

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: LOUISA MARIE B. ANDRADE

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
6. Instruction			
c. Head/Dean (50%)		4.57x50%= 2.28	
d. Students (50%)		5.0x50% = 2.5	
Total for Instruction	80%	4.78	3.82
7. Research	20%	4.33	0.86
8. Extension			
9. Administration			
10. Production			
TOTAL			4.68

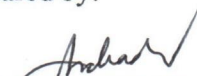
EQUIVALENT NUMERICAL RATING: 4.68

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.68

ADJECTIVAL RATING: Outstanding

Prepared by:


LOUISA MARIE B. ANDRADE
Name of Faculty

Reviewed by:


BAYRON S. BARREDO
Department/Office Head

Recommending Approval:


ALELI L. VILLOCINO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President

Individual Performance Commitment & Review Form (IPCR)

I, **LOUISA MARIE B. ANDRADE**, of the Department of Teacher Education commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 30, 2019 and accomplishments for the period January to June 30, 2019.


LOUISA MARIE B. ANDRADE
Ratee

Approved:


BAYRON S. BARREDO
Head of Unit

MFO & PAPS	Success Indicator	Task Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	E ³	A ⁴	
Higher Education	FTE	Taught undergraduate courses	18.00	25.35	5	5	5	5.00	2 nd sem, 2018 – 2019
	Number of IMs developed / revised & utilized								
	• Course outline Developed	Developed course outline before classes start	1	2	5	4	5	4.67	PrEd 129, Educ 201
	Revised	Revised course outline before classes start	1	3	5	4	5	4.67	PrEd 138, PrEd 151
	• Syllabus Developed	Developed syllabus	1	1	4	4	5	4.33	PrEd 129
	Revised	Revised syllabus	1	1	4	5	5	4.67	PrEd 138
	• Instructional	Developed IMs and Power							

	Materials	point presentations before classes start	1	2	4	4	5	4.33	PrEd 129, PrEd 138
	Enrollment (No. of students advised)	Advised students during enrolment	150	258	5	4	5	4.67	2 nd sem, 2018 – 2019
	Number of Student Research Facilitated • Number of approved research output	Edited and approved research output of (Grade 12) Senior High School Students	3	6	4	4	5	4.33	Study 1-2 students Study 2-2 students Study 3-2 students Study 4-2 students Study 5-1 student Study 6-2 students
	• Number of organization	Advised student organization	1	2	4	5	5	4.66	Mentor's Guild, CESSC
	• Number of student-related activities assisted	Assisted student-related activities	1	2	4	4	5	4.33	Tribute for Senior Education students, Post Internship Debriefing;
	Total for Instruction				4.40	4.30	5.00	4.57	
Research Services	Number of compiled SHS students' research output	Compiled students' research output	1	6	4	4	5	4.33	Looking Through Perspective: A Case of VSU-SHS Students using Facebook; Balancing Out: VSU Student-Athletes Harmonizing their Academic, and Athletic Life; Determining the Possible Effects of Electronic Game Engagement on Students Academic Performance; Identifying Factors Affecting VSU Online Shopper's Mode of Purchasing

[illegible]

Average Rating (Total Over-all rating divided by 4)		4.45
Additional Points		
Punctuality	xx	
Approved Additional Points (With copy of approval)	xxx	
FINAL RATING		4.45
ADJECTIVAL RATING		Very Satisfactory

Evaluated & Rated by:


BAYRON S. BARREDO
 Head, DTE

Date: _____


Recommending Approval:


ALELI A. VILLOCINO
 Dean, CoEd

Date: _____

Comments & Recommendations for Development Purpose:
<ul style="list-style-type: none"> - Limit making absences - Exhibit very good pedagogical skills that are relevant to the subject areas teaching.

Approved by:


BEATRIZ S. BELONIAS
 VP for Instruction

Date: _____

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

Exhibit I

PERFORMANCE MONITORING FORM


Name of Employee: **LOUISA MARIE B. ANDRADE**

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 graduate and undergraduate courses	18 FTE	1 st week of January 2019	Before the end of Semester	June, 2019	Very Impressive	Outstanding	25.35 FTE
2	Revise Course outline	Develop 1 course outline	1 st week of January 2019	2 nd week of January 2019	January 11, 2019	Impressive	VS	Developed 2 Course Outlines
3	Revise course syllabus before start of classes	Revise 1 course syllabus	1 st week of January 2019	2 nd week of January 2019	January 11, 2019	Impressive	VS	Developed 1 Course Syllabus
4	Advise and serve student -related activities and organization	Advise and serve 1 organization	1 st week of January 2019	Before End of Semester	June 2019	Impressive	VS	Advised and Served Mentor's Guild and CoEd-SSC
5	Edit and approve research outputs	5 research outputs	1 st week of January 2019	Before End of Semester	June 2019	Impressive	VS	Edited and approved 6 research outputs of VSU-SHS Students
6	Conduct research	Conduct research 1	1 st week of January 2019	Before the end of Semester	June, 2019	Impressive	VS	1 Ongoing Research

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


BAYRON S. BARREDO
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LOUISA MARIE B. ANDRADE

Performance Rating: 4.68

Aim: Increases involvement in research and extension activities
Produces instructional materials on subjects handled
Present & Publish Research

Proposed Interventions to Improve Performance:

Date: June 2019 Target Date: August – December, 2019

First Step:

Attend Seminars, Trainings, and Workshops

Develop at least one Instructional Material

Write Research Proposals for Funding

Result:

Date: June, 2019 Target Date: August-December, 2019

Next Step:

Conduct In-service Trainings

Submit Instructional Material for ISBN or Patenting

Approved Proposals for Funding

Outcome: Published Books/ instructional materials and Research

Final Step/Recommendation:

Conduct Research Trainings and Extension Activities

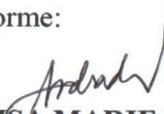
Prepared by:



BAYRON S. BARREDO

Unit Head

Conforme:



LOUISA MARIE B. ANDRADE

Name of Ratee Faculty/Staff