

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%)*		2.29	
TOTAL for Instruction	75%	4.79	3.59
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
<b>TOTAL</b>			<b>4.84</b>

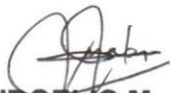
EQUIVALENT NUMERICAL RATIN                      4.84

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:                      4.84

ADJECTIVAL RATING:                      **Outstanding**

Prepared by:

  
**VIRGELIO M. ALAO**  
Name of Faculty

Reviewed by:

  
**NORBERTO E. MILLA**  
Department Head


Approved by:

  
**EDGARDO E. TULIN**  
President

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 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 January 1, 2017 to June 30, 2017

  
**VIRGELIO M. ALAO**  
Instructor II  
Date: June 30, 2017

  
**NORBERTO E. MILLA**  
Head, DepStat  
Date: June 30, 2017

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 2017	Rating			Remarks
							Quality	Efficiency	Timeliness	
MF02	Higher Education Services	PI 1. Number of FTE	Instruction	Teaches Stat 21e, Stat 142, Stat 190, Math 126, Stat 130	18	29.33	5	5	5	
		PI 2. Number of instructional materials and syllabi developed and revised	Preparation/ Revising/ Encoding/ Printing							
		New instructional materials	Preparation/ Revising/ Encoding/ Printing	Prepares lecture manual and PPT presentations	1	1	5	5	5	Math 126
		Revised instructional materials	Preparation/ Revising/ Encoding/ Printing	Revises lecture manual/handouts	4	4	5	5	5	Stat 21e, Stat 142, Stat 190, Stat 130



[illegible]

[illegible]



[illegible]

Average Rating (Total Over-	5.00
Additional Points:	
Punctuality	
Approved Additional points	
FINAL RATING	5.00
ADJECTIVAL RATING	O

	Comments & Recommendations for Development Purpose:
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Received by:

Calibrated by:

Recommending Approval:

Approved:

TERESITA L. QUIÑANOLA

REMBERTO A. PATINDOL, Ph.D.

**BEATRIZ S. BELONIAS, Ph.D.**

**EDGARDO E. TULIN, Ph.D.**

PRPEO

Chairman, PMT

Vice/President for Instruction

President

Date:

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_



VISAYAS STATE UNIVERSITY  
Visca, Baybay City, Leyte, 6521-A  
Teaching Performance Evaluation

Teacher: Alao, Virgelio M.

Second Semester 2016 - 2017

No. of Raters: 52

Subject: 0 - Stat 21e - Elementary Staistics

Class Type: Lecture

10-11 MW

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester				5	21	26	<b>4.5</b>
2 Always prepared and organized in class				7	24	21	<b>4.0</b>
3 Uses appropriate and updated instructional materials			1	8	20	23	<b>4.0</b>
4 Gives clear instructions/guidelines in accomplishing tasks		1	1	5	30	15	<b>4.0</b>
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			4	8	19	21	<b>4.0</b>
6 Makes classroom activities interesting and lively		3	2	14	22	11	<b>4.0</b>
7 Encourages students to ask questions and welcomes comments and suggestions			1	10	26	15	<b>4.0</b>
8 Has mastery of the subject matter				3	22	27	<b>5.0</b>
9 Available for student consultation even outside class time				6	24	22	<b>4.0</b>
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				4	29	19	<b>4.0</b>
11 Gives relevant assignments, course requirements			1	7	21	22	<b>4.0</b>
12 Returns quizzes, exams, homework, assignments and exercises				6	22	24	<b>4.0</b>
13 Fair in giving grades		1		7	20	24	<b>4.0</b>
14 Wears clean and appropriate clothes/attire in class			1	3	19	29	<b>5.0</b>
15 Firm in implementing policies yet approachable and understanding			1	7	27	17	<b>4.0</b>
16 Commands respect of students			1	3	26	21	<b>4.0</b>
17 Exercises decency in speech and actions			3	4	21	24	<b>4.0</b>
<b>Median Rating</b>		<b>4.0</b>					
		<b>Very Satisfactory</b>					
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					



**Suggestions of students for the improvement of their teachers' teaching performance**

1: Discuss the lesson in a more understandable way	23.08%
2: Improve English proficiency especially grammar and pronunciation	3.85%
3: Add more class activities	5.77%
4: Allow students to know their class standing	3.85%
5: Always have eye contact with students when discussing the lesson	1.92%
6: Avoid degrading students especially on social media	1.92%
7: Avoid discussing matters not related to the lesson	1.92%
8: Avoid favoritism	1.92%
9: Avoid giving green jokes	1.92%
10: Avoid giving requirements that are not related to the subject	1.92%
11: Avoid insulting the students	1.92%
12: Avoid jokes that can offend students	1.92%
13: Avoid or lessen the use of "gay" language in class	1.92%
14: Be energetic/enthusiastic when discussing	17.31%
15: Be more approachable	3.85%
16: Be sensitive to slow learners	9.62%
17: Be sensitive to student needs & feelings	5.77%
18: Be well-organized in discussing the topic	13.46%
19: Discipline the students	1.92%
20: Dismiss the class 10 minutes before the time	1.92%
21: Do not get angry easily	1.92%
22: Don't be always absent or late	1.92%
23: Don't be nervous in class	1.92%
24: Don't be too bookish	3.85%
25: Don't be too serious. Crack jokes sometimes.	9.62%
26: Don't discourage the students	1.92%
27: Don't flirt with your students	1.92%
28: Don't interfere with students' personal life	1.92%
29: Don't just be sitting the whole time while having class	1.92%
30: Don't just read the handouts or the powerpoint slides. Discuss them.	5.77%
31: Don't keep changing your decisions/instructions	7.69%
32: Don't talk too fast	3.85%
33: Emphasize the important points of the lesson	17.31%
34: Explain further lessons that are difficult to understand	30.77%
35: Give more examples and activities	13.46%
36: Give more laboratory activities	7.69%
37: Give more problem sets & assignments	5.77%
38: Give reasonable time allotment during exams	5.77%
39: Give time for students to copy notes in class	5.77%
40: Guide the students during the laboratory	3.85%



41: Have well-prepared powerpoint presentations	3.85%
42: Improve teaching & communication skills	7.69%
43: Improve teaching strategies/techniques	11.54%
44: Improve your knowledge about the subject	3.85%
45: Inform the students ahead if you can't come to class	1.92%
46: Lessen talking about your personal life	1.92%
47: Make voice louder	7.69%
48: Smile often	1.92%

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VISAYAS STATE UNIVERSITY  
Visca, Baybay City, Leyte, 6521-A  
Teaching Performance Evaluation

Teacher: Alao, Virgelio M.

Second Semester 2016 - 2017      No. of Raters: 23

Subject: 0 - Stat 21e - Elementary Statistics

Class Type: Laboratory      7-10 T

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester				3	14	6	<b>4.0</b>
2 Always prepared and organized in class				5	10	8	<b>4.0</b>
3 Uses appropriate and updated instructional materials				5	12	6	<b>4.0</b>
4 Gives clear instructions/guidelines in accomplishing tasks				4	10	9	<b>4.0</b>
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				5	9	9	<b>4.0</b>
6 Makes classroom activities interesting and lively			1	6	11	5	<b>4.0</b>
7 Encourages students to ask questions and welcomes comments and suggestions				3	14	6	<b>4.0</b>
8 Has mastery of the subject matter				4	9	10	<b>4.0</b>
9 Available for student consultation even outside class time				4	12	7	<b>4.0</b>
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				2	12	9	<b>4.0</b>
11 Gives relevant assignments, course requirements				4	12	7	<b>4.0</b>
12 Returns quizzes, exams, homework, assignments and exercises				2	13	8	<b>4.0</b>
13 Fair in giving grades				4	10	9	<b>4.0</b>
14 Wears clean and appropriate clothes/attire in class				2	10	11	<b>4.0</b>
15 Firm in implementing policies yet approachable and understanding				3	12	8	<b>4.0</b>
16 Commands respect of students				4	10	9	<b>4.0</b>
17 Exercises decency in speech and actions				1	14	8	<b>4.0</b>
<b>Median Rating</b>		<b>4.0</b>					
<b>Median Rating (nearest whole number)</b>		<b>Very Satisfactory</b>					
<b>Rating Description</b>							
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					



**Suggestions of students for the improvement of their teachers' teaching performance**

1: Discuss the lesson in a more understandable way	4.35%
2: Be energetic/enthusiastic when discussing	8.70%
3: Be well-organized in discussing the topic	8.70%
4: Don't just read the handouts or the powerpoint slides. Discuss them.	4.35%
5: Don't keep changing your decisions/instructions	4.35%
6: Don't talk too fast	4.35%
7: Emphasize the important points of the lesson	4.35%
8: Explain further lessons that are difficult to understand	17.39%
9: Give more laboratory activities	4.35%
10: Give more problem sets & assignments	4.35%
11: Give reasonable time allotment during exams	4.35%
12: Give time for students to copy notes in class	4.35%
13: Have well-prepared powerpoint presentations	4.35%
14: Improve teaching strategies/techniques	4.35%
15: Make voice louder	4.35%
16: Smile often	4.35%

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VISAYAS STATE UNIVERSITY  
Visca, Baybay City, Leyte, 6521-A  
Teaching Performance Evaluation

Teacher: Alao, Virgelio M.

Second Semester 2016 - 2017

No. of Raters: 28

Subject: 0 - Stat 21e - Elementary Staistics

Class Type: Laboratory

1-4 E

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester					6	22	<b>5.0</b>
2 Always prepared and organized in class				2	11	15	<b>5.0</b>
3 Uses appropriate and updated instructional materials		1		2	7	18	<b>5.0</b>
4 Gives clear instructions/guidelines in accomplishing tasks				9	13	6	<b>4.0</b>
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			4	4	10	10	<b>4.0</b>
6 Makes classroom activities interesting and lively		2	4	10	7	5	<b>3.0</b>
7 Encourages students to ask questions and welcomes comments and suggestions				5	15	8	<b>4.0</b>
8 Has mastery of the subject matter					11	17	<b>5.0</b>
9 Available for student consultation even outside class time			1	5	10	12	<b>4.0</b>
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				1	11	16	<b>5.0</b>
11 Gives relevant assignments, course requirements				3	14	11	<b>4.0</b>
12 Returns quizzes, exams, homework, assignments and exercises				1	8	19	<b>5.0</b>
13 Fair in giving grades		1		1	13	13	<b>4.0</b>
14 Wears clean and appropriate clothes/attire in class			1		8	19	<b>5.0</b>
15 Firm in implementing policies yet approachable and understanding			1	4	11	12	<b>4.0</b>
16 Commands respect of students				3	14	11	<b>4.0</b>
17 Exercises decency in speech and actions				7	10	11	<b>4.0</b>
<b>Median Rating</b>		<b>4.0</b>					
		<b>Very Satisfactory</b>					
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					



**Suggestions of students for the improvement of their teachers' teaching performance**

1: Discuss the lesson in a more understandable way	39.29%
2: Improve English proficiency especially grammar and pronunciation	7.14%
3: Add more class activities	7.14%
4: Be energetic/enthusiastic when discussing	39.29%
5: Be more approachable	3.57%
6: Be sensitive to slow learners	21.43%
7: Be sensitive to student needs & feelings	14.29%
8: Be well-organized in discussing the topic	25.00%
9: Discipline the students	3.57%
10: Don't be too bookish	7.14%
11: Don't be too serious. Crack jokes sometimes.	7.14%
12: Don't discourage the students	3.57%
13: Don't just read the handouts or the powerpoint slides. Discuss them.	3.57%
14: Don't keep changing your decisions/instructions	3.57%
15: Don't talk too fast	10.71%
16: Emphasize the important points of the lesson	14.29%
17: Explain further lessons that are difficult to understand	50.00%
18: Give more examples and activities	14.29%
19: Give more problem sets & assignments	3.57%
20: Give reasonable time allotment during exams	3.57%
21: Guide the students during the laboratory	10.71%
22: Improve teaching & communication skills	14.29%
23: Improve teaching strategies/techniques	17.86%
24: Improve your knowledge about the subject	3.57%
25: Make voice louder	10.71%
26: Smile often	3.57%

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VISAYAS STATE UNIVERSITY  
Visca, Baybay City, Leyte, 6521-A  
Teaching Performance Evaluation

Teacher: Alao, Virgelio M.

Second Semester 2016 - 2017      No. of Raters: 7

Subject: 4 - Stat 142 - Intro.to Operations Research

Class Type: Laboratory      1-4 Th

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester					3	4	<b>5.0</b>
2 Always prepared and organized in class				1	5	1	<b>4.0</b>
3 Uses appropriate and updated instructional materials					4	3	<b>4.0</b>
4 Gives clear instructions/guidelines in accomplishing tasks					4	3	<b>4.0</b>
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable					4	3	<b>4.0</b>
6 Makes classroom activities interesting and lively				3	2	2	<b>4.0</b>
7 Encourages students to ask questions and welcomes comments and suggestions				3	1	3	<b>4.0</b>
8 Has mastery of the subject matter				1	3	3	<b>4.0</b>
9 Available for student consultation even outside class time				1	4	2	<b>4.0</b>
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully					2	5	<b>5.0</b>
11 Gives relevant assignments, course requirements					1	6	<b>5.0</b>
12 Returns quizzes, exams, homework, assignments and exercises				1		6	<b>5.0</b>
13 Fair in giving grades				1	1	5	<b>5.0</b>
14 Wears clean and appropriate clothes/attire in class					1	6	<b>5.0</b>
15 Firm in implementing policies yet approachable and understanding				1		6	<b>5.0</b>
16 Commands respect of students					2	5	<b>5.0</b>
17 Exercises decency in speech and actions					2	5	<b>5.0</b>
<b>Median Rating</b>		<b>5.0 Outstanding</b>					
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					



Suggestions of students for the improvement of their teachers' teaching performance

1: Give more examples and activities

14.29%

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VISAYAS STATE UNIVERSITY  
Visca, Baybay City, Leyte, 6521-A  
Teaching Performance Evaluation

Teacher: Alao, Virgelio M.

Second Semester 2016 - 2017

No. of Raters: 7

Subject: 4 - Stat 142 - Intro.to Operations Research

Class Type: Laboratory

2-4 T

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester				1	1	5	5.0
2 Always prepared and organized in class					6	1	4.0
3 Uses appropriate and updated instructional materials					4	3	4.0
4 Gives clear instructions/guidelines in accomplishing tasks				1	3	3	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable					4	3	4.0
6 Makes classroom activities interesting and lively				2	3	2	4.0
7 Encourages students to ask questions and welcomes comments and suggestions				2	2	3	4.0
8 Has mastery of the subject matter					4	3	4.0
9 Available for student consultation even outside class time					5	2	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				1	1	5	5.0
11 Gives relevant assignments, course requirements					2	5	5.0
12 Returns quizzes, exams, homework, assignments and exercises					1	6	5.0
13 Fair in giving grades				1		6	5.0
14 Wears clean and appropriate clothes/attire in class					2	5	5.0
15 Firm in implementing policies yet approachable and understanding					2	5	5.0
16 Commands respect of students					3	4	5.0
17 Exercises decency in speech and actions					3	4	5.0
<b>Median Rating</b>		<b>5.0</b>					<b>Outstanding</b>
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					



**Suggestions of students for the improvement of their teachers' teaching performance**

1: Explain further lessons that are difficult to understand

14.29%

2: Give more examples and activities

14.29%

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VISAYAS STATE UNIVERSITY  
Visca, Baybay City, Leyte, 6521-A  
Teaching Performance Evaluation

Teacher: Alao, Virgelio M.

Second Semester 2016 - 2017      No. of Raters: 9

Subject: 0 - Math 126 - Mathematical Analysis II

Class Type: Lecture

1-3:30 MW

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester					2	7	<b>5.0</b>
2 Always prepared and organized in class				1	2	6	<b>5.0</b>
3 Uses appropriate and updated instructional materials				1	5	3	<b>4.0</b>
4 Gives clear instructions/guidelines in accomplishing tasks				1	5	3	<b>4.0</b>
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				1	5	3	<b>4.0</b>
6 Makes classroom activities interesting and lively			1	2	6		<b>4.0</b>
7 Encourages students to ask questions and welcomes comments and suggestions				1	3	5	<b>5.0</b>
8 Has mastery of the subject matter					1	8	<b>5.0</b>
9 Available for student consultation even outside class time					4	5	<b>5.0</b>
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully			1		4	4	<b>4.0</b>
11 Gives relevant assignments, course requirements				1	4	4	<b>4.0</b>
12 Returns quizzes, exams, homework, assignments and exercises					3	6	<b>5.0</b>
13 Fair in giving grades			1		3	5	<b>5.0</b>
14 Wears clean and appropriate clothes/attire in class				1	2	6	<b>5.0</b>
15 Firm in implementing policies yet approachable and understanding			1		5	3	<b>4.0</b>
16 Commands respect of students					4	5	<b>5.0</b>
17 Exercises decency in speech and actions				1	4	4	<b>4.0</b>
<b>Median Rating</b>		<b>5.0 Outstanding</b>					
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					



**Suggestions of students for the improvement of their teachers' teaching performance**

1: Discuss the lesson in a more understandable way	55.56%
2: Avoid favoritism	11.11%
3: Be sensitive to slow learners	33.33%
4: Be sensitive to student needs & feelings	11.11%
5: Dismiss the class 10 minutes before the time	11.11%
6: Don't be too bookish	11.11%
7: Don't be too serious. Crack jokes sometimes.	11.11%
8: Don't just read the handouts or the powerpoint slides. Discuss them.	11.11%
9: Don't keep changing your decisions/instructions	11.11%
10: Don't talk too fast	11.11%
11: Emphasize the important points of the lesson	11.11%
12: Explain further lessons that are difficult to understand	55.56%
13: Give more examples and activities	33.33%
14: Make voice louder	11.11%

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