


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: KRISTINE GIL T. BELARMINO


Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Faculty	25%	4.92	1.23
b. Students	75%	4.67	3.50
TOTAL for Instruction	90%		4.26
2. Research	4.0%	4.00	0.16
3. Extension	4.0%	2.00	0.08
4. Production	1.0%	5.00	0.05
5. Administration/Other Services	1.0%	5.00	0.05
TOTAL			4.60


EQUIVALENT NUMERICAL RATING: 4.60
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: 4.60

ADJECTIVAL RATING: OUTSTANDING

Prepared by: 
KRISTINE GIL T. BELARMINO
Name of Faculty

Reviewed by: 
GUIRALDO C. FERNANDEZ, JR.
Department Head

Recommending Approval: 
CANDELARIO L. CALIBO
Dean, CAS

Approved by: 
BEATRIZ S. BELONIAS
Vice President for Instruction

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM

I, **KRISTINE GIL T. BELARMINO**, of the Department of Liberal Arts and Behavioral Sciences commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **JULY-DECEMBER 2018**.

KRISTINE GIL T. BELARMINO

Ratee

Approved: **GUIRALDO C. FERNANDEZ, JR.**

Head of Unit

MFO No.	Description of MFO & PAPs	Success/Performance Indicators	Program/Activities/Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
							Q ¹	E ²	T ³	A ⁴	
MFO1	Higher Education	Full Time Equivalent	Teaching	Teaches Social Science subjects	18.00	21.20	4.7	4.67	4.67	4.67	
		Number of Instructional Materials Developed/Revised and Utilized									
		* Produce a Workbook	Author/Compi	Make a workbook in ScSc11n	1	1	5	5	5	5	Co-authored the workbook Understanding the Self
		* Prepares syllabi	Author/Compi	Make syllabi in ScSc 11n	1	1	5	5	5	5	Made syllabi in ScSc11n
		Student Advising and Consultation Services									
		* Number of hrs per week spent on student consultation	Consultation		3	6	5	5	5	5	
				SUB-TOTAL						19.67	
MF02	Research	Number of research conducted	Research	Co-Component Leader	1	1	4	4	4	4.00	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 Fora/Conferences		Paper Presenter	1	3	3	3	3	3.00	1. 2018 World Interdisciplinary Research Conference "Research and Innovation in a Knowledge-Driven Environment", April 5-7, 2018 Bangkok, Thailand; 2. 2nd International Conference on Philippine and Asian Studies, May 3-5, 2018 Visayas State University, Baybay City Leyte 3. 40th UGAT Annual Conference An International Gathering, Nov. 8-10, 2018, Palawan State University
		Number of published book		Co-author	1	1	5	5	5	5.00	Understanding the Self Workbook
				SUB-TOTAL						12.00	

MF04	Extension	Number of trainings/seminars attended	Training	Participant	4	5	2	2	2	2.00	Attended the DLABS Research Capability Writeshop for the Social Science and Philosophy Teachers, the Re-echo Training on New CHED General Education for Understanding the Self and Rizal, the 2018 World Interdisciplinary Research Conference, Forum on the Environment
				SUB-TOTAL						2.00	
MF04	Support to Students/ Production	Number of quizzes prepared and checked			10	30	5	5	5	5.00	prepared and checked quizzes and assignments in Understanding the Self
		Number of midterm and final exams prepared and checked.		ScSc11n	4	8	5	5	5	5.00	prepared and checked major exams in Understanding the Self
		Number of oral recitations graded/evaluated		ScSc11n	4	30	5	5	5	5.00	evaluated oral recitations in Understanding the Self
		Number of midterm and final gradesheets submitted		ScSc11n	2	12	5	5	5	5.00	submitted midterm and final gradesheets
				SUB-TOTAL						20.00	
MF05	General Admin & Support Services	Number of participation on the events/program in the dept, college, univ. and other offices		Participant	1	3	5	5	5	5.00	Participated in VSU Anniversary 2018, CAS Month, DLABS Anniversary
		Number of committees served		Member & Chair	1	2	5	5	5	5.00	Serves as resource person in the Environmental Jamboree for Senior High School Studens, Department based Guidance Counselor. DLABS
		Number of meetings attended	Meetings		2	10	5	5	5	5.00	Attended department meetings
				SUB-TOTAL							15.00
Total Over-all Rating											

Average Rating (Total Over-all rating divided by number of entries)		4.58
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.58
ADJECTIVAL RATING		Very Satisfactory

Comments & Recommendations for Development Purpose:

Keep up the good work. But always remember that there is always room for perfection...

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: _____

PERFORMANCE MONITORING FORM

Name of Employee: Kristine Gil T. Belarmino

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 two (1) course subject (SoSc11n)	Attendance sheets of the assigned classes, grade sheet per courses taught, and good result of student performance evaluation	July 2018	December 2018	December 2018	Impressive	Outstanding	Improve performance with respect to students' comments on TPES.
2	Assist students' concerns through students consultation	Improved student performance	July 2018	December 2018	December 2018	Impressive	Outstanding	Provide more interventions for the improvement of students
3	Prepares course syllabi updates	Approved course syllabi in SocSc11	July 2018	August 2018	August 2018	Impressive	Outstanding	Follow OBE format as prescribed
4	Submission of midterm grades and final grades	Grades submitted to registrar	July 2018	December 2018	December 2018	Impressive	Outstanding	
5	Conduct research	Progress report	July 1, 2018	December 30, 2018		Impressive	Outstanding	On-going
6	Participate in all activities conducted by the department, college and the university	Attendance, certificates if applicable	July 2018	July 2018	December 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	July 2018	December 2018	December 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	July 2018	December 2018	December 2018	Very Impressive	Outstanding	One paper was submitted and was published
9	Conduct trainings	Certificate of recognition, written report	July 2018	December 2018	December 2018	Very Impressive	Outstanding	Follow CHED's requirement for the New GE Courses as prescribed

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

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

Prepared by:

GUIRALDO C. FERNANDEZ, JR.
Department Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Kristine Gil T. Belarmino

Performance Rating:

Aim: To finish her Master of Arts in Social Psychology, engage in department's research and extension, publish journals and publish textbook for the new GE course Understanding the Self

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

Date: January, 2019

Target Date: One year from today

First Step:

- a) Encouraged and supported with her Master's degree program
- b) Required her to be involved in research or extension projects which the Department has started to work on.
- c) Advised her to simplify her discussions in order for the students with different levels of intellectual abilities to comprehend

Result:

Doing well in her Master's degree studies and have been enthusiastic in the fieldwork for department's research and extension project, she has been also an effective teacher; have also published a textbook in Understanding the Self.

Date: June 15, 2019

Target Date: End of first semester

Next Step:

Advised to still continue her Master's degree program and continue with the research and extension project to be able to publish a journal. Implore more teaching strategies.

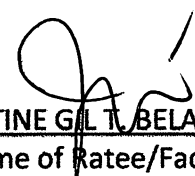
Outcome: NA

Final Step/Recommendation: NA

Prepared by:


GUIRALDO C. FERNANDEZ, JR.
Department Head

Conforme:


KRISTINE GIL T. BELARMINO
Name of Ratee/Faculty/Staff