SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: APRIL ROSE P. VILLABER

Program Involvement	Percentage	Numerical Rating	Equivalent
(1)	Weight of	(Rating x %)	Numerical
	Involvement		Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Faculty	30%	4.85	1.46
b. Students	70%	5.00	3.50
TOTAL for Instruction	90%		4.46
2. Research	2.5%	4.63	0.12
3. Extension	2.5%	4.72	0.12
4. Production	2.5%	4.88	0.12
5. Administration/Other Services	2.5%	4.93	0.12
TOTAL			4.939

EQUIVALENT NUMERICAL RATING:

4.939

Add: Additional Points, if any:

4.939

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

Reviewed by:

APRIL ROSE P. VILLABER

Name of Faculty

GOIRALDO C. PERIVANDEZ, JA

Department Head

Recommending Approval:

CANDELARIO L. CALIBO

Dean, CAS

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

SUMMEARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH WILLIAMS FUNCTIONS

Name of Esoutry Member:

aprā rose p. Villader

Equivalent Numerical Rating	Nemerical Reling (Rating x %)	Pementage Weight of Inv.Avencent	Program involvement (1)
(2x3)	(6.)	(2)	
			i instruction
∂ <u>}</u> .	4.85	30%	a. Faculty
AC C	5.00	70%	Stephens
35.6	The second secon	(A) (C)	TOTAL for Instruction
0.12	60.4	2.5%	2. Research
0.12	4,72	695.0	A Extension
0.12	4.88	2.5%	- Production
0.12		\$ 02.E	5. Administration/Other Services
4,939	The second of th	and the same of th	TOTAL

COUNTAINED NUMBERICAL RATING: Add: Additional Points, if any: TOTAL NUMERICAL RATING: ..

256.2

ADJECTIVAL RATING:

DUISTANDING

Prapared by:

Reviewed by:

APERIUN NIZOR HAGA

GUIPALDO C. FERNANDEZ.

Raconganiling Appreval.

CANDELARIO L CALIBO Dean, CAS

Approved by

BEATRICS, DELON'AS

Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM

I, <u>APRIL ROSE P. VILLABER</u>, of the <u>Department of Liberal Arts and Behavioral Sciences</u> _commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>JANUARY-JUNE 2018.</u>

APRIL ROSE P. VILLABER

Ratee

Approved:

GUIRALDO C. FERNANDEZ, JR.

Head of Unit

			····	.		I Actual	,	-			T
	Descrtiption of		Program/Activities/			Accomplish			ting		Remarks
MFO No.	MFO & PAPs	Success/Performance Indicators	Projects	Tasks Assigned	Target	ment	Q ¹	E ²	T ³	A ⁴	
MFO1	Higher Education	Full Time Equivalent	Teaching	Teaches Technical Writing, Writing in the Discipline, Argumentation and Debate, and Research Planning and Manuscript Writing subjects	18.00	28.35	5	5	5	5.00	
		Number of Instructional Materials Developed/Revised and Utilized									
		* New	Author/Compiler	Prepares syllabi in Engl 24e and Engl 198	2	2	5	5	4.5	4.83	Made syllabus in Engl 24e and Engl 198
		* Revised IMs within the last 3			2	2	5	5	4.7	4.90	Revised syllabi in Engl 12 and Engl 26/114
		years	Author/Compiler	Revises syllabi in Engl 12 and Engl 26/114							
		* Visual Aids	Author/Compiler	Prepares visual aids in Engl 24e, Engl 12, Engl 26/114 and Engl 198	20	28	4.6	5	4.7	4.77	Made visual aids in Engl 24e, Engl 12, Engl 26/114 and Engl 198
		Student Advising and Consultation Services									
		* Number of hrs per week spent on student consultation	Consultation		3	6	4.8	4.8	4.7	4.767	
				SUB-TOTAL						24.27	
MIF02	Research	Number of research conducted	Research	Co-Component Leader	1	1	4.6	4.5	4	4.37	Gender Sensitivity and Gender Role Differences Among Rainforestation Farming Adopters in the Philippines under the project Mainstreaming of Rainforestation in the Philippines
		Number of Outputs Presented in Regional/National/International For a/Conferences		Paper Presenter	1	3	5	4.7	5	4.90	1. 2018 World Interdisciplinary Research Conference "Research and Innovation in a Knowledge-Driven Environment", April 5-7, 2018 Bangkok, Thailand; 2nd International 2. Conference on Philippine and Asian Studies, May 3-5, 2018 Visayas State University, Baybay City Leyte 3. DLSU-VSU Research Publication Writeshop, June 18-19 2018 at Visayas State University. Baybay City Leyte
1		,			<u> </u>	Sub-total				9.27	

INDIVIDUAL PERFORMANCE COM-NITMENT AND REVIEW FORM

I, APRIL ROSE P. VILLABER, of the Department of Liberal Arts and Bahavioral Sciences | commits to deliver and agree to be refed on the attainment of the following targets in accordance with the indicated measures for the period JAMUARY-JUNE 2018.

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Head of Unit

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MP94	Extension	Number of trainings/seminars attended	Tr	Participant	3	6	4.8	4.8	5		Attended the DLABS Research Capability Writeshop for the Social Science and Philosophy Teachers, the 2nd Research Conference on Enhancing Graduate Education through Research, the Re-echo Training on New CHED General Education for Art Appreciation and Rizal, the 2018 World Interdisciplinary Research Conference, and the Second International Conference on Philippine and Asian Studies (Language, Culture and Media).
						Sub-total				4.72	
MF05	Production/Suppo	Number of quizzes prepared and checked		Prepares and checks quizzes in Engl 24e, Engl 12, Engl 26/114 and Engl 198	40	44	4.7	5	4.8		Prepared and checked quizzes in Engl 24e, Engl 12, Engl 26/114 and Engl 198
	II II Simens	Number of midterm and final exams prepared and checked.		Prepares and checks midterm and final exams in Engl 24e, Engl 12, Engl 26/114 and Engl 198	6	10	5	4.8	5		Prepared and checked midterm and final examination in Engl 24e, Engl 12, Engl 26/114 and Engl 198
		Number of oral recitations graded/evaluated		Evaluates oral recitations in Engl 24e, Engl 12, Engl 26/114 and Engl 198	30	45	4.8	5	4.8		Evaluated oral recitations in Engl 24e, Engl 12, Engl 26/114 and Engl 198
						Sub-total				14.63	
MF06	Other Services	Number of participation in the events/program of the dept./college/university and other offices		Participates in the events/program of the dept./college/university and other offices	3	3	5	5	5		Participated in VSU Anniversary 2018 and CAS Month Celebration and CAS Month Fan Run
		Number of events that rendered expert services in the dept./college/university/and other offices	Speaker	Serves as resourse person in the Environmental Jamboree for Senior High School Studens	1	2	4.7	5	4.7	1	Serves as resource person in the Environmental Jamboree for Senior High School Students and in the College of Arts Job Seeking Seminar
		Number of department meetings attended		Attends department meetings	3	10	5	5	5	5.00	Attended department meetings
						Sub-total				14.80	
Tota	l Over-all Rating									67.69	·

Average Rating (Total Over-all rating divided by number of entries)	4.83		
Additional Points:			
Approved Additional points (with copy of approval)			
FINAL RATING	4.83		
ADJECTIVAL RATING	OUTSTANDING		

Additional Points: Approved Additional points (with copy of approval)	
FINAL RATING	4.83
ADJECTIVAL RATING	OUTSTANDING

Evaluated & Rated by:
GUIRALDO C. FERNANDEZ, JR.
Department Head
Date:

Recommending Approval:
CANDELARIO L. CALIBO
College Dean
Date:

Approved:

BEATRIZ S. BELONIAS
Vice President for Instruction
Date:

509	Distribution	Smanber of trainings/sominars attended	Tri i	Participan	ŧ.	9 13 1	R.5	4.8	i -	1.7.15	Stronfod the 121.ABS Resourch Capability
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		it tanker of exercist their rendered expert services in	Speaker	Serves as resourse person in the		-	9.4	-	T.J.	4.50	Serves as readurer person in the convenience
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	4.83		Average Rating (Total Over-ail rating divided by nomber of entries)
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	e construction (the first color) of a consequence of the consequence		Approved Additional points (with copy of approval)
	4.83		HINAL RATING
	OYJCKAISTU	0	ADJECTIVAL RATING

Evaluated & Rated by:

Gyükkido C. Férnayuez. 14.

Department Head

Recommending Approval:

CANDELLARIO EL CALIBO

College Dean

Comments & Recommendations for Development
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BEATHURS S. BELONIAS

Vicey fresident for instruction

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: <u>APRIL ROSE P. VILLABER</u>

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 four (4) course subjects (Engl 24e, Engl 12, Engl 26, and Litr 133)	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' concerns 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 Engl 24e, Engl 12, Engl 26, and Litr 133	January 2018	February 2018	February 2018	Impressive	Outstanding	Follow OBE format as prescribed
4	Submission of midterm grades and final grades	Grades submitted to registrar	January 2018	July 2018	July 2018	Impressive	Outstanding	
5	Conduct research	Progress report	January 1, 2018	July 30, 2018		Impressive	Outstanding	On-going
6	Participate in all activities conducted by the department, college and the university	Attendance, certificates if applicable	January 2018	January 2018	May 2018	Impressive	Outstanding	Participates actively in all activities
7	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
8	Paper presentations in various conferences	Certificate of appearance, certificate of attendance and certificate of recognition	January 2018	July 2018	July 2018	Very Impressive	Outstanding	One paper got published
9	Attends trainings and workshops	Certificate of recognition, written report	January 2018	July 2018	July 2018	Impressive	Outstanding	Participates actively in the trainings and workshops.

^{*} Either very impressive, impressive, needs improvement, poor, very poor ** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

GUIRALDO C. FERNANDEZ, JR.
Department Head

PERIORAL DINON BUNNARIOR HORSE

Mana of Employees APALLEGE P VILLABER

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Barbecsec: (*885,500	bergieza efri ni consbheite izlugasi eastuot tay teere abato, gescold mabust to take poog bris strugesi	entaining traball sevorani	Approved course syllability Engl 24e, Engl 12, Engl 26, and Lift 183	isticitien of battimdus sebate	Picgraza report	eldsollqqs il estsollineo eorisbreti/A	9MD yd bevongs Isaogod by CMP curric ilum committee	Certificate of appearance, certificate of the original of the original of the original or the original or the original or the original or the original original original original original or the original origina	Certificate of recognition, written report	* Еплет чету ітпртевятче, ітпртеватче, пееда ітпрточетнеті, роот,
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M. NATHON OCHARITO

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: APRIL ROSE P. VILLABER

Performance Rating: OUTSTANDING

Aim: To pursue doctorate study by 2019 and continue engaging in research and extension

projects in the Department.

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

Date: August 01, 2018

Target Date: One year from today

First Step:

a) Encouraged her to apply for PhD study in a reputable institution.

- b) Required her to be involved in research and extension projects which the Department has worked on.
- c) Advised her to submit papers for presentation and journal publication.

Result:

She participated in the research and extension projects in the department. She presented papers in several conferences. She published her paper in an international journal publication.

Date: January 03, 2019 Target Date: End of first semester

Next Step:

She was advised to simplify her discussions more for the students with different levels of intellectual abilities to comprehend

Outcome: NA

NA

Final Step/Recommendation: NA

Prepared by:

UIRALDO C. FERNANDEZ, JR

Head, QLAB

Conforme:

APRIL ROSE P. VILLABER
Name of Ratee/Faculty/Staff

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: APRIL ROSE P. VILLABER

Performance Rating: CUTSTARLING

Aim: To pursue doctorate study by 2019 and contidue engaging in research and extension

projects in the Department.

Proposed Interventions to improve Performance and/or Competence and Quelification to assume higher responsibilities:

Date: August 01, 2018

Target Date. One year from today

First Step:

- a) Encouraged her to apply for PhD study in a reputable institution.
- b) Required her to be involved in research and extension projects which the Department has worked on.
 - c) Advised her to submit papers for presentation and journal publication.

Result:

She participated in the research and extension projects in the department. She presented papers in several conferences. She published her paper in an international journal publication.

Date: January 05, 2019

Target Date: End of first semester

Next Step.

She was advised to simplify her discussions more for the students with different levels of intellectual abilities to comprehend

Outcome: NA

Final Step/Recommendation: NA

Prepared by:

Conforme:

APRIL ROSE P. VILLABER
Name of Ratee/Faculty/Staff

GUIRALDO C. FERMANDE LE.
/ Head, DLASS