

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

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

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.50	
b. Students (50%)		2.00	
TOTAL for Instruction	60%	4.50	2.70
2. Research	0%	0.00	0.00
3. Extension	10%	5.00	0.50
4. Support to students	10%	5.00	0.50
5. Support to Operations	10%	5.00	0.50
5. Administration	10%	4.97	0.50
TOTAL			4.70

EQUIVALENT NUMERICAL RATING: 4.70
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: 4.70

ADJECTIVAL RATING: Outstanding


Prepared by:

CLIMACO D. ESPINA, JR.
Name of Faculty


Reviewed by:


CLIMACO D. ESPINA JR.
Department Head

Recommending Approval:


CANDELARIO L. CALIBO
Dean, CAS

Approved by:


BEATRIZ S. BELONIAS
Vice President for Instruction



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 **January 1, 2018 to June 30, 2018**

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 No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Details of Actual Accomplishment	Rating				Remarks
							Quality	Efficiency	Timelines	Average	
MF01	Higher Education Services	PI 1. Number of FTE	Instruction	Teaches: Math 114 (1 lec), Math 122 (1 lec), Math 141 (1 lec) = 2nd sem SY 2017-2018; Math 114 (1 lec), Math 141 (1 lec) = Summer 2018	8	33.34	5	5	5	5.00	Vacation/Sick Leave
		PI 2. Number of instructional materials developed	Preparation/ Revising/ Encoding/ Printing								
		New Syllabi	Instruction	Prepares new syllabi	1	1	5	5	5	5.00	Math 141
		Revised Syllabi	Instruction	Revised new syllabi	1	1	5	5	5	5.00	Math 114
		Revised course outline	Instruction	Prepares and compiles one (1) course outline	1	2	5	5	5	5.00	Math 114, Math 141
		New Powerpoint lecture presentation (per course)	Instruction	Prepares powerpoint	2	2	5	5	5	5.00	2nd sem SY 2017-18 courses

[illegible]

MFO 5	Support to Students	P.I Student advising and consultation services									
		PI.2 Number of hours spent for student consultation & thesis advising									
		On consultation	Consultation	Consulting student's of subjects taught courses	20	60	5	5	5	5.00	regarding subject matters, grades.
		P.3 Additional Outputs									
							Total points			5.00	
MFO 6	Support to Operations										
	MOF1. Faculty Development Services										
		PI.1 Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted	Recommended for pursuing study leave	ISCoco, JHSidaya, CLAbas, RRAure, JSValenzona, DLValenzona & JLLCagande,	7	7	5	5	5	5.00	PhD in Mathematics in UP Diliman, PhD in Physics in USC, PhD in Math. In PNU
		PI.2 Number of faculty pursuing PhD in Physics recommend	Recommended for pursuing study leave	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	Recommended for attendance to trainings/ seminars/ conferences/ conventions	Dept. Head, ERLina,Jr.	1	1	5	5	5	5.00	CHED-DLSU Research Leadership Training Program, Manila
	MOF2. Faculty Recruitment/Hiring Services										
		PI.1 Number of faculty hired	Recommended 3 substitute	Three (3) substitute instructor	3	3	5	5	5	5.00	Teaches service courses in Mathematics and Physics and Senior High School subjects
		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

[illegible]

MFO 8	General Admin. & Support Services (GASS)										
	Efficient & Constumor Friendly	Zero percent complaint from clients served		Entertains clients	0% complaint	0% no complaint	5	5	5	5.00	Students, Parents, Faculty & Staff
							Total points			5.00	
	Total Over-all Rating									129.67	
	Average Rating									4.99	
	Adjectival Rating									0	

Average Rating (Total Over-all rating divided by 4)	4.99
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.99
ADJECTIVAL RATING	

Comments & Recommendations for Development Purpose:

Submission of R&D Prop. Proposal to OVPRE by indiv'l faculty is highly recommended

Evaluated and Review:

CLIMACO D. ESPINA, JR.

Dept. Head/Unit Head

Date: _____

Recommending Approval:

CANDELARIO L. CALIBO

Dean, CAS

Date: _____

Approved:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date: _____

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/ Recommendation
1.	Teaches three (3) courses subjects (Math 114, Math 122, Math 141	Regular attendance in the assigned classes, grade sheet per courses taught, and good result of student performance evaluation	January 2018	July 2018	July 2018	Impressive	Outstanding	Improve performance with respect to students' comments on TPES.
2.	Assist students through students consultation	Improved student performance	January 2018	July 2018	July 2018	Impressive	Outstanding	Provide more interventions for the improvement of students
3.	Prepares course syllabi updates	Approved course syllabi in Math 141	January 2018	February 2018	February 2018	Impressive	Outstanding	Follow OBE format as prescribed
4.	Develop/Revise instructional manual	Copy of teaching manual in Math 114	January 2018	March 2018	March 2018	Impressive	Outstanding	Follow the format prescribed by MMDC
5.	Submission of midterm grades and final grades	Grades submitted to registrar	January 2018	July 2018	July 2018	Impressive	Outstanding	
6.	Conduct extension project	Progress report	January 1, 2018	July 30, 2018		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 2018	January 2018	April 2018	Impressive	Outstanding	Participates actively in all activities
8.	Perform other functions assign by the Dean, and the university	BSM proposal approved by DMP curriculum committee	January 2018	May 2018	May 2018	Impressive	Outstanding	Submit BSAP, BSM proposals to CAS curriculum committee

* 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 SY 2018-2019

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