

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

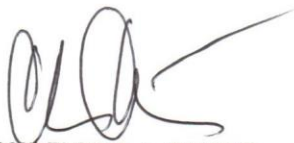
Name of Faculty Member: Prof. Climaco D. Espina Jr.

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.48	
b. Students (50%)		2.00	
TOTAL for Instruction	60%	4.48	2.69
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
6. Administration	10%	5.00	0.50
TOTAL			4.69

EQUIVALENT NUMERICAL RATING: 4.69
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: 4.69

ADJECTIVAL RATING: Outstanding

Prepared by: 
CLIMACO D. ESPINA JR.
Name of Faculty

Reviewed by: 
CANDELARIO L. CALIBO
Dean, CAS

Approved by: 
EDGARDO E. TULIN
President



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **CLIMACO D. ESPINA JR.**, of the DEPARTMENT OF MATHEMATICS AND PHYSICS, **College of Arts and Sciences** 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 July 1, 2017 to December 31, 2017

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/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment as of Dec. 2017	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	
MF01	Higher Education Services	PI 1. Number of FTE	Instruction	Teaches: Math 141 (3 lec), Math 114 (2 lec) = (1st Sem. 2017-2018)	8.0	26.40	5	5	5	5.00	Vacation/Sick Leave
		PI 2. Number of instructional materials developed	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	Instruction	Prepares and compiles one (1) course outline	1	1	5	5	5	5.00	Math 141
		New Powerpoint lecture presentation (per course)	Instruction	Prepares powerpower	1	2	5	5	5	5.00	Math 114, Math 141

[illegible]

MFO 5	Support to Students	P.1 Student advising and consultation services P1.2 Number of hours spent for student consultation <i>On consultation</i>	Instruction	Consulting student's of subjects taught courses	10	30	5	5	5	5.00	regarding subject matters, grades.
		P.3 Additional Outputs									
MFO 6	Support to Operations										
	MOF1. Faculty Development Services										
		P1.1 Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted	Recommended for pursuing study leave	ISCoco, JHSidaya, CLAbas, RRLAure and JLCagande	3	5	5	5	5	5.00	PhD in Mathematics in UP Diliman, PhD in Physics and PhD in Science Education
		P1.3 Number of faculty sent to attend trainings/seminars/conferences/conventions									
		<i>International Conference</i>	Recommended for attendance to trainings/ seminars/ conferences/ conventions	RMIgcasama	1	1	5	5	5	5.00	11 th Biennial International Conference of the Philippine Council of Mathematics Educators, Inc. (MATHED)
		<i>National Conference</i>		ERLina Jr., ETIagumbay, RMIgcasama, LFCasinillo	2	4	5	5	5	5.00	Seminar on Challenges and Responses in into 12 Implemtation for Mathematics Education, July 26-31, 2017 - DepEd Div Office - Marikina City
				MFSacedon	1	1	5	5	5	5.00	Mass Training of Teachers (MTOT) for Senior High School - Academic, (Topic: Physics 1 & 2) - July 20-25, 2017 - DepEduc.

[illegible]

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 him to these engagements and will motivate him to do research and be involved in extension projects.

Date: Throughout the school year Target Date: End of SY 2017-2018

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

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

Teacher: Espina, Climaco Jr. D. First Semester 2017 - 2018 No. of Raters: 20
Subject: 3 - Math 114 - Calculus III & Differential Equations Class Type: Lecture 5:30-8MW

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

VISAYAN STATE UNIVERSITY
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BY OVPI

1. Other positive points of the teacher and his/her teaching

1 Encourages the students to study	5.00%
2 Knowledgeable on the subject	5.00%
3 No comment	90.00%

2. Suggestions for teaching improvement

1 Be fair in giving grades	5.00%
2 Be understanding	5.00%
3 Control your temper	15.00%
4 Don't give difficult exam	5.00%
5 Don't spoon feed the students	5.00%
6 No comment	75.00%

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

Teacher: Espina, Climaco Jr. D.

First Semester 2017 - 2018

No. of Raters: 19

Subject: 3 - Math 114 - Calculus III & Differential Equations Class Type: Lecture

5:30-8TTh

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

1. Other positive points of the teacher and his/her teaching

1 Disciplines the students	5.26%
2 Encourages the students	5.26%
3 Gives example	5.26%
4 Knowledgeable on the subject	10.53%
5 No comment	84.21%

2. Suggestions for teaching improvement

1 Don't be very strict	5.26%
2 No comment	94.74%

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

Teacher: Espina, Climaco Jr. D.

First Semester 2017 - 2018

No. of Raters: 12

Subject: 4 - Math 141 - Differential Equation

Class Type: Lecture

10-11:30TTh

<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	6	3	2	3.0
2 Always prepared and organized in class				1	2	9	5.0
3 Uses appropriate and updated instructional materials				7	2	3	3.0
4 Gives clear instructions/guidelines in accomplishing tasks				4	5	3	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				2	5	5	4.0
6 Makes classroom activities interesting and lively			1		4	7	5.0
7 Encourages students to ask questions and welcomes comments and suggestions			3	1	4	4	4.0
8 Has mastery of the subject matter					2	10	5.0
9 Available for student consultation even outside class time			1	7	2	2	3.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully			3	1	1	7	5.0
11 Gives relevant assignments, course requirements		1	2	4	4	1	3.0
12 Returns quizzes, exams, homework, assignments and exercises		1	4	3	3	1	3.0
13 Fair in giving grades			2	3	4	3	4.0
14 Wears clean and appropriate clothes/attire in class				1	2	9	5.0
15 Firm in implementing policies yet approachable and understanding			1	3	4	4	4.0
16 Commands respect of students			1	2	1	8	5.0
17 Exercises decency in speech and actions				3	3	6	4.5
Median Rating		4.0					
		Very Satisfactory					
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

1. Other positive points of the teacher and his/her teaching	
1 Always on time	8.33%
2 Gives review of the lessons	16.67%
3 Lively	16.67%
4 Mastery of the subject	8.33%
5 No comment	50.00%
2. Suggestions for teaching improvement	
1 Discuss the topic	8.33%
2 Don't be very strict	8.33%
3 Focus on the subject not on the review	16.67%
4 Give easy exams	25.00%
5 Give examples	8.33%
6 No comment	41.67%