

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBER
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Prof. Climaco D. Espina Jr.

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)
(1)	(2)	(3)
1. Instruction		
a. Head/Dean (50%)		2.50
b. Students (50%)		2.17
TOTAL for Instruction	70%	4.67
2. Research	0%	0.00
3. Extension	0%	0.00
4. Support to students	10%	4.67
5. Support to Operations	10%	4.66
5. Administration	10%	4.94
TOTAL		

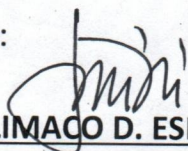
EQUIVALENT NUMERICAL RATING: 4.69

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.69

ADJECTIVAL RATING: Outstanding

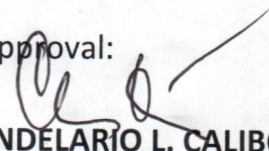
Prepared by:


CLIMACO D. ESPINA, JR.
Name of Faculty

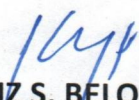
Reviewed by:


CLIMACO D. ESPINA JR
Department Head

Recommending Approval:


CANDELARIO L. CALIBC
Dean, CAS

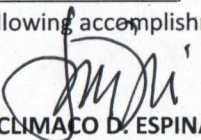
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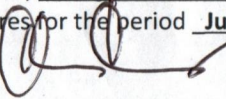

BEATRIZ S. BELONIAS
Vice President for Instr



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **CLIMACO D. ESPINA JR.**, of the DEPARTMENT OF MATHEMATICS AND PHYSICS, **College of Arts and Sciences** commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July 1, 2019-Dec. 31, 2019**


CLIMACO D. ESPINA JR.
Associate Professor
Date: _____


CANDELARIO L. CALIBO
Dean, CAS
Date: _____

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor

MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Details of Actual Accomplishment	Rating				Remarks
					Quality	Efficiency	Timelines	Average	
Higher Education Services	PI 1. Number of FTE	Teaches: Math M109 (4 lec, 4 lab)= 1st sem SY 2018--2019	8	13.05	5	5	5	5.00	Vacation/Sick Leave
	PI 2. Number of instructional materials developed								
	<i>New course outline</i>	Prepares new syllabi	1	1	5	5	5	5.00	Math 109
	<i>Revised Syllabi</i>	Revised new syllabi	1	1	5	5	5	5.00	Math 109
	<i>Revised course outline</i>	Prepares and compiles one (1) course outline	1					0.00	

[illegible]

Support to Operations									
MOF1. Faculty Development Services									
	PI.1 Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted	ISCoco, JHSidaya, CLAbas, RRAure, JSValenzona, DLValenzona & JLLCagande,	3	2	5	5	4	4.67	PhD in Mathematics in UP Diliman, PhD in Physics in USC
	PI.2 Number of faculty pursuing PhD in Physics recommend	HRFABad	1	1	5	5	5	5.00	PhD in Physics effective August 2018
	PI.3 Number of faculty sent to attend trainings/ seminars/conferences/ conventions	Dept. Head, ERLina,Jr.	4	5	5	5	5	5.00	
MOF2. Faculty Recruitment/Hiring Services									
	PI.1 Number of faculty hired	Three (5) substitute instructor	3	5	5	5	5	5.00	Teaches Math & Physics
	PI.2 Number of faculty								
MOF3. Faculty Evaluation Services									
	PI.1 Percentage of faculty rated by students with at least VS rating in 50% of the subjects evaluated	All Mathematics and Physics faculty	50%	100%	5	5	5	5.00	All regular faculty obtained at least VS rating
	PI.2 Additional Output								
	Percentage of subjects assisted student evaluation	Head, AA Guinipaan	50%	100%	5	5	5	5.00	Every semester
General Admin. & Support									
MFO1. Administrative and Facilitative Services									
					Total Points		27.97		

[illegible]

MFO 8	General Admin. & Support Services (GASS)								
Efficient & Constumor Friendly	Zero percent complaint from clients served	Entertains clients	0% complaint	no complaint	5	5	5	5.00	Students, Parents, Faculty & Staff
					Total points			5.00	
Total Over-all Rating								97.30	
Average Rating								4.87	
Adjectival Rating								O	

Average Rating (Total Over-all rating divided by 4)	4.87	Comments & Recommendations for Development Purpose: <i>Needs improvement in RDE function</i>
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING	4.87	
ADJECTIVAL RATING		

Evaluated and Review:

CLIMACO D. ESPINA, JR.
Dept. Head/Unit Head
Date: _____

Recommending Approval:

CANDELARIO L. CALIBO

Date: _____

Approved:

BEATRIZ S. BELONIAS
Vice President for Instruction
Date: _____

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

“Exhibit I”

PERFORMANCE MONITORING FORM

Name of Employee: **PROF. CLIMACO D. ESPINA, JR.**

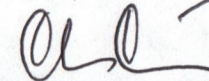
Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1.	Teaches: Math M109 (4 lec, 4 lab)= 1st sem SY 2018–2019	Regular attendance in the assigned classes, grade sheet per courses taught, and good result of student performance evaluation	July 2019	Aug. 2019	Aug. 2019	Impressive	Outstanding	Improve performance with respect to students' comments on TPES.
2.	Assist students through students consultation	Improved student performance	July 2019	Aug. 2019	Aug. 2019	Impressive	Outstanding	Provide more interventions for the improvement of students
3.	Prepares course syllabi updates	Approved course syllabi in Math 109n	July 2019	Aug. 2019	Aug. 2019	Impressive	Outstanding	Follow OBE format as prescribed
5.	Submission of midterm grades and final grades	Grades submitted to registrar	July 2019	Aug. 2019	Aug. 2019	Impressive	Outstanding	
6.	Conduct extension project	Progress report	July 2019	Aug. 2019	Aug. 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	July 2019	Aug. 2019	Aug. 2019	Impressive	Outstanding	Participates actively in all activities
8.	Perform other functions assign by the Dean, and the university	BSM & BSAP proposal by BO	July 2019	Aug. 2019	Aug. 2019	Impressive	Outstanding	Submit BOR for approval

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

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

Prepared by:



CANDELARIO L. CALIBO
Dean, CAS

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: PROF. CLIMACO D. ESPINA JR.

Performance Rating: Outstanding

Aim: Encourage him to make research proposals and extension project proposals.

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

Date: _____

Target Date: One year from date of intervention

First Step:

Send him to trainings/seminars/workshops/fora related to research and extension activities.

Result:

Attendance in research and extension related trainings/seminars/workshops/fora. This will expose and motivate him to do research/extension projects.

Date: Throughout the school year

Target Date: End of 2nd SY 2019-2020

Next Step: Advise him to draft research proposal or extension project proposal.

Outcome: research/project proposal

Final Step/Recommendation: Instruct him to submit the research/project proposal to the OVPRE for approval and possible funding.

Prepared by:


CANDELARIO L. CALIBO
Dean, CAS

Conforme:


CLIMACO D. ESPINA, JR.

Ratee