SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Mr. Virgelio M. Alao**

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%)*		2.21	
TOTAL for Instruction	75%	4.71	3.54
2. Research	0%	0.00	0
3. Extension	0%	0.00	0
4. Support to Students	20%	5.00	1.00
5. Administration	5%	5.00	0.25
TOTAL			**4.79**

EQUIVALENT NUMERICAL RATING: 4.79
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.79

ADJECTIVAL RATING: **Outstanding**

Prepared by: Reviewed by:

VIRGELIO M. ALAO   **NORBERTO E. MILLA**
Name of Faculty   Department Head

                                                 Recommending Approval:

                                                 CANDELARIO L. CALIBO
                                                 Dean/Director

                                                 Approved:

                                                 BEATRIZ S. BELONIAS
                                                 Vice President of Instruction

Visayas State University
College of Arts and Sciences
DEPARTMENT OF STATISTICS
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **VIRGELIO M. ALAO** of the **Department of Statistics**, **College of Arts and Sciences** committed to the deliver and agreed to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January 1, 2018 to June 30, 2018**

VIRGELIO M. ALAO
Instructor II
Date: June 29, 2018

NORBERTO E. MILLA
Head, DepStat
Date: June 29, 2018

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 of June 2018	Quality	Eficiency	Timeliness	Average	Remarks
MF02	Higher Education Services	PI 1. Number of FTE	Instruction	Teaches Stat 21, Stat 142, Stat 190	18	38.05	5	5	5	5.00	
		PI 2. Number of instructional materials and syllabi developed and revised	Preparation/ Revising/ Encoding/ Printing								
		Revised instructional materials	Preparation/ Revising/ Encoding/ Printing	Revises lecture manual/handouts	1	2	5	5	5	5.00	Stat 21, Stat 142
		Revised course syllabi or course outline	Preparation/ Revising/ Encoding/ Printing	Revises syllabi and course outline	1	2	5	5	5	5.00	Stat 21, Stat 142

| MFO No. | Description of MFO's/PAPs | Success/ Performance Indicators (PI) | Program/Activities /Projects | Tasks Assigned | Target | Details of Actual Accomplishment as of June 2018 | Rating | | | | Remarks |
							Quality	Eficiency	Timeliness	Average	
		<u>PI 3</u>. Additional outputs									
		Number of hours checking exam papers and exercises	Instruction	Checking students' output	20	**180**	5	5	5	5.00	Stat 21, Stat 142
		Number of class rosters submitted within prescibed period	Instruction	Prepares class rosters	8	**8**	5	5	5	5.00	2nd sem 2017-2018
		Number of trainings/seminar/ workshops attended	Seminar-workshop	participant	1	**2**	5	5	5	5.00	Train the Trainers Program
						Total points				5.00	
MFO 4	Extension Services	<u>PI 1</u>. Additional Outputs									
		Number of times acted as resource person	Seminar-workshop	Resource Person	1	**1**	5	5	5	5.00	Seminar-Workshop on Classification and Regression Trees (CART)
						Total points				0.00	
MFO 5	Support to Students	<u>PI 1</u>. Number of Hours of Student Advising and Consultation									
		No. of hours of special problem consulting	Special Problem Adviser	Special Problem advising	16	**80**	5	5	5	5.00	Three advisees
		No. of hours of subject-related consulting	Support to students	Student Consultation	16	**150**	5	5	5	5.00	

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/Activities /Projects	Tasks Assigned	Target	Details of Actual Accomplishment as of June 2018	Rating				Remarks
							Quality	Eficiency	Timeliness	Average	
		No. of hours of thesis and statistical consulting	Statistical Services	Statistical Consulting	5	10	5	5	5	5.00	
		Department-based guidance facilitator	Counselling	Counselling statistics major students	8	20	5	5	5	5.00	Counselling major students for their
		PI 2. Additional Outputs									
		No. of student organizations advised	Support to student organization	Advises student organization	1	1	5	5	5	5.00	Advising activities of student organizations like
						Total points				5.00	
MFO 6	**General Admin. & Support Services**										
	Efficient & Customer Friendly	Zero percent complaint from clients served	General services	Entertains clients	0%	0%	5	5	5	5.00	Students, Parents, Faculty & Staff
						Total points				5.00	
	Total Over-all									5.00	
	Average Rating									0	
	Adjectival Rating										

Average Rating (Total Over-	0.00
Additional Points:	
Punctuality	
Approved Additional points	
FINAL RATING	0.00
ADJECTIVAL RATING	O

Comments & Recommendations for Development Purpose:

○ Keep up the good work.
○ Find time to do research.

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/Activities /Projects	Tasks Assigned	Target	Details of Actual Accomplishment as of June 2018	Rating				Remarks
							Quality	Eficiency	Timeliness	Average	

Evaluated and-Rated by:

NORBERTO E. MILLA, Ph.D.
Department Head, DepStat
Date: _____

Recommending Approval:

CANDELARIO L. CALIBO, Ph.D.
Dean, CAS
Date: _____

Approved:

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

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mr. Virgelio M. Alao

Performance Rating: Outstanding

Aim: Encourage him to pursue PhD in Statistics by August 2019 and conduct research.

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:

        Let him handle theory courses in statistics to refresh his understanding of theoretical foundations of statistics and attend trainings related to research proposal preparation.

Result:
            Better understanding of theoretical foundations of statistics and research proposals.

Date: Throughout the school year   Target Date: End of SY 2018-2019

Next Step: Submit application for admission to UP School of Statistics or to prestigious universities abroad offering PhD in Statistics.

Outcome: Admission to UP School of Statistics to prestigious universities abroad offering PhD in Statistics.

Final Step/Recommendation: Prepare application for financial support and visa.

Prepared by:

NORBERTO E. MILLA
Head, DepStat