

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: JOSE S. BAGULAYA II

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Faculty	25%	4.92	1.23
b. Students	75%	4.67	3.50
TOTAL for Instruction	90%		4.26
2. Research	4.0%	4.00	0.16
3. Extension	4.0%	2.00	0.08
4. Production	1.0%	5.00	0.05
5. Administration/Other Services	1.0%	5.00	0.05
TOTAL			4.596

EQUIVALENT NUMERICAL RATING: 4.596
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: 4.596

ADJECTIVAL RATING: Very Satisfactory
i

Prepared by:
JOSE S. BAGULAYA II
Name of Faculty

Reviewed by:
GUIRALDO C. FERNANDEZ, JR.
Department Head

Recommending Approval:
CANDELARIO L. CALIBO
Dean, CAS

Approved by:
BEATRIZ S. BELONIAS
Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM

I, JOSE S. BAGULAYA II, of the Department of Liberal Arts and Behavioral Sciences 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-DECEMBER 2018.

JOSE S. BAGULAYA II

Ratee

Approved: GUINALDO L. FERNANDEZ, JR.

Head of Unit

MFO No.	Description of MFO & PAPs	Success/Performance Indicators	Program/Activities/Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
							Q ¹	E ²	T ³	A ⁴	
MF01	Higher Education	Full Time Equivalent	Teaching	Teaches Social Science subjects	18.00	29.00	4.67	4.67	4.67	4.67	
		Number of Instructional Materials Developed/Revised and Utilized									
		* Revised Syllabi within the last 3 years	Author/Compiler	Revises course syllabi in Scsc subjects	4	4	5	5	5	5	Created syllabus in Scsc 11n, Revised other syllabi
		* Powerpoint presentations prepared	Author/Compiler		24	26	5	5	5	5	Created PPTs for Scsc 11n and UCSP
		Student Advising and Consultation Services									
		* Number of organizations advised									
		* Number of hrs per week spent on student consultation	Consultation		3	5	5	5	5	5	
				SUB-TOTAL						19.67	
MF02	Research	Number of research conducted	Research	Co-Component Leader	1	1	4	4	4	4.00	Gender Component of Rainforestation projects in Pilar, Camotes
		Number of Outputs Presented in Regional/National/International For a/Conferences		Paper Presenter		1	3	3	3	3.00	When the Pain Fades Away: An Investigation on the Effects of Distraction and Encoragement on Pain Tolerance
		Number of papers published in other peer-reviewed publications (proceedings, books, monographs, etc.)		Author	1	1	5	5	5	5.00	Textbook - Understanding the Self(Mutya Publishing, Inc.)
				SUB-TOTAL						12.00	
MF04	Extension	Number of trainings/seminars attended	Training	Participant	3	3	2	2	2	2.00	Author's Conference 2018, Implementing GE Curriculum through OBE, 3rd NRCASH
				SUB-TOTAL						2.00	
MF04	Support to Students/	Number of quizzes prepared and checked		Social Science Course Subjects	20	20	5	5	5	5.00	Quizzes for Scsc 11n and UCSP

	Production	Number of midterm and final exams preapred and checked.		Social Science Course Subjects	4	4	5	5	5	5.00	Midterm and Final Exams for Scsc 11n and UCSP
		Number of oral recitations graded/evaluated		Social Science Course Subjects	100	100	5	5	5	5.00	Evaluated recitation for Scsc 11n and UCSP
		Number of midterm and final gradesheets submitted		Social Science Course Subjects	10	10	5	5	5	5.00	8 gradesheets submitted for Scsc 11n and 2 for UCSP
				SUB-TOTAL						20.00	
MF05	General Admin & Support Services	Number of participation on the events/program in the dept, college, univ. and other offices		Participant	1	1	5	5	5	5.00	Participated during the VSU Intramurals
		Number of events that rendered expert services in the dept./college/university/and other offices		Judge	1	1	5	5	5	5.00	Judged Ms. ABELS 2018
		Number of meetings attended	Meetings		2	5	5	5	5	5.00	
				SUB-TOTAL						15.00	

Average Rating (Total Over-all rating divided by no. of		4.58
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.58
ADJECTIVAL RATING		Very Satisfactory

Comments & Recommendations for Development Purpose: Even if Mr. Baybay is an effective teacher, he has to keep on improving since there is always room for excellence.

Evaluated & Rated by:

GUTRALDO C. FERNANDEZ, JR.

Date: _____

Recommending Approval:

CANDELARIO L. CALIBO

Date: _____

Approved:

BEATRIZ S. BELONIAS

Date: _____

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: JOSE II SATORRE BAGULAYA

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Teaches two (2) course subjects (Scsc 11n, UCult 002)	Regular attendance in the assigned classes, grade sheet per courses taught, and good result of student performance evaluation	August 2018	December 2018	December 2018	Impressive	Outstanding	Improve performance with respect to students' comments on TPES.
2	Assist students through students consultation	Improved student performance	August 2018	December 2018	December 2018	Impressive	Outstanding	Provide more interventions for the improvement of students
3	Prepares course syllabi updates	Approved course syllabi in Understanding the Self	August 2018	September 2018	September 2018	Impressive	Outstanding	Follow OBE format as prescribed
4	Develop/Revise instructional manual	Develop Instructional Materials (PPT) in Scsc 11n	August 2018	September 2018	September 2018	Impressive	Outstanding	Do minor revisions
5	Submission of midterm grades and final grades	Grades submitted to registrar	August 2018	December 2018	December 2018	Impressive	Outstanding	
6	Participate in all activities conducted by the department, college and the university	Attendance, certificates if applicable	August 2018	December 2018	December 2018	Impressive	Outstanding	Participates actively in all activities

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

GUIRALDO C. FERNANDEZ, JR.
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Jose II Satorre Bagulaya

Performance Rating: Outstanding

Aim: To pursue graduate studies for the degree MA in Psychology, engage in research or extension projects and improve teaching strategies

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 1, 2018

Target Date: One year from today

First Step:

- a) Encouraged him to enroll for the first Trimester in the University of San Jose Recoletos' MA Psychology Program.
- b) Required him to be involved on research or extension projects which the Department has started to work on.

Result:

He has currently finished 36 units of his MA's Academic requirements by the end of October, 2018 and is currently enrolled in 6 more units which will be finished by the end of February, 2019.

Date: July 1, 2019

Target Date: August 2019

Next Step:

He was advised to finish his Master's Thesis by the end of June 2019. And employ more teaching strategies based on the evaluation of the students

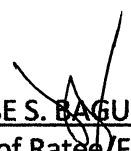
Outcome: NA

Final Step/Recommendation: NA

Prepared by:


GUIRALDO C. FERNANDEZ, JR.
Department Head

Conforme:


JOSE S. BAGULAYA II
Name of Ratee/Faculty/Staff