SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBEF WITH MULTIPLE FUNCTIONS

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

| Program Involvement | Percentage | Numerical Rating |
|--------------------------|-------------|------------------|
| (1) | Weight of | (Rating x %) |
| | Involvement | |
| (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 | | |

| FOLIIV/AL | ENT | NUMERICAL | DATING. |
|-----------|------|-------------|---------|
| EUUIVAL | EIVI | NUIVIERICAL | KAIING: |

4.69

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.69

ADJECTIVAL RATING:

<u>Outstanding</u>

Prepared by:

Reviewed by:

CLIMAÇO D. ESPINA, JR.

CLIMAGO D. ESPINA JR

Name of Faculty

Department Head

Recommending Approval:

CANDELARIO L. CALIBO

Dean, CAS

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instru



Visayas State University College of Arts and Sciences

DEPARTMENT OF MATHEMATICS AND PHYSICS

Visca, Baybay City, Leyte



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 |
|--|---|
| of the following accomplishments in accordance with the indicated measures for the | period July 1, 2019-Dec. 31, 2019 |
| | |
| OM M | |

| CHMACO D. ESPINA JR. | |
|----------------------|--|
| Associate Professor | |

Date: _

| | DE1 | | | | - |
|-----|-----|------|------|------|----|
| CAN | DEL | ARIO | L. C | CALI | BO |

Dean, CAS Date:

Rating Equivalents: 5 - Outstanding

- 4 Very Satisfactory
- 3 Satisfactory
- 2 Fair
- 1 Poor

| MFO's/PAPs | Success/ Performance | 18 PC - 18 PC | Target | Details of Actual | | R | ating | | Remarks | |
|---------------------------|---|---|--------|-------------------|---------|-----------|-----------|---------|---------------------|--|
| | Indicators (PI) | | | Accomplishment | Quality | Eficiency | Timelines | Average | | |
| Higher Education Services | Pl 1. Number of FTE | Teaches: Math M109 (4 lec, 4 lab)= 1st sem SY 20182019 | 8 | 13.05 | 5 | 5 | 5 | 5.00 | Vacation/Sick Leave | |
| | PI 2. Number of instructional materials developed | | | | | | | | | |
| | New course outline | Prepares new syllabi | 1 | 1 | 5 | 5 | 5 | 5.00 | Math 109 | |
| | Revised Syllabi | Revised new syllabi | 1 | 1 | 5. | 5 | 5 | 5.00 | Math 109 | |
| | Revised course outline | Prepares and compiles one (1) course outline | 1 | | | | . 4 | 0.00 | | |

| | PI 3. Additional outputs | | | | | | | | | |
|---------------------|---|---|----|----|---|--------|------|----|-------|---|
| | Curricular proposal reviewed | Submit BS Math proposal to UAdCo and BOR for approval | 1 | 2 | | 5 | 5 | 5 | 5.0 | Submit BS Math & BS Applied Physics to UAdCo and BOR for approval |
| | Numbers of hours checking | Checkes papers | 8 | 12 | | 5 | 5 | 5 | 5.0 | Math 109 (3 units, 4 lecs. With lab |
| | Numbers of hours class preparation | Prepares class preparation | 8 | 16 | | 5 | 5 | 5 | 5.0 | Math 109 (3 units, 4 lecs. With lab |
| | | | | | Ţ | otal p | oint | :s | 30.00 | |
| Extension Services | PI.1 Number of involvement extension program | Dept. Head, HRAbad, ERLina Jr. NQRamos | 1 | | | | | | 0.00 | |
| | PI.2 Numbers of hours training conducted | Dept. Head, DMP Faculty & Staff | | | | | | | | |
| | | Dept. Head, DMP Faculty & Staff | 8 | | | | | | | |
| | PI.3 Numbers of hours Re-echo seminar | Dept. head, & Abad, H.R. | 4 | | | | | | | |
| | | | | | Т | otal p | oint | S | 0.00 | |
| Support to Students | P.I Student advising and consultation services | | | | | | | | | |
| | PI.2 Number of hours spent for student consultation & thesis advising | | | | | | | | | |
| | On consultation | Consulting student's of subjects taught courses | 20 | 60 | | 5 | 5 | 4 | 4.67 | regarding subject matters, grades. |
| | | | | | | | | | | |
| | P.3 Additional Outputs | | | | | | | | | |
| | | | | | Т | otal p | oint | c | 4.67 | |

| Support to Operations | | | | | | | | | |
|------------------------|--|--|-----|------|-------|--------|----|-------|--|
| MOF1. Faculty Develo | pment 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 U |
| | PI.2 Number of faculty pursuing PhD in Physics recommend | HRFAbad | 1 | 1 | 5 | 5 | 5 | 5.00 | PhD in Physics effective Augu 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 Recruit | | | | | | | | ŀ | |
| | 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 Evaluat | tion 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 |
| | | | | | | | | | |
| | | | | | Total | I Dai | +- | 27 07 | |
| neral Admin. & Support | | | | | Tota | l Poin | ts | 27.97 | |

| PI.1 No. of units/sections supported, supervised, monitored and coordinated | | 2 | 2 | 5 | 5 | 5 | 5.00 | Math Section & Physics Section |
|--|------------------------------------|-----|---------------|-------|------|------|-------|--|
| P1.2 No. of management meetings conducted | Faculty and staff | 3 | 6 | 5 | 5 | 5 | 5.00 | Every month |
| PI.3 No of documents signed and approved | | 100 | 200 documents | 5 | 5 | 5 | 5.00 | |
| PI.4 No of requests for materials and apparatus/equipment, and office supplies prepared and submitted | Dept. Head, AAGuinipaan | 2 | 5 | 5 | 5 | 5 | 5.00 | |
| PI.5 No. of academic rooms (lab and lecture) maintained | WSoriano, HGMazo | 5 | 6 | 5 | 5 | 4 | 4.67 | OL-R1-OLR2, Comfort rooms , Office rooms |
| PI.6 Percentage of lab apparatus and office equipment maintained | AA Guinipaan, Hmazo, W. Soriano | 50% | 100% | 5 | 5 | .5 | 5.00 | RISO, laptop, LCD projector, Physics Laboratory Apparatus |
| | | | | Total | Poin | re . | 29.67 | |

| General Admin. & Support Services (GASS) | | | | | | | | | |
|--|--|--------------------|-----------------|--------------|----|--------|------|-------|------------------------------------|
| | Zero percent complaint from clients served | Entertains clients | 0% complaint | no complaint | 5 | .5 | 5 | 5.00 | Students, Parents, Faculty & Staff |
| | | | | | To | tal po | ints | 5.00 | |
| Total Over-all Rating | | | | | | | | 97.30 | |
| Average Rating | | | | | | Z. | | 4.87 | |
| Adjectival Rating | | | | | | 37. | | 0 | |

| Average Rating (Total Over-all rating divided by 4) | | Comments & Recommendations for Development Purpose: |
|---|------|---|
| Additional Points: | | in RDE fuclis |
| Punctuality | | TO DO A |
| Approved Additional points (with copy of approval) | | arres faccus |
| FINAL RATING | 4.87 | |
| ADJECTIVAL RATING | | |

| Very |
|----------------------|
| S. BELONIAS |
| sident for Instructi |
| |
| |

1 - Quality

2 - Efficiency

3 - Tmeliness

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/ Recommen- dation |
|-------------|--|---|------------------|-----------------------------------|--------------------------|-----------------------|---------------------------------|--|
| 1. | Teaches: Math M109 (4 lec, 4 lab)= 1st sem SY 20182019 | 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 higher responsibilities: | and/or Competence and Qualification to assume | | | | | | |
| Date: | Target Date: One year from date of intervention | | | | | | |
| First Step: | | | | | | | |
| Send him to trainings/seminars/worksho | Send him to trainings/seminars/workshops/fora related to research and extension activities. | | | | | | |
| | 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 2 nd 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 sulfor approval and possible funding. | omit the research/project proposal to the OVPRE | | | | | | |
| | | | | | | | |

Prepared by:

CANDELARIO L. CALIBO Dean, CAS

CLIMACO D. ESPINA, JR.

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