

Class Type: Laboratory 7-10W

<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				2	7	11	5.0
2 Always prepared and organized in class					10	10	4.5
3 Uses appropriate and updated instructional materials					6	14	5.0
4 Gives clear instructions/guidelines in accomplishing tasks				3	6	11	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				1	6	13	5.0
6 Makes classroom activities interesting and lively				1	5	14	5.0
7 Encourages students to ask questions and welcomes comments and suggestions				1	5	14	5.0
8 Has mastery of the subject matter				2	6	12	5.0
9 Available for student consultation even outside class time				2	8	10	4.5
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				2	4	14	5.0
11 Gives relevant assignments, course requirements				2	7	11	5.0
12 Returns quizzes, exams, homework, assignments and exercises				1	11	8	4.0
13 Fair in giving grades					8	12	5.0
14 Wears clean and appropriate clothes/attire in class					6	14	5.0
15 Firm in implementing policies yet approachable and understanding					5	15	5.0
16 Commands respect of students					6	14	5.0
17 Exercises decency in speech and actions				1	7	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					

1. Other positive points of the teacher and his/her teaching	
1 Good teacher	5.00%
2 No comment	95.00%
2. Suggestions for teaching improvement	
1 No comment	100.00%

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

Teacher: Bancale, Gloria E.

First Semester 2017 - 2018

No. of Raters: 20

Subject: 3 - Hort 121 - Plant Propagation & Nursery Management

Class Type: Laboratory 7-10T

Work Performance		NA	1 Poor	2 Below Satis- factory	3 Satis- factory	4 Very Satis- factory	5 Out- standing	Median
1	Explains course objectives, requirement and grading system at the beginning of the semester					8	12	5.0
2	Always prepared and organized in class					10	10	4.5
3	Uses appropriate and updated instructional materials					7	13	5.0
4	Gives clear instructions/guidelines in accomplishing tasks					7	13	5.0
5	Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				1	4	15	5.0
6	Makes classroom activities interesting and lively		1			7	12	5.0
7	Encourages students to ask questions and welcomes comments and suggestions					3	17	5.0
8	Has mastery of the subject matter					6	14	5.0
9	Available for student consultation even outside class time					7	13	5.0
10	Holds class regularly, starts and dismisses class on time and utilizes class period fully				1	4	15	5.0
11	Gives relevant assignments, course requirements				1	8	11	5.0
12	Returns quizzes, exams, homework, assignments and exercises				1	8	11	5.0
13	Fair in giving grades					7	13	5.0
14	Wears clean and appropriate clothes/attire in class					8	11	5.0
15	Firm in implementing policies yet approachable and understanding					6	14	5.0
16	Commands respect of students				1	5	14	5.0
17	Exercises decency in speech and actions				1	6	13	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						
1. Other positive points of the teacher and his/her teaching								
1 No comment							100.00%	
2. Suggestions for teaching improvement								
1 No comment							100.00%	