SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Rating Period: January - June 2024

Name of Faculty Member: **PAULA NADREA M. PAQUIBULAN**

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head (50%)		4.96 x 50% = 2.478	
b. Students (50%)		4.00 x 50% = 2.000	
TOTAL for Instruction	95%	4.478	4.254
2. Research			
a. Client/Director for Research			
b. Dept. Head/Center Director			
TOTAL for Research			
3. Extension			
a. Client/Director for Extension			
b. Dept. Head/Center Director			
TOTAL for Extension			
4. Production			
5. Administration/Other Services	5%	5.00 x 5% = 0.250	0.250
TOTAL	100%		**4.50**

EQUIVALENT NUMERICAL RATING: 4.50
Add: Additional Points, if any: N/A
TOTAL NUMERICAL RATING: **4.50**

ADJECTIVAL RATING: **VERY SATISFACTORY**

Prepared by:

PAULA NADREA M. PAQUIBULAN
Name of Faculty

Reviewed by:

MARIA VANESSA E. GABUNADA
Department Head

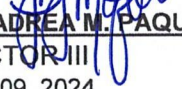Recommending Approval:

GLENN G. PAJARES
Dean, CAS

Approved by:

ROTACIO S. GRAVOSO
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **PAULA NADREA M. PAQUIBULAN**, a faculty member of the **DEPARTMENT OF ARTS, LANGUAGES, AND LITRATURE** commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **JANUARY-JUNE 2024.**

Approved:

PAULA NADREA M. PAQUIBULAN
INSTRUCTOR III
Date: July 09, 2024

MARIA VANESSA E. GABUNADA
Department Head
Date: 19 JUL 2024

GLENN PAJARES
College Dean
Date: _____

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	NA						
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	NA						
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	NA						
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	NA						
		A4. Number of students entertained for consultation purposes	*Entertains students seeking consultation with faculty*	NA						

PI	A (Output)	Description							Remarks
PI 9: Number of instructional materials developed *	*A5 . Number of on-line ready coursewares developed and submitted for review*	*Converts the existing instructional materials into flexible learning systems*	NA						
	On-line ready courseware	*Prepares Instructional module/laboratory guide/workbook or a combination thereof*	NA						
	Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	NA						
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	NA						
	A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	*Submits the course ware duly reviewed by TRP for editing by MMDC editor*	NA						
	A 7 : Number of virtual classroom created and operational	*Creates virtual classroom using either Moddle or Google Classroom*	NA						
PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	*Designs experiential learning activities and other outputs to implement new normal*	NA						

UMFO 2. HIGHER EDUCATION SERVICES

OVPI UMFO 3. Higher Education Management Services

PI	A (Output)	Description	Target	Actual	Q1	Q2	Q3	Avg	Remarks
PI 5: Total FTE, coordinated, implemented and monitored *	**A9**. Actual Faculty's FTE	*Handles and teaches courses assigned*	18	23.85	5	5	5	5.00	
	A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	14	5	5	5	5.00	MIDTERM AND FINAL TERM GRADESHEETS
	A 11 . Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1	6	5	5	5	5.00	
	A12 . Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5.00	
	A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	8	5	5	5	5.00	
	A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec	10	50	5	5	5	5.00	

		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	1	12	5	5	5	5.00	Term Papers only; Lab Reports are not applicable
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	2	12	5	5	5	5.00	
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	4	5	5	4	4.67	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	5	5	5	4	4.67	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	15	105	5	5	5	5.00	
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USSO	0	0					
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0						
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	5	5	5	5.00	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	20	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	55	5	5	5	5.00	
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	0	0					

		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	0	1		5	5	5	5.00	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:									
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	NA							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	N/A							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0	0						
					Total:					4.96	

UMFO 3 . RESEARCH SERVICES

	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	none							
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	none							
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	none							
		In refereed int'l journals									
		In refereed nat'l/regional journals									

PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences	none								
	In int'l fora/conferences										
	In nat'l/regional fora/conferences										
PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	none								
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		none								
	A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	N/A								
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	N/A								
	A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	N/A								
UMFO 4. EXTENSION SERVICES											
PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	N/A								
PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	N/A								

	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	**A 38**. Number of extension programs/projects implemented	Implementes duly approved extension projects	N/A							
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	**A 39**. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	N/A							
	PI 5. *Number of technical/expert services*	**A 40** . *Number of technical/expert services as/in:*	Provides the technical and expert services requested by beneficiaries	N/A							
	Research Mentoring	*Research Mentor*		N/A							
	Peer reviewers/Panelists	*Peer reviewers/Panelists*		N/A							
	Resource Persons	*Resource Persons*		N/A							
	Convenor/Organizer	*Convenor/Organizer*		N/A							
	Consultancy	*Consultant*		N/A							
	Evaluator	*Evaluator*		N/A							
	PI 8. Percent of extension proposals approved *	**A 41.** Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	N/A							
	PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		N/A							

		A 43.Other outputs implementing the new normal due to covid 19	activities and other outputs to implement new normal	N/A						

UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 4. Program and Institutional Accreditation Services

PI 8.Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*		A 44. Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity						
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant						
		On program accreditations								
		On institutional accreditations								

UMFO 6. General Admin. & Support Services (GASS)

PI 2. Zero percent complaint from clients served		A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint					
PI 3: Additional Outputs		A 47. Number of participation in Dept. Activities as Resource Speaker/ Modulator	Acts as resource speaker or modulator in dept. related activities	0	1	5	5	5	5.00	
		A 48.DPC Member	Plans dept. activities, Provide endoresements and recommendations, Screen applicants	2	8	5	5	5	5.00	
		A 49. Attendance DALL Faculty Meetings and DALL DPC Meeting as Secretary	Attends DALL Faculty Meetings; Make Minutes of Meeting for DALL DPC MeetingS	3	12	5	5	5	5.00	
					Total:				5.00	

Comments & Recommendations for Development Purpose: Ms. Paquibulan

Average Rating (Total Over-	
Additional Points:	
Approved Additional points (with copy of approval)	
FINAL RATING	
ADJECTIVAL RATING	

works effectively in all tasks assigned to her in the department. She recently finished her MS which qualifies her to pursue a doctorate for the development of her career.

Evaluated & Rated by:

MARIA VANESSA E. GABUNADA
Head, Department of Arts, Languages, and Literature
Date: 19 JUL 2024

Recommending Approval

GLENN G. PAJARES
Dean, College of Arts and Sciences
Date: _____

Approved by:

ROTACIO S. GRAVOSO
Vice President for Instruction
Date: _____

PERFORMANCE MONITORING & COACHING JOURNAL

✓	1st	**Q**
	2nd	**U A**
	3rd	**R T**
	4th	**E R**

(Quarter)

Name of Office: <u>Dept. of Arts, Languages, and Literature</u>

Head of Office: <u>Maria Vanesaa E. Gabunada</u>

Number of Personnel: 24 (17 regular faculty; Part-time; admin staff)

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Teaching-related concerns (attendance, classroom management and instruction). The monitoring of faculty was continuously conducted during the first semester, SY 2023-2024.		The Department Head conducted the classroom observations and conducted meetings relative thereto.			Faculty and staff attendance are monitored (biometrics and logbook). They are made to review appropriate teaching strategies and classroom management to improve performance in instruction.
Coaching **1. Daisy P. Acoritay**	The faculty concerned was informed of her TPES concerns again. She was given a chance to voice out her reaction to the TPES results. She informed the Head that her classes are too crowded and too hot (high heat index) as well			The faculty was called regarding the TPES results of the 1st semester SY 2023-2024.	The faculty concerned was informed of the TPES results of the 1st semester SY 2023-2024 and was given advice and reminders by the Department Head.

	as conflict of class schedules. She also informed the Head that she got busy with the completion of her dissertation. Ms. Acoritay assured the Head that specific adjustments would be made to address the issues. A discussion also ensued regarding ways and means to ensure better TPES results.				
2. **Jade Barachiel Bantasan**	The faculty concerned was informed of her TPES concerns again. He was given a chance to explain his reaction to the TPES results. He informed the Head that he was also surprised of the TPES result as he only followed the syllabus and the learning guide to all his classes. He further explained that maybe it was due to the crowded class size and the unholy class schedule as well conflict of class schedules. Mr. Bantasan			The faculty was called regarding the TPES results of the 1st semester SY 2023-2024.	The faculty concerned was informed of the TPES results of the 1st semester SY 2023-2024 and was given advice and reminders by the Department Head.

	assured the Head that specific adjustments would be made to address the issues. A discussion also ensued regarding ways and means to ensure better TPES results.				
3. Kay T. Juanillo	The faculty concerned was informed of her TPES concerns again. She was given a chance to voice out her reaction to the TPES results. She informed the Head that it was her first time to handle Humn 13n. She said that the there were too many topics in the syllabus and learning guide and admitted that she was not familiar with some of the topics. Ms. Juanillo assured the Head that specific adjustments would be made to address the issues. A discussion also ensued regarding ways and means to ensure better TPES results.			The faculty was called regarding the TPES results of the 1st semester SY 2023-2024.	The faculty concerned was informed of the TPES results of the 1st semester SY 2023-2024 and was given advice and reminders by the Department Head.
4. Paula Nadrea M. Paquibulan	The faculty concerned was informed of her			The faculty was called regarding	The faculty concerned was informed of the

	TPES concerns again. She was given a chance to voice out her reaction to the TPES results. She informed the Head that she was also surprised of the TPES result as she only followed the syllabus and the learning guide to all his classes. Ms. Paquibulan assured the Head that specific adjustments would be made to address the issues. A discussion also ensued regarding ways and means to ensure better TPES results.			the TPES results of the 1st semester SY 2023-2024.	TPES results of the 1st semester SY 2023-2024 and was given advice and reminders by the Department Head.
5. Gernah May Y. Santianes	The faculty concerned was informed of her TPES concerns again. She was given a chance to explain her reaction to the TPES results. She informed the Head that she somewhat expected it due to her class schedule conflict. She found it hard to navigate blended class schedule that would only meet once a week due to class conflict.			The faculty was called regarding the TPES results of the 1st semester SY 2023-2024.	The faculty concerned was informed of the TPES results of the 1st semester SY 2023-2024 and was given advice and reminders by the Department Head.

	Ms. Santianes assured the Head that specific adjustments would be made to address the issues. A discussion also ensued regarding ways and means to ensure better TPES results.				

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

MARIA VANESSA E. GABUNADA
Immediate Supervisor

Noted by:

GLENN G. PAJARES
Next Higher Supervisor

TRACKING TOOL FOR MONITORING TARGETS

Major Final Output/ Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS			REMARKS
				April-June 2023	July-September 2023	October-December 2023	
MFO 2. Higher Education Services							
PI 1. Number of FTE coordinated and implemented	Teaches GE, ABEL, Foreign Languages, affiliated courses/subjects	Prof. Michael Carlo Villas Ms. Paula Nadrea M. Paquibulan Ms. Gernah May Santianes Enaya Prof. Rhodora Bande Dr. Annie Parmis Dr. Cherry Rola Prof. Sheena Mae Lubrio Prof. Daisy Acoritay Ms. Kay Juanillo Ms. Corazon Padilla Mr. Jade Barachiel Bantasan Ms. J-Annie Ebit Part-timers Agordo, Dyan Ballada, Marisa Goles, Junrey Laurejas, Rechilyn Torno, Archie Sorono, Ramon Ryan Pitogo, Heziel	January-July 2024		✓	✓	Actual accomplishments exceeded the targets
PI 4. Student Advising	Assists students through	Ms. Paula Nadrea M.	January -				The faculty provided

and Consultation Services Coordinated	thesis and academic advising to college and masteral students	Paquibulan Ms. Gernah May Santianes Ms. Precious Domingo Prof. Rhodora Bande Dr. Cherry Rola Ms. Sheena Mae Lubrio Ms. Daisy Acoritay Dr. Annie Parmis Prof. Michael Carlo Villas Ms. Kay Juanillo Mr. Jade Barachiel Bantasan Ms. Corazon Padilla Ms. J-Annie Ebit	July 2024		✓	✓	interventions for the improvement of the students' performance
PI 5. Number of instructional materials developed/revised and utilized	Develops/revises instructional materials (Table of Specifications)	All faculty members	January - July 2024		✓		Followed the format prescribed by the university
PI 6. Number of grade sheets submitted on prescribed period	Assesses students and submits grades to measure students' performance	All Faculty Members	January - July 2024			✓	Due for submission at the end of semester
MFO3. Research Services							
PL2. Number of Articles Published in Peer Reviewed Journal	Submits articles for publication	Research Faculty	January - July 2024		✓	✓	Published in international and national/local peered journals
PL3. Number of Research Approved and Conducted	Serves as project and component leaders	Ms. Ma. Vanessa E. Gabunada Ms. Daisy Acoritay Prof. Michael Carlo Villas Ms. Kay Juanillo Dr. Precious C. Domingo	January - July 2024	✓	✓	✓	Netspeak and its influence to the Language Skills of VSU Students. Variants of Waray and Cebuano in selected Towns on leyte Island. Sugat: Stories and Science for Susutainability
MFO5, Extension Services							

Indicator / MFO	Description	Person Responsible	Timeline				Remarks
PI 5. Number of Extension Projects Conducted	Serves as project leader and component leaders	Mr. Michael Carlo Villas	January - July 2024	✓	✓	✓	Sugat: Stories and Science for Susutainability
MFO 5. Support to Operations	Participates in all activities conducted by the department, college and the university	Faculty and Staff	January - July 2024		✓	✓	Participated actively in all activities
PI 4. Number of in-house seminars/trainings/workshops/reviews conducted/attended	Attends/participates to webinars	Faculty and Staff	January - July 2024		✓	✓	Faculty and staff actively participated in webinars
	Performs other functions assigned by the head, dean and the university	Faculty and Staff	January - July 2024		✓	✓	Performed other functions duly assigned to the faculty and staff
MFO 6. General Administration and Support Services (GASS)							
PI 1. Number of rooms maintained	Supervises in the maintenance		January - July 2024		✓	✓	
PI 3. Number of hours spent on monitoring	Spends one (1) hour per week or 40 hours per year in monitoring on in logging in/out, and on classes handled by DALL faculty".	Ms. Ma. Vanessa E. Gabunada	January - July 2024		✓	✓	
PI 4. Number of hours spent on coaching	Spends 1 hour per month or 5 hours per year in coaching (by individual/group)	Ms. Ma. Vanessa E. Gabunada	January - July 2024		✓	✓	
	Conducts regular meeting with DALL staff/faculty at least six (6) times a year	Ms. Ma. Vanessa E. Gabunada	January - July 2024		✓	✓	
PI 5. Number of hours	Assigns the faculty	Ms. Ma. Vanessa E.	January -		✓	✓	

spent on performance tracking	members faculty workload and/or work assignments	Gabunada	July 2024				
PI 7. Number of documents attended and served	Signs and approves request letter, grade sheets, syllabi, and other pertinent documents	Ms. Ma. Vanessa E. Gabunada	January - July 2024		✓	✓	
PI 8. Zero percent complaint from client served	Zero complaints from clients served	Ms. Ma. Vanessa E. Gabunada	January - July 2024		✓	✓	no valid complaints
P9 Additional Outputs							
Number of documents prepared and submitted on time	Preparation and submission of office requests and recommendations, faculty workload reports, Daily Time Record (DTR), leave application, cash advance and reimbursement, procurement, contracts, appointments, payroll, class roster, grade sheet, and other documents.	Ms. Ma. Isalie A. Abcede Mr. Jefrey Tumulak	January - July 2024		✓	✓	Actual accomplishments meets targets

Prepared by:

MARIA VANESSA E. GABUNADA
Department Head

PERFORMANCE MONITORING FORM

Name of Employee: **PAULA NADREA MORALES-PAQUIBULAN**

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.	Teach one (2) major course of AB English Language Studies: ELSt 200.2 (1 section), ELSt 103 (2 sections), (3) cognate courses: Litr 132 (2 sections), Litr 13 (1 section), Litr 135 (1 section)	Regular attendance in the assigned classes, grade sheet per courses taught, and good results of student performance evaluation	January 2024	June 2024	June 2024	Impressive	Outstanding	
3.	Prepare course syllabi for ELSt 103, Litr 13, Litr 132, and Litr 135 updates	Approved course syllabi in ELSt 103, Litr 13, Litr 132 and Litr 135	January 2024	February 2024	February 2024	Impressive	Outstanding	
4.	Prepare Instructional Materials	Developed and utilized modules for ELSt 103, Litr 13, Litr 132, and Litr 135	January 2024	June 2024	June 2024	Impressive	Outstanding	
5.	Allot time for student consultation	Spent 8-10 hrs. a week for in-person and online consultation	January 2024	July 2024	July 2024	Impressive	Outstanding	
6.	Submit midterm grades and final grades	Grades submitted to the registrar	January 2024	July 2024	July 2024	Impressive	Outstanding	
7.	Participate in all activities conducted by the department, college, and the university	Attendance in DLABS anniversary celebration, Departmental meetings, Languages and Literature Section meetings, Web and news committee meeting, Faculty Onboarding, webinars, and Virtual Academic Adviser Orientation	January 2024	July 2024	July 2024	Impressive	Outstanding	
8.	Screen students who want to shift to ABELS	Conduct interviews, tabulate results, and email results to applicants	June 2024	July 2024	Ongoing	Impressive	Outstanding	

* Either very impressive, impressive, needs improvement, poor, very poor
** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

MARIA VANESSA E. GABUNADA
Unit Head

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Paula Nadrea Morales-Paquibulan**

Performance Rating: **Outstanding**

Aim: To present her master's thesis in international conferences; To enroll in a doctoral degree program

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2024   Target Date: One year from today

First Step:

a) Encouraged her to present and publish her master's thesis and to enroll in a doctoral degree program

Result:

She finished her Master's degree program and currently submitted parts of her thesis to reputable journals and conferences.

Date: July 2023   Target Date: End of first semester (AY 2024-2025)

Next Step:

Encouraged her to pursue a doctor's degree in line with her field.

Outcome: NA

Final Step/Recommendation: NA

Prepared by:

MARIA VANESSA E. GABUNADA
Department Head

Conforme:

PAULA NADREA M. PAQUIBULAN
Employee/Faculty

TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: PAQUIBULAN, PAULA NADREA M.

Department: Dept. of Arts, Languages and Literature

College: College of Arts and Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
Comm 11	PURPOSIVE COMMUNICATION	LEC	4.00	Very Satisfactory	80.0%
ELDs 121	INTRODUCTION TO PRAGMATICS	LEC	4.00	Very Satisfactory	80.0%
ELSt 106	SEMANTICS OF ENGLISH	LEC	5.00	Outstanding	100.0%
ELDs 121	INTRODUCTION TO PRAGMATICS	LEC	4.00	Very Satisfactory	80.0%
ELSt 106	SEMANTICS OF ENGLISH	LEC	3.00	Satisfactory	60.0%
	Average Rating		4.00	Very Satisfactory	80.00%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE
Legend:
1.00 – 1.49 Poor (P)
1.50 – 2.49 Fair (F)
2.50 – 3.49 Satisfactory(S)
3.50 – 4.49 Very Satisfactory(VS)
4.50 – 5.00 Outstanding(O)

Prepared by:

VANESSA W. NAZAL
TPES in-Charge
Date: May 03, 2024

Attested by:

MA. RACHEL KIM L. AURE
Director, Instruction and Evaluation
Date: May 03, 2024

Received by:

PAQUIBULAN, PAULA NADREA M.
Name and Signature of Faculty
Date: 5-22-24
Distribution of copies: ODIE, College, Department, Faculty