## SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

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

Program Involvement	Percentage	Numerical Rating	Equivalent
(1)	Weight of	(Rating x %)	Numerical
	Involvement		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:

Reviewed by:

CLIMACO D. ESPINA, JR.

Name of Faculty

Department Head

рерагители пеац

Recommending Appro

CANDELARIO L. CA

Dean, CAS

Approved by:

BEATRIZ S. BELÓNIAS

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, <u>CLIMACO D. ESPINA JR.</u>, of the DEPARTMENT OF MATHEMATICS AND PHYSICS, <u>College of Arts and Sciences</u> 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 <u>January 1, 2018 to June 30, 2018</u>

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/	Tasks Assigned	Target	Details of Actual		R	ating	the entire of the state of the	Remarks
	WITO STEATS	mulcators (PI)	Activities / Projects			Accomplishment	Quality	Eficiency	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) =	8	33.34	5	5	5	5.00	Vacation/Sick Leave
		1	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	1	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

PI 3. Additional outputs Curricular proposal Submit BS Math proposal for Submit to UAC, CHED Instruction 1 1 5 5 5 5.0 reviewed approval Numbers of hours checking Checkes papers 24 2nd Sem SY 2017-8 5 5 5 5.0 2018 subjects papers Numbers of hours class Prepares class preparation 24 2nd Sem SY 2017-8 5 5 5 5.0 preparation 2018 subjects **Total points** 40.0 MF03 **Extension Services** PI.1 Number of Extension services Dept. Head, HRAbad, ERLina Jr. 5 5 **Enhancing Junior and** 1 1 5 5.00 research/extension NQRamos Senior High School submitted Teachers' competencies in **Teaching Sciences** Mathematics, Statistics and English in the Baybay City Division (CAS Extension) PI.2 Numbers of hours Resource Person Dept. Head, DMP Faculty & Staff 8 24 5 5.00 **Enhancement Training** training conducted on Math & Physics High School Teachers. Jan. 13, 20, 27, 2018 & Feb. 3, 10, 17, 24, 2018, CCE Bldg. VSU Organizer Dept. Head, DMP Faculty & Staff 16 **Enhancement Training** 8 5 5 on Math & Physics High School Teachers, DepEd Ormoc City PI.3 Numbers of hours Re-Resource Person Dept. head, & Abad, H.R. 4 16 5 5 5.00 Echo-Seminar on New echo seminar GE course: Science, Technology and Society at DAS Conference room Total points 20.00

MFO 6	Support to Operations MOF1. Faculty Developm	P.I Student advising and consultation services PI.2 Number of hours spent for student consultation & thesis advising  On consultation  P.3 Additional Outputs	Consultation	Consulting student's of subjects taught courses	20	60	5	5	5	1 :	1
MFO 6	Support to Operations	consultation services PI.2 Number of hours spent for student consultation & thesis advising On consultation	Consultation		20	60	5	5	5	1 :	regarding sub
		PI.2 Number of hours spent for student consultation & thesis advising  On consultation	Consultation		20	60	5	5	5	1 :	1
		thesis advising On consultation	Consultation		20	60	5	5	5	1 :	1
		thesis advising On consultation	Consultation		20	60	5	5	5	1 :	•
		On consultation	Consultation		20	60	5	5	5	1 :	•
									<b>.</b>	1 :	•
		P.3 Additional Outputs					<del></del>		• `	1	matters, grad
		P.3 Additional Outputs					1				
							1	<u> </u>			
							Total	l poin	its	5.00	
	MOF1. Faculty Developm.										
• ,	1								Ĺ'		
	1	PI.1 Number of faculty	Recommended for	ISCoco, JHSidaya, CLAbas,	7	7	5	5	5	1	PhD in Math
		•	pursuing study leave	RRAure, JSValenzona,					1	1	UP Diliman,
	1	degree programs (PhD)		DLValenzona & JLLCagande,					1		Physics in U
	1	facilitated, monitored and							1	1	Math. In PN
		PI.2 Number of faculty	Recommended for	HRFAbad	4	1	5	5	5	5.00	PhD in Physi
	1		1	HKFADad	1	T	) )	5	1 3	5.00	effective Au
	1	pursuing PhD in Physics recommend	pursuing study leave				1		1	1	enective Au
			Recommended for	Dept. Head, ERLina, Jr.	1	1	5	5	5	5.00	CHED-DLSU
	1	to attend trainings/	attendance to	Depti rices, Linna,	-	_			1 '		Leadership
	1	seminars/conferences/	trainings/ seminars/	1					1	1	Program, M
	1	conventions	conferences/	1					1	1	1,00,,
] ]	1	Conventions	conventions	1					1	1	
			Conventions					L	<u> </u>	<del></del>	<u> </u>
	MOF2. Faculty Recruitme	ent/Hiring Services		T			T				
		PI.1 Number of faculty hired	Recommended 3	Three (3) substitute instructor	3	3	5	5	5	5.00	Teaches ser
	1		substitute						1	•	courses in
1 1	1			1					1	1	Mathemati
	1	•		1				1	1	1	Physics and
	1			1					1		High Schoo
	<u> </u>	PI.2 Number of faculty					+	<del>                                     </del>	<del></del>	<del>                                     </del>	
			+				+	<del>                                     </del>	<del></del>	<del>                                     </del>	<del> </del>
	MOF3. Faculty Evaluation	n Services					+	<b> </b>		<del>                                     </del>	
		PI.1 Percentage of faculty		All Mathematics and Physics	50%	100%	5	5	5	5.00	All regular f
	1	rated by students with at		faculty	_		İ		1		obtained at
	1	least VS rating in 50% of the							1	l l	rating

, ,		r.	,									
* 1			PI.2 Additional Output		1							
			Percentage of subjects	Evaluation Facilitator	Head, AA Guinipaan	50%	100%	5	5	5	5.00	Every semester
			assisted student evaluation									
								Tota	Poin	:s	30	
	MFO 7	General Admin. & Support Services (GASS)										
		MFO1. Administrative and										
			PI.1 No. of units/sections	Mathematics and		2	2	5	5	5	5.00	
				Physics				ł				
			monitored and coordinated									
:			P1.2 No. of management		Faculty and staff	3	6	5	5	5	5.00	
			meetings conducted	<u> </u>								
			PI.3 No of documents signed			100	200	5	5	5	5.00	
			and approved				<del></del>	ļ				
			PI.4 No of requests for		Dept. Head, AAGuinipaan	2	10	5	5	5	5.00	
			materials and									
			apparatus/equipment, and					İ				
			office supplies prepared and									
			submitted		ļ			+-	<del>  _</del>		4.67	ED 405 ED 406 ED
			PI.5 No. of academic rooms		WSoriano, ALlano	5	5	5	5	4		EB 105, EB 106, EB
			(lab and lecture) maintained									105, EB 205, EB 206
			PI.6 Percentage of lab		A Llano, W Soriano, AA	50%	100%	5	5	5	5.00	RISO, laptop, LCD
			apparatus and office		Guinipaan, HMazo							projector, Physics
			equipment maintained									Laboratory Apparatus
İ							······································	Tota	Poin	ts	29.67	
Ī							<del></del>	1::-	T			

MFO 8	General Admin. &		4		f	<u> </u>	r			I	<u> </u>
	1									İ	
	Support Services (GASS)										
	Efficient & Constumor	Zero percent complaint from		Entertains clients	0%	0% no complaint	5	5	5	5.00	Students, Parents,
	Friendly	clients served			complaint					1	Faculty & Staff
							Tot	al po	ints	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	

3 - Tmeliness

2 - Efficiency

1 - Quality

Comments & Recommendations
for Development Purpose:

- Submission of R&D Prof. Proposal
to NPRE by in div'l faceutly is
highly recommended

Evaluated and Review:	Recommending Approval	Approved:
CLIMACO D. ESPINA, JR.	CANDELARIO CALIBO	1011.
Dept. Head/Unit Head	Dean, CAS	BEATRIZ S. BELONIAS  Vice President for Instruction
Date:	Date:	Date:

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 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	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

<sup>\*</sup> 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