

Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONSName of Faculty Member: CATHERINE C. ARRADAZA

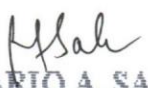
Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	37.5%	4.96	1.86
b. Students (50%)	37.5	5.0	1.87
TOTAL for Instruction			3.73
2. Research	10%	5.0	0.5
3. Extension	10%	5.0	0.5
4. Administration	5%	5.0	.25
5. Production	N/A		
TOTAL			4.98

EQUIVALENT NUMERICAL RATING: 4.98Add: Additional Points, if any: -TOTAL NUMERICAL RATING: 4.98FINAL NUMERICAL RATING 4.98ADJECTIVAL RATING: OUTSTANDING

Prepared by:


CATHERINE C. ARRADAZA
 Name of Faculty

Reviewed by:


ROSARIO A. SALAS
 Department Head

Approved:


EDGARDO E. TULIN
 President

Visayas State University
OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, CATHERINE C. ARRADAZA, Assistant Professor, 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 2017.


CATHERINE C. ARRADAZA
Ratee
Date: _____


ROSARIO A. SALAS, Ph.D.
Head, DOH
Date: _____

MFOs and Performance Indicators	Success Indicator (SI)		Task Assigned	Target	Actual Accomplishment	Quality				Remark
						Quality	Efficiency	Timeliness	Average	
UFMO 1	MINIMUM PIs PER MFO FOR ACADEMIC DEPARTMENT'S OPCR									
	ADVANCED EDUCATION SERVICES									
	OVPI MFO 1	Graduate Degree Program Management Services								
	PI 1	Graduate degree program monitored								
	PI 2*	Total Graduate FTE monitored		6	5	4	5	5	4.66	
	PI 3.	Percentage increase in number of graduate students enrolled								
	PI 4	Percentage increase in number of graduate students who graduated within prescribed period								
	OVPI MFO 2	Graduate Student Management Services								
	PI 1	Number of graduate students awarded with scholarships/ assistantships								
	PI 2	Percentage of graduate students awarded with scholarship/ assistantship who graduated within the prescribed period								
	PI 3	Number of graduate students awarded with honor/distinction upon graduation								

[illegible]

[illegible]

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

Teacher: Arradaza, Catherine C.

First Semester 2017 - 2018

No. of Raters: 4

Subject: 3 - Hort 273 - Advance Tissue Culture

Class Type: Lecture

4-6Th

Work Performance		NA	1 Poor	2 Below Satis- factory	3 Satis- factory	4 Very Satis- factory	5 Out- standing	Median
1	Explains course objectives, requirement and grading system at the beginning of the semester					2	2	4.5
2	Always prepared and organized in class					3	1	4.0
3	Uses appropriate and updated instructional materials					2	2	4.5
4	Gives clear instructions/guidelines in accomplishing tasks					1	3	5.0
5	Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable					3	1	4.0
6	Makes classroom activities interesting and lively					3	1	4.0
7	Encourages students to ask questions and welcomes comments and suggestions					1	3	5.0
8	Has mastery of the subject matter					2	2	4.5
9	Available for student consultation even outside class time						4	5.0
10	Holds class regularly, starts and dismisses class on time and utilizes class period fully					1	3	5.0
11	Gives relevant assignments, course requirements					1	3	5.0
12	Returns quizzes, exams, homework, assignments and exercises					2	2	4.5
13	Fair in giving grades					1	3	5.0
14	Wears clean and appropriate clothes/attire in class						4	5.0
15	Firm in implementing policies yet approachable and understanding					2	2	4.5
16	Commands respect of students					2	2	4.5
17	Exercises decency in speech and actions						4	5.0
Median Rating			5.0 Outstanding					
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 Approachable		25.00%						
2 No comment		75.00%						
2. Suggestions for teaching improvement								
1 No comment		100.00%						

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

Teacher: Arradaza, Catherine C.

First Semester 2017 - 2018

No. of Raters: 13

Subject: 2 - Hort 22 - General Horticulture

Class Type: Laboratory 10-1W

<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	2	4	6	4.0
2 Always prepared and organized in class				2	4	7	5.0
3 Uses appropriate and updated instructional materials				1	5	7	5.0
4 Gives clear instructions/guidelines in accomplishing tasks				3	5	5	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				3	5	5	4.0
6 Makes classroom activities interesting and lively		1		5	3	4	4.0
7 Encourages students to ask questions and welcomes comments and suggestions			1	2	1	9	5.0
8 Has mastery of the subject matter				1	7	5	4.0
9 Available for student consultation even outside class time				1	5	7	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				2	5	6	4.0
11 Gives relevant assignments, course requirements			1	1	5	6	4.0
12 Returns quizzes, exams, homework, assignments and exercises				2	4	7	5.0
13 Fair in giving grades				1	4	8	5.0
14 Wears clean and appropriate clothes/attire in class				1	4	8	5.0
15 Firm in implementing policies yet approachable and understanding				1	4	8	5.0
16 Commands respect of students					6	7	5.0
17 Exercises decency in speech and actions					5	8	5.0
Median Rating		5.0					Outstanding
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 Mastery of the subject	7.69%
2 No comment	76.92%
3 Teaches the lessons well	15.38%
4 Well-prepared	7.69%
2. Suggestions for teaching improvement	
1 Discuss the lesson thoroughly	7.69%
2 No comment	76.92%
3 Speak louder	15.38%

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

Teacher: Arradaza, Catherine C.

First Semester 2017 - 2018

No. of Raters: 20

Subject: 3 - Hort 141 - Tropical Olericulture

Class Type: Laboratory 7-10Th

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