SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Mr.Crisanto L. Abas

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.48	
b. Students (50%)		2.10	
TOTAL for Instruction	85%	4.58	3.89
2. Research	0%	0	0
3. Extension	0%	0	0
4. Support Services	10%	4.83	0.48
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: Reviewed by:

CRISANTO L. ABAS   **CLIMACO D. ESPINA, JR.**
Name of Faculty   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, CRISANTO L. ABAS, of the DEPARTMENT OF MATHEMATICS AND PHYSICS, College of Arts of 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 July 31, 2017

CRISANTO L. ABAS
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
1 - Poor

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Details of Actual Accomplishment as July 2017	Quality	Efficiency	Timeliness	Average	Remarks
MF01	Higher Education Services	PI 1. Number of FTE	Instruction	Teaches: Math 103 (lec), Math 101 (2 lec), Math 10a (lec), Math 12 (lec), SP 112 (lec) (2nd sem 2016-2017), Math 23 (lec), Math 145 (lec) (Summer 2017)	36	48.02	5	5	5	5.00	Teacher's leave
		PI 2. Number of instructional materials developed	Preparation/ Revising/ Encoding/ Printing								
		New course syllabi	Instruction	Prepares new course syllabi	1	2	5	5	5	5.00	Math 23, Math 145
		New course outline	Instruction	Prepares new course outline	1	1	5	5	5	5.00	Math 145
		Revised course outline	Instruction	Prepares revised course outline	1	3	5	5	5	5.00	Math 103, Math 101, Math 23
		Revised lecture manual	Instruction	Prepares revised lecture manual	1	3	5	5	5	5.00	Math 103, Math 101, Math 23

	New Powerpoint lecture presentation (per course)	Prepares and revised powerpoint presentation	5	5	5	5	5	5	5.00	Math 103, Math 101, Math 23, SP 112 Math 145
	PI 3. Additional outputs									
				Total points					30.00	
MFO 5	**Support to Students**									
	P.I Student advising and consultation services	Mentor students/group in conducting research	Support to students							
	Organization adviser	Advised Bachelor of Secondary Education major in Mathematics	Support to students	60	70	5	5	5	5.00	Mulbery Men's Hall
	PI.2 Number of hours spent for student consultation	Entertained student consultation	Support to students	20	50	5	4	5	4.67	regarding subject matters, grades
	P.3 Additional Outputs									
				Total points					9.67	
MFO 6	**General Admin. & Support Services (GASS)**									
	Efficient & Constumor Friendly	Entertains clients	General services	0% complaint	0% complaint	5	5	5	5.00	Students, Parents, Faculty & Staff
				Total points					5.00	
	Total Over-all Rating								44.67	
	Average Rating								4.96	
	Adjectival Rating								O	

Average Rating (Total Over-all rating divided by 4)	4.96
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.96
ADJECTIVAL RATING	

Comments & Recommendations for Development Purpose:

Received by:

TERESITA L. QUIÑANOLA
Planning Officer
Date: 9/15/17

Calibrated by:

REMBERTO A. PATINDOL, Ph.D.
Chairman, PMT
Date:

Recommending Approval:

BEATRIZ S. BELONIAS, Ph.D.
Vice Pres. for Instruction
Date:

Approved:

EDGARDO E. TULIN, Ph.D.
President
Date:

Suggestions of students for the improvement of their teachers' teaching performance	
1: Discuss the lesson in a more understandable way	22.22%
2: Add more class activities	22.22%
3: Allow students to know their class standing	33.33%
4: Always have eye contact with students when discussing the lesson	11.11%
5: Avoid giving requirements that are not related to the subject	11.11%
6: Be energetic/enthusiastic when discussing	22.22%
7: Be more approachable	11.11%
8: Be sensitive to slow learners	22.22%
9: Be sensitive to student needs & feelings	11.11%
10: Dismiss the class 10 minutes before the time	11.11%
11: Don't be too bookish	11.11%
12: Don't be too serious. Crack jokes sometimes.	55.56%
13: Don't interfere with students' personal life	22.22%
14: Don't just be sitting the whole time while having class	11.11%
15: Don't just read the handouts or the powerpoint slides. Discuss them.	11.11%
16: Don't keep changing your decisions/instructions	11.11%
17: Don't talk too fast	22.22%
18: Emphasize the important points of the lesson	11.11%
19: Explain further lessons that are difficult to understand	22.22%
20: Give more examples and activities	22.22%
21: Give more problem sets & assignments	22.22%
22: Give time for students to copy notes in class	22.22%
23: Make voice louder	11.11%

Teacher: Abas, Crisanto L. Second Semester 2016 - 2017 No. of Raters: 9

Subject: 4 - Math 10a - Fundamentals of Mathematics Class Type: Lecture 4-6TTh

	Work Performance	NA	1 Poor	2 Below Satis-factory	3 Satis-factory	4 Very Satis-factory	5 Out-standing	Median
1	Explains course objectives, requirementand grading system at the beginning of the semester					1	8	5.0
2	Always prepared and organized in class				1	3	5	5.0
3	Uses appropriate and updated instructional materials				1	2	6	5.0
4	Gives clear instructions/guidelines in accomplishing tasks				2	2	5	5.0
5	Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable		1		1	5	2	4.0
6	Makes classroom activities interesting and lively		2	1	1	4	1	4.0
7	Encourages students to ask questions and welcomes comments and suggestions			2		4	3	4.0
8	Has mastery of the subject matter				1	1	7	5.0
9	Available for student consultation even outside class time		1		3	2	3	4.0
10	Holds class regularly, starts and dismisses class on time and utilizes class period fully			2			7	5.0
11	Gives relevant assignments, course requirements					1	8	5.0
12	Returns quizzes, exams, homework, assignments and exercises			1	1	2	5	5.0
13	Fair in giving grades			1	1	2	5	5.0
14	Wears clean and appropriate clothes/attire in class				1	3	5	5.0
15	Firm in implementing policies yet approachable and understanding		1		1	2	5	5.0
16	Commands respect of students			2			7	5.0
17	Exercises decency in speech and actions			1	1	1	6	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: Add more class activities	4.35%
2: Allow students to know their class standing	8.70%
3: Avoid favoritism	8.70%
4: Avoid giving requirements that are not related to the subject	4.35%
5: Be energetic/enthusiastic when discussing	4.35%
6: Be sensitive to slow learners	17.39%
7: Be sensitive to student needs & feelings	8.70%
8: Be well-organized in discussing the topic	4.35%
9: Dismiss the class 10 minutes before the time	4.35%
10: Don't be too bookish	4.35%
11: Don't be too serious. Crack jokes sometimes.	8.70%
12: Don't flirt with your students	4.35%
13: Don't just read the handouts or the powerpoint slides. Discuss them.	4.35%
14: Don't talk too fast	21.74%
15: Explain further lessons that are difficult to understand	4.35%
16: Give more examples and activities	8.70%
17: Give reasonable time allotment during exams	4.35%
18: Give time for students to copy notes in class	21.74%
19: Have well-prepared powerpoint presentations	8.70%
20: Improve teaching strategies/techniques	4.35%
21: Improve your knowledge about the subject	8.70%
22: Smile often	4.35%

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

Teacher: Abas, Crisanto L.   Second Semester 2016 - 2017   No. of Raters: 23

Subject: 1 - Math 101 - Elementary Calculus   Class Type: Lecture   10-11MWF

	Work Performance	NA	1 Poor	2 Below Satis- factory	3 Satis- factory	4 Very Satis- factory	5 Out- standing	Median
1	Explains course objectives, requirementand grading system at the beginning of the semester				2	13	8	4.0
2	Always prepared and organized in class				1	10	12	5.0
3	Uses appropriate and updated instructional materials				3	7	13	5.0
4	Gives clear instructions/guidelines in accomplishing tasks				2	12	9	4.0
5	Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				4	7	12	5.0
6	Makes classroom activities interesting and lively				7	13	3	4.0
7	Encourages students to ask questions and welcomes comments and suggestions				2	11	10	4.0
8	Has mastery of the subject matter					8	14	5.0
9	Available for student consultation even outside class time				5	10	8	4.0
10	Holds class regularly, starts and dismisses class on time and utilizes class period fully				1	5	17	5.0
11	Gives relevant assignments, course requirements					10	13	5.0
12	Returns quizzes, exams, homework, assignments and exercises				1	10	12	5.0
13	Fair in giving grades				2	10	11	4.0
14	Wears clean and appropriate clothes/attire in class				1	8	14	5.0
15	Firm in implementing policies yet approachable and understanding				2	12	9	4.0
16	Commands respect of students				2	10	11	4.0
17	Exercises decency in speech and actions				2	9	12	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	18.75%
2: Improve English proficiency especially grammar and pronunciation	3.13%
3: Add more class activities	18.75%
4: Allow students to know their class standing	37.50%
5: Always have eye contact with students when discussing the lesson	9.38%
6: Avoid favoritism	9.38%
7: Be energetic/enthusiastic when discussing	9.38%
8: Be more approachable	9.38%
9: Be sensitive to slow learners	50.00%
10: Be sensitive to student needs & feelings	28.13%
11: Discipline the students	6.25%
12: Dismiss the class 10 minutes before the time	25.00%
13: Do not get angry easily	9.38%
14: Don't be too serious. Crack jokes sometimes.	18.75%
15: Don't discourage the students	6.25%
16: Don't flirt with your students	3.13%
17: Don't just read the handouts or the powerpoint slides. Discuss them.	3.13%
18: Don't talk too fast	37.50%
19: Emphasize the important points of the lesson	12.50%
20: Explain further lessons that are difficult to understand	43.75%
21: Give more examples and activities	28.13%
22: Give more laboratory activities	3.13%
23: Give more problem sets & assignments	9.38%
24: Give reasonable time allotment during exams	9.38%
25: Give time for students to copy notes in class	37.50%
26: Have well-prepared powerpoint presentations	6.25%
27: Improve teaching & communication skills	3.13%
28: Improve teaching strategies/techniques	15.63%
29: Inform the students ahead if you can't come to class	3.13%
30: Lessen talking about your personal life	3.13%
31: Make voice louder	18.75%
32: Smile often	25.00%

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

Teacher: Abas, Crisanto L.   Second Semester 2016 - 2017   No. of Raters: 32

Subject: 3 - Math 103 - Advanced Algebra   Class Type: Lecture   1-2MWF

	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	2	15	14	4.0
2	Always prepared and organized in class				4	14	14	4.0
3	Uses appropriate and updated instructional materials			1	4	12	15	4.0
4	Gives clear instructions/guidelines in accomplishing tasks			2	7	10	13	4.0
5	Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			1	5	10	16	4.5
6	Makes classroom activities interesting and lively			4	15	7	6	3.0
7	Encourages students to ask questions and welcomes comments and suggestions			2	9	4	17	5.0
8	Has mastery of the subject matter				2	7	22	5.0
9	Available for student consultation even outside class time			2	6	18	6	4.0
10	Holds class regularly, starts and dismisses class on time and utilizes class period fully				2	10	20	5.0
11	Gives relevant assignments, course requirements				1	8	23	5.0
12	Returns quizzes, exams, homework, assignments and exercises		1	1	3	8	19	5.0
13	Fair in giving grades				2	10	19	5.0
14	Wears clean and appropriate clothes/attire in class			1		10	21	5.0
15	Firm in implementing policies yet approachable and understanding				6	16	10	4.0
16	Commands respect of students				4	12	16	4.5
17	Exercises decency in speech and actions				3	14	15	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	34.15%
2: Add more class activities	7.32%
3: Allow students to know their class standing	19.51%
4: Always have eye contact with students when discussing the lesson	2.44%
5: Avoid giving requirements that are not related to the subject	2.44%
6: Avoid jokes that can offend students	2.44%
7: Be energetic/enthusiastic when discussing	26.83%
8: Be more approachable	9.76%
9: Be sensitive to slow learners	29.27%
10: Be sensitive to student needs & feelings	12.20%
11: Be well-organized in discussing the topic	9.76%
12: Discipline the students	2.44%
13: Dismiss the class 10 minutes before the time	12.20%
14: Don't be nervous in class	2.44%
15: Don't be too serious. Crack jokes sometimes.	24.39%
16: Don't talk too fast	43.90%
17: Emphasize the important points of the lesson	9.76%
18: Explain further lessons that are difficult to understand	48.78%
19: Give more examples and activities	29.27%
20: Give more problem sets & assignments	9.76%
21: Give reasonable time allotment during exams	7.32%
22: Give time for students to copy notes in class	14.63%
23: Have well-prepared powerpoint presentations	4.88%
24: Improve teaching & communication skills	7.32%
25: Improve teaching strategies/techniques	19.51%
26: Improve your knowledge about the subject	2.44%
27: Inform the students ahead if you can't come to class	4.88%
28: Make voice louder	12.20%
29: Smile often	2.44%

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

Teacher: Abas, Crisanto L. Second Semester 2016 - 2017 No. of Raters: 41

Subject: 1 - Math 101 - Elementary Calculus Class Type: Lecture 10-11:30TTh

	Work Performance	NA	1 Poor	2 Below Satis-factory	3 Satis-factory	4 Very Satis-factory	5 Out-standing	Median
1	Explains course objectives, requirementand grading system at the beginning of the semester			2	6	12	21	5.0
2	Always prepared and organized in class			1	10	18	12	4.0
3	Uses appropriate and updated instructional materials			3	6	18	14	4.0
4	Gives clear instructions/guidelines in accomplishing tasks			3	8	16	14	4.0
5	Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable		2	4	7	15	13	4.0
6	Makes classroom activities interesting and lively		2	5	16	14	3	3.0
7	Encourages students to ask questions and welcomes comments and suggestions			4	8	15	14	4.0
8	Has mastery of the subject matter				4	13	24	5.0
9	Available for student consultation even outside class time			2	16	15	8	4.0
10	Holds class regularly, starts and dismisses class on time and utilizes class period fully			1	2	20	18	4.0
11	Gives relevant assignments, course requirements				4	14	23	5.0
12	Returns quizzes, exams, homework, assignments and exercises			1	7	17	16	4.0
13	Fair in giving grades			2	9	11	19	4.0
14	Wears clean and appropriate clothes/attire in class				1	21	19	4.0
15	Firm in implementing policies yet approachable and understanding		1		7	19	14	4.0
16	Commands respect of students			1	6	23	11	4.0
17	Exercises decency in speech and actions			2	5	16	18	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

41 : Have well-prepared powerpoint presentations	9.09%
42 : Improve teaching & communication skills	9.09%
43 : Improve teaching strategies/techniques	4.55%
44 : Improve your knowledge about the subject	4.55%
45 : Inform the students ahead if you can't come to class	18.18%
46 : Lessen talking about your personal life	9.09%
47 : Make voice louder	18.18%
48 : Smile often	18.18%

Suggestions of students for the improvement of their teachers' teaching performance

1: Discuss the lesson in a more understandable way	13.64%
2: Improve English proficiency especially grammar and pronunciation	4.55%
3: Add more class activities	18.18%
4: Allow students to know their class standing	22.73%
5: Always have eye contact with students when discussing the lesson	4.55%
6: Avoid degrading students especially on social media	13.64%
7: Avoid discussing matters not related to the lesson	4.55%
8: Avoid favoritism	13.64%
9: Avoid giving green jokes	13.64%
10: Avoid giving requirements that are not related to the subject	9.09%
11: Avoid insulting the students	13.64%
12: Avoid jokes that can offend students	9.09%
13: Avoid or lessen the use of "gay" language in class	4.55%
14: Be energetic/enthusiastic when discussing	13.64%
15: Be more approachable	9.09%
16: Be sensitive to slow learners	18.18%
17: Be sensitive to student needs & feelings	27.27%
18: Be well-organized in discussing the topic	22.73%
19: Discipline the students	9.09%
20: Dismiss the class 10 minutes before the time	22.73%
21: Do not get angry easily	9.09%
22: Don't be always absent or late	4.55%
23: Don't be nervous in class	4.55%
24: Don't be too bookish	4.55%
25: Don't be too serious. Crack jokes sometimes.	31.82%
26: Don't discourage the students	9.09%
27: Don't flirt with your students	13.64%
28: Don't interfere with students' personal life	9.09%
29: Don't just be sitting the whole time while having class	9.09%
30: Don't just read the handouts or the powerpoint slides. Discuss them.	9.09%
31: Don't keep changing your decisions/instructions	9.09%
32: Don't talk too fast	27.27%
33: Emphasize the important points of the lesson	4.55%
34: Explain further lessons that are difficult to understand	22.73%
35: Give more examples and activities	22.73%
36: Give more laboratory activities	4.55%
37: Give more problem sets & assignments	13.64%
38: Give reasonable time allotment during exams	9.09%
39: Give time for students to copy notes in class	9.09%
40: Guide the students during the laboratory	4.55%

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

Teacher: Abas, Crisanto L. Second Semester 2016 - 2017 No. of Raters: 22

Subject: 2 - Math 12 - Plane Trigonometry Class Type: Lecture 9-10MWF

Work Performance	NA	1 Poor	2 Below Satis- factory	3 Satis- factory	4 Very Satis- factory	5 Out- standing	Median
1 Explains course objectives, requirementand grading system at the beginning of the semester				4	9	9	4.0
2 Always prepared and organized in class				4	7	11	4.5
3 Uses appropriate and updated instructional materials				5	11	6	4.0
4 Gives clear instructions/guidelines in accomplishing tasks			1	4	7	10	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				2	7	13	5.0
6 Makes classroom activities interesting and lively		1	1	9	7	4	3.5
7 Encourages students to ask questions and welcomes comments and suggestions			3	1	8	10	4.0
8 Has mastery of the subject matter					6	16	5.0
9 Available for student consultation even outside class time				7	8	6	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully					13	9	4.0
11 Gives relevant assignments, course requirements				2	8	12	5.0
12 Returns quizzes, exams, homework, assignments and exercises			3	3	6	10	4.0
13 Fair in giving grades				1	8	13	5.0
14 Wears clean and appropriate clothes/attire in class				3	7	12	5.0
15 Firm in implementing policies yet approachable and understanding			1	1	13	7	4.0
16 Commands respect of students				3	7	12	5.0
17 Exercises decency in speech and actions				2	7	13	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