

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS


Name of Faculty Member: Engr. James Roy P. Lesidan

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.43	
b. Students (50%)		2.17	
TOTAL for Instruction	85%	4.60	3.91
2. Research	0%	0	0
3. Extension	0%	0	0
4. Support of Operation	10%	4.67	0.47
5. Administration	5%	5.00	0.25
TOTAL			4.63


EQUIVALENT NUMERICAL RATING: 4.63
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: 4.63

ADJECTIVAL RATING: Outstanding

Prepared by:


JAMES ROY P. LESIDAN
Name of Faculty

Reviewed by:


CLIMACO D. ESPINA JR.
Department Head

Approved by:


EDGARDO E. TULIN
President



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



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JAMES ROY P. LESIDAN, of the DEPARTMENT OF MATHEMATICS AND PHYSICS, Colleges of Arts and Sciences commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period January 1, 2017 to June 31, 2017

JAMES ROY P. LESIDAN
Instructor I
Date: July 25, 2017

CLIMACO D. ESPINA JR.
Department Head
Date: July 25, 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	Actual Accomplishment as of June 2017	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	
MF01	Higher Education Services	PI 1. Number of FTE	Instruction	Teaches: Phys 21 (1 lec, 6 lab), Phys 16 (2 lab), Phys 11 (2 lab) = (1st Sem 2016-2017); Phys 16 (1 lec, 1 lab), Phys 21 (1 lec, 1 lab) = (Summer 2017)	36	81.47	5	5	5	5.00	Teacher's leave
		PI 2. Number of instructional materials developed	Preparation/ Revising/ Encoding/ Printing								
		Revised syllabi	Instruction	Revises syllabi	1	1	5	5	4	4.67	Phys 21
		New Powerpoint lecture presentation (per course)		Prepares powerpoint	2	3	5	5	5	5.00	Phys 16, Phys 21, Phys 11
		PI 3. Additional outputs									
						Total points				14.67	

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

Teacher: Lesidan, James Roy.

Second Semester 2016 - 2017

No. of Raters: 15

Subject: 1 - Phys 11 - General Physics

Class Type: Laboratory

4-7 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				2	7	6	4.0
2 Always prepared and organized in class				2	7	6	4.0
3 Uses appropriate and updated instructional materials				1	7	7	4.0
4 Gives clear instructions/guidelines in accomplishing tasks				3	6	6	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			1	1	8	5	4.0
6 Makes classroom activities interesting and lively				2	8	5	4.0
7 Encourages students to ask questions and welcomes comments and suggestions				3	7	5	4.0
8 Has mastery of the subject matter			1	1	8	5	4.0
9 Available for student consultation even outside class time				1	4	10	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				2	2	11	5.0
11 Gives relevant assignments, course requirements				1	7	7	4.0
12 Returns quizzes, exams, homework, assignments and exercises					8	7	4.0
13 Fair in giving grades			1		4	10	5.0
14 Wears clean and appropriate clothes/attire in class			1		6	8	5.0
15 Firm in implementing policies yet approachable and understanding				1	6	8	5.0
16 Commands respect of students				1	7	7	4.0
17 Exercises decency in speech and actions			1		5	9	5.0
Median Rating		4.0					
		Very Satisfactory					
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: Discuss the lesson in a more understandable way	20.00%
2: Allow students to know their class standing	13.33%
3: Always have eye contact with students when discussing the lesson	6.67%
4: Avoid discussing matters not related to the lesson	6.67%
5: Be energetic/enthusiastic when discussing	26.67%
6: Be more approachable	6.67%
7: Be sensitive to slow learners	26.67%
8: Be sensitive to student needs & feelings	6.67%
9: Be well-organized in discussing the topic	33.33%
10: Don't be always absent or late	6.67%
11: Don't be nervous in class	6.67%
12: Don't be too serious. Crack jokes sometimes.	13.33%
13: Don't flirt with your students	6.67%
14: Don't just be sitting the whole time while having class	13.33%
15: Don't just read the handouts or the powerpoint slides. Discuss them.	6.67%
16: Don't keep changing your decisions/instructions	6.67%
17: Emphasize the important points of the lesson	6.67%
18: Explain further lessons that are difficult to understand	53.33%
19: Give more examples and activities	13.33%
20: Give more laboratory activities	6.67%
21: Give reasonable time allotment during exams	6.67%
22: Give time for students to copy notes in class	6.67%
23: Guide the students during the laboratory	13.33%
24: Have well-prepared powerpoint presentations	26.67%
25: Improve teaching & communication skills	20.00%
26: Improve teaching strategies/techniques	40.00%
27: Improve your knowledge about the subject	13.33%
28: Make voice louder	20.00%
29: Smile often	13.33%

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

Teacher: Lesidan, James Roy

Second Semester 2016 - 2017 No. of Raters: 19

Subject: 0 - Phys 16 - College Physics II a

Class Type: Laboratory 7-10 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				3	12	4	4.0
2 Always prepared and organized in class			1	4	8	6	4.0
3 Uses appropriate and updated instructional materials			1	1	13	4	4.0
4 Gives clear instructions/guidelines in accomplishing tasks				3	11	5	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				4	9	6	4.0
6 Makes classroom activities interesting and lively			1	5	10	3	4.0
7 Encourages students to ask questions and welcomes comments and suggestions			1	5	7	6	4.0
8 Has mastery of the subject matter				7	7	5	4.0
9 Available for student consultation even outside class time				6	8	5	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				8	8	3	4.0
11 Gives relevant assignments, course requirements			1	4	10	4	4.0
12 Returns quizzes, exams, homework, assignments and exercises				4	5	9	4.5
13 Fair in giving grades				5	8	6	4.0
14 Wears clean and appropriate clothes/attire in class				5	9	5	4.0
15 Firm in implementing policies yet approachable and understanding				5	10	4	4.0
16 Commands respect of students				3	10	6	4.0
17 Exercises decency in speech and actions				5	9	5	4.0
Median Rating		4.0					
		Very Satisfactory					
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: Discuss the lesson in a more understandable way	10.53%
2: Allow students to know their class standing	31.58%
3: Always have eye contact with students when discussing the lesson	5.26%
4: Avoid discussing matters not related to the lesson	5.26%
5: Avoid favoritism	5.26%
6: Avoid giving requirements that are not related to the subject	5.26%
7: Be energetic/enthusiastic when discussing	36.84%
8: Be more approachable	10.53%
9: Be sensitive to slow learners	10.53%
10: Be well-organized in discussing the topic	15.79%
11: Dismiss the class 10 minutes before the time	5.26%
12: Do not get angry easily	5.26%
13: Don't be always absent or late	5.26%
14: Don't be nervous in class	10.53%
15: Don't be too serious. Crack jokes sometimes.	15.79%
16: Don't flirt with your students	5.26%
17: Don't keep changing your decisions/Instructions	10.53%
18: Explain further lessons that are difficult to understand	21.05%
19: Give reasonable time allotment during exams	5.26%
20: Give time for students to copy notes in class	5.26%
21: Guide the students during the laboratory	5.26%
22: Improve teaching strategies/techniques	26.32%
23: Improve your knowledge about the subject	10.53%
24: Make voice louder	10.53%
25: Smile often	10.53%

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

Teacher: Lesidan, James Roy

Second Semester 2016 - 2017 No. of Raters: 37

Subject: 1 - Phys 11 - General Physics

Class Type: Laboratory 10-1F

<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				14	17	6	4.0
2 Always prepared and organized in class			1	13	21	2	4.0
3 Uses appropriate and updated instructional materials		1		11	18	7	4.0
4 Gives clear instructions/guidelines in accomplishing tasks			1	12	17	7	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			2	21	11	3	3.0
6 Makes classroom activities interesting and lively			3	13	15	6	4.0
7 Encourages students to ask questions and welcomes comments and suggestions				13	17	7	4.0
8 Has mastery of the subject matter			2	13	15	7	4.0
9 Available for student consultation even outside class time			1	10	12	14	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				7	15	14	4.0
11 Gives relevant assignments, course requirements			1	13	18	5	4.0
12 Returns quizzes, exams, homework, assignments and exercises			1	8	15	12	4.0
13 Fair in giving grades			2	7	20	9	4.0
14 Wears clean and appropriate clothes/attire in class			1	4	15	17	4.0
15 Firm in implementing policies yet approachable and understanding				9	16	12	4.0
16 Commands respect of students			1	5	14	17	4.0
17 Exercises decency in speech and actions				6	20	11	4.0
Median Rating		4.0 Very Satisfactory					
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	8.11%
2: Allow students to know their class standing	32.43%
3: Always have eye contact with students when discussing the lesson	8.11%
4: Avoid degrading students especially on social media	2.70%
5: Avoid discussing matters not related to the lesson	5.41%
6: Avoid favoritism	5.41%
7: Avoid giving green jokes	2.70%
8: Avoid giving requirements that are not related to the subject	2.70%
9: Avoid Insulting the students	2.70%
10: Avoid jokes that can offend students	2.70%
11: Avoid or lessen the use of "gay" language in class	2.70%
12: Be energetic/enthusiastic when discussing	45.95%
13: Be more approachable	8.11%
14: Be sensitive to slow learners	18.92%
15: Be sensitive to student needs & feelings	10.81%
16: Be well-organized in discussing the topic	32.43%
17: Discipline the students	5.41%
18: Discuss the lesson in a more understandable way	35.14%
19: Dismiss the class 10 minutes before the time	5.41%
20: Do not get angry easily	2.70%
21: Don't be always absent or late	2.70%
22: Don't be nervous in class	16.22%
23: Don't be too bookish	5.41%
24: Don't be too serious. Crack jokes sometimes.	16.22%
25: Don't discourage the students	2.70%
26: Don't flirt with your students	2.70%
27: Don't interfere with students' personal life	2.70%
28: Don't just be sitting the whole time while having class	2.70%
29: Don't just read the handouts or the powerpoint slides. Discuss them.	10.81%
30: Don't keep changing your decisions/instructions	10.81%
31: Don't talk too fast	13.51%
32: Emphasize the important points of the lesson	18.92%
33: Explain further lessons that are difficult to understand	56.76%
34: Give more examples and activities	18.92%
35: Give more laboratory activities	10.81%
36: Give more problem sets & assignments	10.81%
37: Give reasonable time allotment during exams	5.41%
38: Give time for students to copy notes in class	21.62%
39: Guide the students during the laboratory	21.62%
40: Have well-prepared powerpoint presentations	18.92%

41: Improve English proficiency especially grammar and pronunciation	8.11%
42: Improve teaching & communication skills	24.32%
43: Improve teaching strategies/techniques	37.84%
44: Improve your knowledge about the subject	24.32%
45: Inform the students ahead if you can't come to class	18.92%
46: Lessen talking about your personal life	2.70%
47: Make voice louder	40.54%
48: Smile often	10.81%

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

Teacher: Lesidan, James Roy.

Second Semester 2016 - 2017

No. of Raters: 24

Subject: 2 - Phys 21 - College Physics

Class Type: Lecture

4-5TTh

<i>Work Performance</i>	NA	<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				9	7	8	4.0
2 Always prepared and organized in class			5	14	2	3	3.0
3 Uses appropriate and updated instructional materials		1	2	6	8	7	4.0
4 Gives clear instructions/guidelines in accomplishing tasks			5	10	7	2	3.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable		3	8	7	4	2	3.0
6 Makes classroom activities interesting and lively			5	9	9	1	3.0
7 Encourages students to ask questions and welcomes comments and suggestions				7	10	7	4.0
8 Has mastery of the subject matter		4	4	13	1	2	3.0
9 Available for student consultation even outside class time			2	4	10	8	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				6	7	11	4.0
11 Gives relevant assignments, course requirements				5	8	11	4.0
12 Returns quizzes, exams, homework, assignments and exercises		1	1	7	7	8	4.0
13 Fair in giving grades		1	1	6	10	6	4.0
14 Wears clean and appropriate clothes/attire in class				4	13	7	4.0
15 Firm in implementing policies yet approachable and understanding			2	9	7	6	4.0
16 Commands respect of students				8	7	9	4.0
17 Exercises decency in speech and actions			2	9	11	2	4.0
Median Rating		4.0					Very Satisfactory
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	4.17%
2: Allow students to know their class standing	16.67%
3: Always have eye contact with students when discussing the lesson	12.50%
4: Avoid favoritism	8.33%
5: Be energetic/enthusiastic when discussing	20.83%
6: Be sensitive to slow learners	25.00%
7: Be well-organized in discussing the topic	62.50%
8: Discipline the students	4.17%
9: Discuss the lesson in a more understandable way	54.17%
10: Dismiss the class 10 minutes before the time	12.50%
11: Don't be nervous in class	20.83%
12: Don't be too bookish	12.50%
13: Don't flirt with your students	4.17%
14: Don't just read the handouts or the powerpoint slides. Discuss them.	37.50%
15: Don't keep changing your decisions/instructions	16.67%
16: Emphasize the important points of the lesson	45.83%
17: Explain further lessons that are difficult to understand	75.00%
18: Give more examples and activities	37.50%
19: Give more problem sets & assignments	29.17%
20: Give reasonable time allotment during exams	4.17%
21: Give time for students to copy notes in class	8.33%
22: Guide the students during the laboratory	8.33%
23: Have well-prepared powerpoint presentations	20.83%
24: Improve English proficiency especially grammar and pronunciation	16.67%
25: Improve teaching & communication skills	37.50%
26: Improve teaching strategies/techniques	66.67%
27: Improve your knowledge about the subject	70.83%
28: Make voice louder	37.50%

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

Teacher: Lesidan, James Roy .

Second Semester 2016 - 2017 No. of Raters: 19

Subject: 2 - Phys 21 - College Physics

Class Type: Laboratory 1-4 T

<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	10	5.0
2 Always prepared and organized in class				3	9	7	4.0
3 Uses appropriate and updated instructional materials				2	9	8	4.0
4 Gives clear instructions/guidelines in accomplishing tasks					7	12	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				2	6	11	5.0
6 Makes classroom activities interesting and lively				3	8	8	4.0
7 Encourages students to ask questions and welcomes comments and suggestions				4	3	12	5.0
8 Has mastery of the subject matter				1	10	8	4.0
9 Available for student consultation even outside class time					7	12	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				2	6	11	5.0
11 Gives relevant assignments, course requirements				2	7	10	5.0
12 Returns quizzes, exams, homework, assignments and exercises				2	7	10	5.0
13 Fair in giving grades				1	6	12	5.0
14 Wears clean and appropriate clothes/attire in class					8	11	5.0
15 Firm in implementing policies yet approachable and understanding				1	8	10	5.0
16 Commands respect of students				1	8	10	5.0
17 Exercises decency in speech and actions					9	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: Improve English proficiency especially grammar and pronunciation	5.26%
2: Be energetic/enthusiastic when discussing	10.53%
3: Don't be nervous in class	5.26%
4: Don't be too serious. Crack jokes sometimes.	10.53%
5: Emphasize the important points of the lesson	5.26%
6: Improve teaching & communication skills	5.26%
7: Improve teaching strategies/techniques	10.53%
8: Inform the students ahead if you can't come to class	5.26%
9: Make voice louder	5.26%

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

Teacher: Lesidan, James Roy.

Second Semester 2016 - 2017

No. of Raters: 16

Subject: 0 - Phys 16 - College Physics II a

Class Type: Laboratory

1-4 Th

<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				3	6	7	4.0
2 Always prepared and organized in class			1	2	5	8	4.5
3 Uses appropriate and updated instructional materials			1	1	7	7	4.0
4 Gives clear instructions/guidelines in accomplishing tasks				2	5	9	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				3	4	9	5.0
6 Makes classroom activities interesting and lively				2	4	10	5.0
7 Encourages students to ask questions and welcomes comments and suggestions					5	11	5.0
8 Has mastery of the subject matter			2		6	8	4.5
9 Available for student consultation even outside class time				4	3	9	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully			1	1	2	12	5.0
11 Gives relevant assignments, course requirements			1	3	4	8	4.5
12 Returns quizzes, exams, homework, assignments and exercises				2	6	8	4.5
13 Fair in giving grades			1	1	3	11	5.0
14 Wears clean and appropriate clothes/attire in class				2	3	11	5.0
15 Firm in implementing policies yet approachable and understanding				1	6	9	5.0
16 Commands respect of students				2	7	7	4.0
17 Exercises decency in speech and actions				1	5	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: Be energetic/enthusiastic when discussing	12.50%
2: Be sensitive to student needs & feelings	6.25%
3: Discipline the students	6.25%
4: Don't be too bookish	6.25%
5: Emphasize the important points of the lesson	6.25%
6: Give more examples and activities	6.25%
7: Give more problem sets & assignments	6.25%
8: Give time for students to copy notes in class	6.25%
9: Guide the students during the laboratory	6.25%
10: Have well-prepared powerpoint presentations	12.50%
11: Improve teaching strategies/techniques	6.25%
12: Improve your knowledge about the subject	25.00%
13: Make voice louder	6.25%

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