

Exhibit J

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

Name of Faculty Member: Hannah Mae L. Evangelio-Quimbo


Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	4.88	4.88 x50%= 2.44	2.44
b. Students (50%)	4.00	4.00x50% = 2.00	2.00
TOTAL for Instruction	100%	2.44	4.44
2. Research	-		-
3. Extension	-		-
4. Administration	-		-
5. Production	-		-
TOTAL	100%		4.44

EQUIVALENT NUMERICAL RATING: 4.44
Add: Additional Points, if any: -
TOTAL NUMERICAL RATING: 4.44

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

Reviewed by:


HANNAH MAE L. EVANGELIO-QUIMBO
Name of Faculty


NANCY V. DUMAGUING
Department Head

Approved:


EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Hannah Mae L. Evangelio-Quimbo of the Department of Consumer and Hospitality Management commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January 2017 to June 2017.

 **HANNAH MAE L. EVANGELIO-QUIMBO**
Ratee

 **NANCY V. DUMAGUING**
Head of Unit/CME, Dean

Approved:

MFO & PAPS	Success Indicators	Tasks/Target Assigned	Actual Accomplishment	Rating				Remarks
				Q1	E2	T3	A4	
Advanced & Higher Education Services	No. of Course Outlines/syllabus revised							
	2 nd Sem 2016-2017	1	3	5	5	5	5.00	
	Summer 2017	1	1	5	5	5	5.00	
	1 st Sem 2017-2018	NA						
	No. of IMs revised							
	2 nd Sem 2016-2017	10	20	5	5	5	5.00	
	Summer 2017	3	6	5	5	5	5.00	
	1 st Sem 2017-2018	NA						
	No. of long/term exams conducted, checked and recorded							
	2 nd Sem 2016-2017	6	11	5	5	4	4.66	
	Summer 2017	2	4	5	5	4	4.66	
	1 st Sem 2017-2018	NA						
	No. of quizzes administered, checked & recorded							
	2 nd Sem 2017-2017	15	25	5	5	4	4.66	
	Summer 2017	3	6	5	5	5	5.00	
	1 st Sem 2017-2018	NA						

MFO & PAPS	Success Indicators	Tasks/Target Assigned	Actual Accomplishment	Rating				Remarks
				Q1	E2	T3	A4	
Advanced & Higher Education Services	No. of student projects supervised & checked (industry practice reports)							
	2 nd Sem 2016-2017	5	5	5	5	5	5.00	
	Summer 2017	none	none	-	-	-	-	
	1 st Sem 2017-2018	NA						
	No. of laboratory activities checked and recorded							
	2 nd Sem 2016-2017	10	20	5	5	5	5.00	
	Summer 2017	5	7	5	5	4	4.66	
	1 st Sem 2017-2018	NA						
	No. of student grades computed							
	2 nd Sem 2016-2017	200	430	4	5	5	4.66	
	Summer 2017	15	30	5	5	4	4.66	
	1 st Sem 2017-2018	NA						
	No. of course grade submitted							
	2 nd Sem 2016-2017	3	3	5	5	4	4.66	
	Summer 2017	1	1	5	5	4	4.66	
	1 st Sem 2017-2018	NA						

[illegible]

Additional Points:			
Punctuality			
Approved Additional points (with copy of Approval)			
FINAL RATING		4.88	
ADJECTIVAL RATING		VS	

Received by: TERESITA L. QUINANOLA
PRPD Office

Calibrated by: REMBERTO A. PATINDOL
for: PMT

Approved by: EDGANDO E. TULIN
President

Date: _____

Recommending Approval: BEATRIZ S. BELONIAS
Vice President

Date: _____

- 1 - Quality
- 2 - Efficiency
- 3 - Timeliness
- 4 - Average

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

Teacher: Quimbo, Hannah Mae E.

Second Semester 2016 - 2017 No. of Raters: 32

Subject: 3 - Hrtm 141 - Tourism Marketing

Class Type: Laboratory 10-1Th

<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	23	6	4.0
2 Always prepared and organized in class				5	25	2	4.0
3 Uses appropriate and updated instructional materials				6	17	8	4.0
4 Gives clear instructions/guidelines in accomplishing tasks			1	2	17	12	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				6	19	7	4.0
6 Makes classroom activities interesting and lively		1		6	18	7	4.0
7 Encourages students to ask questions and welcomes comments and suggestions			1	2	17	12	4.0
8 Has mastery of the subject matter			1	2	19	10	4.0
9 Available for student consultation even outside class time			1	4	19	7	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully			1	3	26	2	4.0
11 Gives relevant assignments, course requirements		1	1	2	21	7	4.0
12 Returns quizzes, exams, homework, assignments and exercises			2	4	20	6	4.0
13 Fair in giving grades			2	3	15	12	4.0
14 Wears clean and appropriate clothes/attire in class			1	4	15	12	4.0
15 Firm in implementing policies yet approachable and understanding			1	4	18	8	4.0
16 Commands respect of students			3	3	19	7	4.0
17 Exercises decency in speech and actions			2		21	9	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: Allow students to know their class standing	34.38%
2: Avoid degrading students especially on social media	3.13%
3: Avoid giving requirements that are not related to the subject	3.13%
4: Avoid jokes that can offend students	3.13%
5: Be more approachable	9.38%
6: Be sensitive to slow learners	6.25%
7: Be sensitive to student needs & feelings	12.50%
8: Dismiss the class 10 minutes before the time	9.38%
9: Don't be too bookish	3.13%
10: Don't be too serious. Crack jokes sometimes.	6.25%
11: Don't discourage the students	6.25%
12: Don't just read the handouts or the powerpoint slides. Discuss them.	3.13%
13: Don't keep changing your decisions/instructions	3.13%
14: Emphasize the important points of the lesson	3.13%
15: Explain further lessons that are difficult to understand	3.13%
16: Give more examples and activities	6.25%
17: Give more problem sets & assignments	3.13%
18: Give reasonable time allotment during exams	6.25%
19: Give time for students to copy notes in class	12.50%
20: Inform the students ahead if you can't come to class	15.63%
21: Make voice louder	3.13%
22: Smile often	3.13%

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

Teacher: Quimbo, Hannah Mae E. Second Semester 2016 - 2017 No. of Raters: 27
Subject: 3 - HRTM 124 - Tourism Planning & Development Class Type: Lecture 8:30-10Th

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				2	9	16	5.0	
2	Always prepared and organized in class			2	1	11	13	4.0	
3	Uses appropriate and updated instructional materials			1	2	12	12	4.0	
4	Gives clear instructions/guidelines in accomplishing tasks			2	3	9	13	4.0	
5	Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				1	13	13	4.0	
6	Makes classroom activities interesting and lively			2	2	13	10	4.0	
7	Encourages students to ask questions and welcomes comments and suggestions			1	1	14	11	4.0	
8	Has mastery of the subject matter				1	10	16	5.0	
9	Available for student consultation even outside class time			2	2	11	12	4.0	
10	Holds class regularly, starts and dismisses class on time and utilizes class period fully			2	3	8	14	5.0	
11	Gives relevant assignments, course requirements				4	13	10	4.0	
12	Returns quizzes, exams, homework, assignments and exercises			2	7	9	9	4.0	
13	Fair in giving grades				5	11	11	4.0	
14	Wears clean and appropriate clothes/attire in class			3		9	15	5.0	
15	Firm in implementing policies yet approachable and understanding			1	3	11	12	4.0	
16	Commands respect of students			1	3	10	13	4.0	
17	Exercises decency in speech and actions		1		3	9	14	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	3.70%
2: Add more class activities	3.70%
3: Allow students to know their class standing	33.33%
4: Avoid degrading students especially on social media	3.70%
5: Avoid favoritism	11.11%
6: Avoid giving requirements that are not related to the subject	3.70%
7: Avoid insulting the students	3.70%
8: Avoid jokes that can offend students	3.70%
9: Avoid or lessen the use of "gay" language in class	3.70%
10: Be energetic/enthusiastic when discussing	3.70%
11: Be more approachable	14.81%
12: Be sensitive to slow learners	14.81%
13: Be sensitive to student needs & feelings	7.41%
14: Be well-organized in discussing the topic	7.41%
15: Dismiss the class 10 minutes before the time	3.70%
16: Do not get angry easily	11.11%
17: Don't be always absent or late	7.41%
18: Don't be too bookish	7.41%
19: Don't be too serious. Crack jokes sometimes.	11.11%
20: Don't discourage the students	7.41%
21: Don't interfere with students' personal life	3.70%
22: Don't just be sitting the whole time while having class	7.41%
23: Don't just read the handouts or the powerpoint slides. Discuss them.	3.70%
24: Don't keep changing your decisions/instructions	3.70%
25: Don't talk too fast	7.41%
26: Emphasize the important points of the lesson	3.70%
27: Explain further lessons that are difficult to understand	11.11%
28: Give more examples and activities	7.41%
29: Give more problem sets & assignments	7.41%
30: Give reasonable time allotment during exams	7.41%
31: Give time for students to copy notes in class	11.11%
32: Improve teaching strategies/techniques	3.70%
33: Make voice louder	3.70%
34: Smile often	3.70%

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

Teacher: Quimbo, Hannah Mae E.

Second Semester 2016 - 2017

No. of Raters: 20

Subject: 3 - Hrtm 21 - Principles of Tourism

Class Type: Lecture

2:30-4TTh

<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	7	10	4.5
2 Always prepared and organized in class				2	10	8	4.0
3 Uses appropriate and updated instructional materials				2	11	7	4.0
4 Gives clear instructions/guidelines in accomplishing tasks				2	9	9	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				4	3	13	5.0
6 Makes classroom activities interesting and lively			1	3	9	7	4.0
7 Encourages students to ask questions and welcomes comments and suggestions			1	1	10	8	4.0
8 Has mastery of the subject matter				2	5	13	5.0
9 Available for student consultation even outside class time				3	11	6	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				3	7	10	4.5
11 Gives relevant assignments, course requirements			1	2	7	10	4.5
12 Returns quizzes, exams, homework, assignments and exercises				4	11	5	4.0
13 Fair in giving grades				2	9	9	4.0
14 Wears clean and appropriate clothes/attire in class			1	1	6	12	5.0
15 Firm in implementing policies yet approachable and understanding				1	6	13	5.0
16 Commands respect of students				2	6	12	5.0
17 Exercises decency in speech and actions			1	1	9	9	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	15.00%
2: Improve English proficiency especially grammar and pronunciation	10.00%
3: Add more class activities	5.00%
4: Allow students to know their class standing	15.00%
5: Always have eye contact with students when discussing the lesson	5.00%
6: Avoid discussing matters not related to the lesson	10.00%
7: Avoid favoritism	15.00%
8: Avoid giving green jokes	5.00%
9: Avoid giving requirements that are not related to the subject	5.00%
10: Avoid insulting the students	5.00%
11: Avoid jokes that can offend students	10.00%
12: Avoid or lessen the use of "gay" language in class	5.00%
13: Be energetic/enthusiastic when discussing	10.00%
14: Be sensitive to student needs & feelings	5.00%
15: Dismiss the class 10 minutes before the time	5.00%
16: Do not get angry easily	10.00%
17: Don't be too bookish	5.00%
18: Don't discourage the students	10.00%
19: Don't interfere with students' personal life	5.00%
20: Don't just be sitting the whole time while having class	5.00%
21: Don't just read the handouts or the powerpoint slides. Discuss them.	5.00%
22: Don't keep changing your decisions/instructions	5.00%
23: Don't talk too fast	10.00%
24: Emphasize the important points of the lesson	5.00%
25: Explain further lessons that are difficult to understand	20.00%
26: Give more examples and activities	5.00%
27: Give more laboratory activities	5.00%
28: Give more problem sets & assignments	5.00%
29: Give time for students to copy notes in class	25.00%
30: Guide the students during the laboratory	5.00%
31: Have well-prepared powerpoint presentations	5.00%
32: Improve teaching & communication skills	5.00%
33: Improve your knowledge about the subject	5.00%
34: Inform the students ahead if you can't come to class	10.00%
35: Smile often	10.00%

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

Teacher: Quimbo, Hannah Mae E.

Second Semester 2016 - 2017

No. of Raters: 49

Subject: 3 - Hrtm 141 - Tourism Marketing

Class Type: Lecture

4-5TTh

<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				7	14	28	5.0
2 Always prepared and organized in class				5	18	26	5.0
3 Uses appropriate and updated instructional materials				6	18	25	5.0
4 Gives clear instructions/guidelines in accomplishing tasks				7	20	22	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				6	16	27	5.0
6 Makes classroom activities interesting and lively				11	22	16	4.0
7 Encourages students to ask questions and welcomes comments and suggestions				8	17	24	4.0
8 Has mastery of the subject matter				5	14	30	5.0
9 Available for student consultation even outside class time				9	25	15	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully			1	9	21	18	4.0
11 Gives relevant assignments, course requirements			1	6	21	21	4.0
12 Returns quizzes, exams, homework, assignments and exercises		1	2	14	22	10	4.0
13 Fair in giving grades			1	9	21	18	4.0
14 Wears clean and appropriate clothes/attire in class				7	11	30	5.0
15 Firm in implementing policies yet approachable and understanding				8	17	24	4.0
16 Commands respect of students				7	17	25	5.0
17 Exercises decency in speech and actions				5	15	29	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	4.08%
2: Add more class activities	4.08%
3: Allow students to know their class standing	44.90%
4: Always have eye contact with students when discussing the lesson	4.08%
5: Avoid favoritism	6.12%
6: Avoid giving green jokes	2.04%
7: Avoid insulting the students	4.08%
8: Avoid jokes that can offend students	4.08%
9: Be energetic/enthusiastic when discussing	8.16%
10: Be more approachable	6.12%
11: Be sensitive to slow learners	8.16%
12: Be sensitive to student needs & feelings	6.12%
13: Discipline the students	2.04%
14: Dismiss the class 10 minutes before the time	16.33%
15: Do not get angry easily	2.04%
16: Don't be always absent or late	2.04%
17: Don't be nervous in class	4.08%
18: Don't be too serious. Crack jokes sometimes.	12.24%
19: Don't discourage the students	8.16%
20: Don't interfere with students' personal life	2.04%
21: Don't just be sitting the whole time while having class	2.04%
22: Don't keep changing your decisions/instructions	2.04%
23: Don't talk too fast	6.12%
24: Explain further lessons that are difficult to understand	8.16%
25: Give reasonable time allotment during exams	4.08%
26: Give time for students to copy notes in class	26.53%
27: Guide the students during the laboratory	8.16%
28: Have well-prepared powerpoint presentations	2.04%
29: Improve teaching & communication skills	2.04%
30: Improve teaching strategies/techniques	4.08%
31: Inform the students ahead if you can't come to class	22.45%
32: Make voice louder	6.12%
33: Smile often	6.12%

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Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Quimbo, Hannah Mae E.

Second Semester 2016 - 2017

No. of Raters: 43

Subject: 3 - Hrtm 141 - Tourism Marketing

Class Type: Lecture

7-8TTh

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		1		7	23	12	4.0	
2	Always prepared and organized in class				11	22	10	4.0	
3	Uses appropriate and updated instructional materials				9	24	10	4.0	
4	Gives clear instructions/guidelines in accomplishing tasks			2	13	15	13	4.0	
5	Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			1	8	17	17	4.0	
6	Makes classroom activities interesting and lively			3	14	18	7	4.0	
7	Encourages students to ask questions and welcomes comments and suggestions			2	8	19	14	4.0	
8	Has mastery of the subject matter			1	9	20	13	4.0	
9	Available for student consultation even outside class time			3	10	20	10	4.0	
10	Holds class regularly, starts and dismisses class on time and utilizes class period fully		1		7	23	12	4.0	
11	Gives relevant assignments, course requirements		1		14	21	7	4.0	
12	Returns quizzes, exams, homework, assignments and exercises		1	1	15	19	6	4.0	
13	Fair in giving grades			3	10	15	14	4.0	
14	Wears clean and appropriate clothes/attire in class				6	14	23	5.0	
15	Firm in implementing policies yet approachable and understanding				12	18	13	4.0	
16	Commands respect of students				10	20	13	4.0	
17	Exercises decency in speech and actions		1		7	18	17	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	2.33%
2: Allow students to know their class standing	30.23%
3: Avoid favoritism	9.30%
4: Avoid insulting the students	4.65%
5: Be energetic/enthusiastic when discussing	2.33%
6: Be more approachable	6.98%
7: Be sensitive to slow learners	6.98%
8: Be sensitive to student needs & feelings	11.63%
9: Dismiss the class 10 minutes before the time	9.30%
10: Do not get angry easily	2.33%
11: Don't be always absent or late	6.98%
12: Don't be too serious. Crack jokes sometimes.	6.98%
13: Don't discourage the students	6.98%
14: Don't interfere with students' personal life	2.33%
15: Don't just be sitting the whole time while having class	2.33%
16: Don't keep changing your decisions/instructions	2.33%
17: Don't talk too fast	6.98%
18: Emphasize the important points of the lesson	2.33%
19: Explain further lessons that are difficult to understand	4.65%
20: Give time for students to copy notes in class	6.98%
21: Guide the students during the laboratory	2.33%
22: Inform the students ahead if you can't come to class	9.30%
23: Smile often	4.65%

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PERFORMANCE COACHING AND MONITORING & JOURNAL

STUDENTS' COMMENT(S): *AMEQUIBO*

First Sem SY _____	Second Sem SY _____
1.	1.
2.	2.
3.	3.
4.	4.
5.	5.

Strategies	Brief Description of Strategy/Strategies Used	Frequency	Date(s) Conducted	Outcome(s) (Briefly describe any improvement, if any)
A. Coaching				
<input type="checkbox"/> a. Issuance of Memo				
<input checked="" type="checkbox"/> b. One-on-one/ Face-to-Face coaching	<i>discussion on how to prepare LOF in events</i>		<i>10-13-2012 10-11-2013</i>	
<input type="checkbox"/> c. Group Coaching	<i>check on progress</i>			
B. Monitoring				
<input type="checkbox"/> a. Actual Class Observation				
<input type="checkbox"/> b. Others (specify)				

(Note: Please use extra sheet if necessary)

Conducted By:

[Signature]
NURDUMTURING
 Immediate Supervisor

Verified By:

[Signature]
ANTONIO P. ARANO
 Next Higher Supervisor *12/11/17*

CC: OVPI
 ODAHRD
 PRPEO