

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	30%	4.97	1.49
b. Students	70%	4.00	2.80
TOTAL for Instruction	90%		3.86
2. Research	2.5%	5.00	0.13
3. Extension	2.5%	5.00	0.13
4. Production	2.5%	5.00	0.13
5. Administration/Other Services	2.5%	5.00	0.13
TOTAL			4.362

EQUIVALENT NUMERICAL RATING: 4.362

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.362**

ADJECTIVAL RATING:

VERY SATISFACTORY

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 **JANUARY-JUNE 2019**.

JOSE S. BAGULAYA II

Ratee

Approved: **GUIRALDO C. 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	
MFO1	Higher Education	Full Time Equivalent	Teaching	Teaches Social Science subjects	18.00	29.30	5	5	5	5.00	
		Number of Instructional Materials Developed/Revised and Utilized									
		* Revised Syllabi within the last 3 years	Author/Compiler	Revises course syllabi in Scsc subjects	1	1	5	5	5	5	Revised syllabi in Scsc 24
		* Powerpoint presentations prepared	Author/Compiler		15	18	5	5	5	5	Prepared visual aids in Scsc 24, Scsc 12n
		Student Advising and Consultation Services									
		* Number of organizations advised									Served as adviser to Tau Omega Mu
		* Number of hrs per week spent on student consultation	Consultation		3	3	5	5	5	5	
				SUB-TOTAL						5.00	
MF02	Research	Number of research conducted	Research	Co-Component Leader	1	1	5	5	5	5.00	Rainforestation Implentation in Camotes
				SUB-TOTAL							
MF04	Support to Students/ Production	Number of quizzes prepared and checked		Social Science Course Subjects	18	18	4	5	5	4.67	Prepared and checked quizzes in Scsc 24, Scsc 12n
		Number of midterm and final exams preapred and checked.		Social Science Course Subjects	4	4	5	5	5	5.00	Prepared and checked midterm and final exams in Scsc 24, Scsc 12n
		Number of oral recitations graded/evaluated		Social Science Course Subjects	40	50	5	5	5	5.00	Evaluated oral recitations in Scsc 24, Scsc 12n
		Number of midterm and final gradesheets submitted		Social Science Course Subjects	10	12	5	5	5	5.00	Submitted Midterm and Final Grades in Scsc 24, Scsc 12n
				SUB-TOTAL						19.67	
MF05	General Admin & Support Services	Number of participation on the events/program in the dept, college, univ. and other offices		Participant	1	3	5	5	5	5.00	Participated in CAS Anniversary and Departmental Team Building. Served as Usher in the AACUP Accreditation program and VSU Graduation 2019

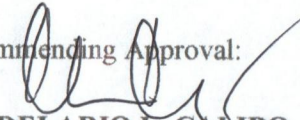
Number of events rendered expert services in the dept./college/university/and other offices		Judge	1	1	5	5	5	5.00	Served as judge during DLABS Philo debate
Number of meetings attended	Meetings		3	5	5	5	5	5.00	Attended Department meetings and other university event meetings
		SUB-TOTAL						5.00	

Average Rating (Total Over-all rating divided by number of entries)		4.97
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.97
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:Mr. Bagulaya serves the department well doing what is expected of him as a faculty member of DLABS. Yet, he should always keep in his mind that there is always room for improvement.

Evaluated & Rated by:


GUIRALDO C. FERNANDEZ, JR.
 Department Head
 Date: _____

Recommending Approval:

CANDELARIO L. CALIBO
 College Dean
 Date: _____

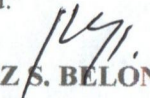
Approved:

BEATRIZ S. BELONIAS
 Vice-President for Instruction
 Date: _____

Exhibit I

PERFORMANCE MONITORING FORMName 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 three (2) courses subjects (Scsc 24, Scsc 11n, Scsc 12n)	Regular attendance in the assigned classes, grade sheet per courses taught, and good result of student performance evaluation	January 2019	December 2019	May30, 2019	Impressive	Outstanding	Improve performance with respect to students' comments on TPES.
2	Assist students through students consultation	Improved student performance	January 2019	December 2019	July 15, 2019	Impressive	Outstanding	Provide more interventions for the improvement of students
3	Prepares course syllabi updates	Approved course syllabi in Psyc 11	January 2019	December 2019	July 15, 2019	Impressive	Outstanding	Follow OBE format as prescribed
4	Develop/Revise instructional manual	Published textbook in Scsc 11n	January 2019	December 2019	July 15, 2019	Impressive	Outstanding	Do minor revisions
5	Submission of midterm grades and final grades	Grades submitted to registrar	January 2019	December 2019	July 15, 2019	Impressive	Outstanding	
6	Conduct extension project (GE course seminar for newly hired teachers)	Progress report	January 2019	December 2019	July 15, 2019	Impressive	Outstanding	Follow- up on the effectivity of training conducted
7	Participate in all activities conducted by the department, college and the university	Attendance, certificates if applicable	January 2019	December 2019	July 15, 2019	Impressive	Outstanding	Participates actively in all activities

* Either very impressive, impressive, needs improvement, poor, very poor
** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:



Guiraldos C. Fernandez, Jr.

Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Jose II S. Bagulaya

Performance Rating: Outstanding

Aim: To finish his MA Thesis and improve teaching strategies

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

Date: August 5, 2019

Target Date: One year from today

First Step:

- a) Encouraged him to finish his thesis
- b) Encouraged to attend conferences, conduct research, and present or publish research

Result:

His proposal has been defended and he has been working on his results.

Date: March 2020

Target Date: End of second semester

Next Step:

He was advised to finally finish his MA and publish research.

Outcome: NA

Final Step/Recommendation: NA

Prepared by:


GURALDO C. FERNANDEZ, JR.
Department Head

Conforme:


JOSE II S. BAGULAYA
Faculty