



Exhibit K

Summary of Individual Ratings of Faculty Members
with Multiple Functions

Name of Faculty Member: Engr. Ayrton John V. Bantay

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	50%	4.19	2.10
b. Students (50%)	50%	4.00	2.00
Total for Instruction		3.91	4.10
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL			4.10

EQUIVALENT NUMERICAL RATING: 4.10
Add: Additional Points, if any: 0.00
TOTAL NUMERICAL RATING: 4.10

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

Ayrton John V. Bantay
AYRTON JOHN V. BANTAY
Instructor I

Reviewed by:

Jundy R. Castil
JUNDY R. CASTIL
Dept. Head, DME

Recommending Approval:

Roberto C. Guarte
ROBERTO C. GUARTE
College Dean, CET

Approved:

Beatriz S. Belonias
BEATRIZ S. BELONIAS
Vice President, Instruction



VISAYAS
STATE UNIVERSITY

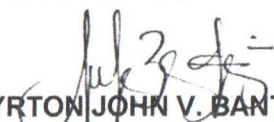


College of Engineering and Technology
Department of Mechanical Engineering
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Website: www.vsu.edu.ph

"Exhibit B"

Individual Performance Commitment and Review Form (IPCR)

I, Ayrton John V. Bantay, of the Department of Mechanical Engineering commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period of July to October, 2019.


AYRTON JOHN V. BANTAY
Ratee

Approved:


JUNDY R. CASTIL
Department Head

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO 2. Higher Education Services									
	OVPI MFO 1. Curriculum Program Management Services								
	PI 1: Total FTE Monitored	Provide teaching services to engineering students	18	9.6	4	4	4	4.00	Taught 2 subjects with a total of 64 students
	PI 2: Percentage of undergraduate curricular program compliant to CMO approved and offered	Topics of the subjects taught is in line to approved CMO including its learning outcomes	100%	100%	5	5	5	5.00	Complied to RQAT requirements
	PI 5: Number of students who graduated within the prescribed period	Lessons or topics discussed is found in its corresponding syllabus Fair evaluation to the students class performances	70%	100%	4	4	4	4.00	6/6 BSME students
	PI 6: Percentage increase in the number of undergraduate students who graduated within prescribed period	Render consultation time to those students whose performance is below average Records student's performances properly Manuals and PPT was used in the class	10%	-	4	4	4	4.00	all students who applied for graduation graduated on time

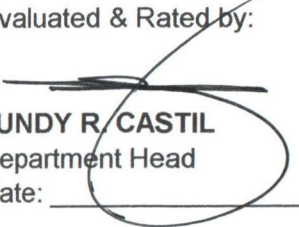
	PI 8: Number of academe/industry linkages established	Actively participate on the activities rendered by the organization	1	1	4	4	4	4.00	PSME
	PI 9: Number of thesis/special problems of students:								
	a. Thesis outline/manuscript/ Case studies/ Special Problems/ OJT Narrative reports/ Engineering Projects/ Portfolios advised	Coordinate completion of student's ME Project proposals	15	15	4	4	4	4.00	ME Project-15
	b. Thesis outline/manuscript/Case Studies/Special Problems/OJT Narrative Reports/Engineering Projects/Portfolios approved	Served as panelist during the oral defense of the project	10	-					Currently on study leave
	PI 10: Number of student organizations advised/assisted	Act as JPSME Co-Adviser	1	1	4	4	4	4.00	JPSME
	PI 11: Number of instructional materials developed/revised								
	a. OBE - compliant syllabi	Produce syllabi from the CMO approved corresponding to the subject taught before start of the class and ensures that the learning outcomes met	2	2	4	4	4	4.00	Submitted 2 OBTL syllabus
	c. Complete sets of teacher-developed audio visual materials (powerpoints, videos, computer games, etc)	Develop audio visual materials such as powerpoint presentations	2	2	4	4	4	4.00	2 subjects
UMFO 5. Support to Operations									
OVPI MFO 1. Faculty Development Services									
	PI 1: Number of faculty pursuing advanced degree programs	Secure admission and applied for scholarship for MSME program	1	1	4	4	4	4.00	on study leave since Nov. 2019
OVPI MFO 3. Faculty Evaluation Services									
	PI 4: Number of seminars/ trainings/ conventions/ workshops outside the university	Attend trainings relevant for teaching Mechanical Engineering students	1	0	4	4	4	4.00	
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated	Properly evaluated by the students based on the teaching strategies per subject	80%	100%	4	5	5	4.67	
	PI 6: Number of college/department - level seminars/ trainings/ workshops/ reviews conducted/ attended/ facilitated	Actively participate and organize activities in relation to the field of expertise	1	0	4	4	4	4.00	
OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 2: Degree program compliant with CHED requirements	Support the implementation of the degree program	1	1	5	5	5	5.00	BSME

	OVPI MFO 6. General Administration and Support Services							
	PI 6. ADDITIONAL OUPUTS* (In instruction, research, extension, production, and/or administration not found in the original commitment)							
Total Over-all Rating							58.67	

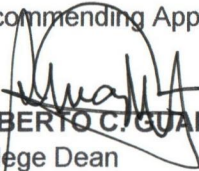
Average Rating (Total Over-all rating divided by 4)		4.19
Additional Points:		
Approved additional points (with copy of approval) XX		
FINAL RATING		4.19
ADJECTIVAL RATING		Very Satisfactory

Comments & Recommendations for Development Purpose: Complete the graduate program on target
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Evaluated & Rated by:


JUNDY R. CASTIL
Department Head
Date: _____

Recommending Approval:


ROBERTO C. CUARTE
College Dean
Date: _____

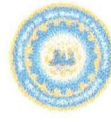
Approved:


BEATRIZ S. BELONIAS
Vice President, Instruction
Date: _____

1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average



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Exhibit I

Performance Monitoring Form

Name of Employee: **Engr. Ayrton John V. Bantay**

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	Provide teaching services to engineering students	18	July 1, 2019	Dec. 31, 2019	Dec. 31, 2019	impressive	Very satisfactory	
2	Topics of the subjects taught is in line to approved CMO including its learning outcomes	100%	July 1, 2019	Dec. 31, 2019	Dec. 31, 2019	impressive	Very satisfactory	
3	Lessons or topics discussed is found in its corresponding syllabus Fair evaluation to the students class performances	70%	July 1, 2019	Dec. 31, 2019	Dec. 31, 2019	impressive	Very satisfactory	
4	Render consultation time to those students whose performance is below average Records student's performances properly Manuals and PPT was used in the class	10%	July 1, 2019	Dec. 31, 2019	Dec. 31, 2019	impressive	Very satisfactory	
5	Actively participate on the activities rendered by the organization	1	July 1, 2019	Dec. 31, 2019	Dec. 31, 2019	impressive	Very satisfactory	
6	Act as ME Project adviser	15	July 1, 2019	Dec. 31, 2019	Dec. 31, 2019	impressive	Very satisfactory	
7	Served as panelist during the oral defense of the project	10	July 1, 2019	Dec. 31, 2019	Dec. 31, 2019	impressive	Very satisfactory	

JUNDY R. CASTIL
Head, DME

Prepared by:

* Either very impressive, impressive, needs improvement, poor, very poor
** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

8	Act as JPSME Co-Adviser	July 1, 2019	Dec. 31, 2019	Dec. 31, 2019	Very	Very	satisfactory
9	Produce syllabi from the CMO approved corresponding to the subject taught before start of the class and ensures that the learning outcomes met	July 1, 2019	Dec. 31, 2019	Dec. 31, 2019	impressive	Very	satisfactory
10	Develop audio visual materials such as power point presentations	July 1, 2019	Dec. 31, 2019	Dec. 31, 2019	impressive	Very	satisfactory
11	Secure admission and applied for scholarship for MSME program	July 1, 2019	Dec. 31, 2019	Dec. 31, 2019			
12	Attend trainings relevant for teaching Mechanical Engineering students	July 1, 2019	Dec. 31, 2019	Dec. 31, 2019	impressive	Very	satisfactory
13	Properly evaluated by the students based on the teaching strategies per subject	July 1, 2019	Dec. 31, 2019	Dec. 31, 2019	impressive	Very	satisfactory
14	Actively participate and organize activities in relation to the field of expertise	July 1, 2019	Dec. 31, 2019	Dec. 31, 2019	Needs improvement	Satisfactory	
15	Support the implementation of the degree program	July 1, 2019	Dec. 31, 2019	Dec. 31, 2019	impressive	Very	satisfactory



"Exhibit G"

PERFORMANCE MONITORING & COACHING JOURNAL

	1 st	Q U A R T E R
	2 nd	
/	3 rd	
	4 th	

Name of Office: **Dept. of Mechanical Engineering**

Head of Office: **Engr. Jundy R. Castil**

Name of Faculty/Staff: **Engr. Ayrton John V. Bantay** Signature:  Date: 1/23/2020

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others	
	One-on-One	Group			
Monitoring Discussion of job-related accomplishments, problems and plans	Engr. Binueza is encouraged to finish MSME program as scheduled per Faculty Development Plan and plan out his study in line with his field of specialization.	Regular monthly meeting was agreed by the group to ensure policies are strictly followed, activities are monitored and requirements are complied.			
Coaching Discuss ways to improve the execution of assigned tasks					

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

JUNDY R. CASTIL
Immediate Supervisor

Verified by:

ROBERTO C. GUARTE
Next Higher Supervisor

cc: OVPI
ODAHRD
PRPEO



Employee Development Plan

Name of Employee: **Engr. Ayrton John V. Bantay**

Performance Rating: **Very Satisfactory**

Aim:

To attend technical seminars conducted by accredited professional organizations in relation to continued professional development as mandated in RA 8495 & RA 10912 emphasizing the importance of its compliance and provisions to enhance competencies as practicing Mechanical Engineer.

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

Date: January 2019

Target Date: June 2019

First step:

Engr. Bantay is encouraged to search for available trainings and seminars conducted by accredited professional organizations in his field of expertise.

Result:

Engr. Bantay attended seminars and trainings which was endorsed by the department, and approved and financed by the university.

Date: July 2019

Target Date: October 2019

Next Step:

Engr. Bantay is tasked to continue the delivery of instruction, research and extension services as his main function as faculty member of the department.

Outcomes:

Engr. Bantay has improved his performance in instruction as shown in the ratings of his teaching performance evaluation by the students.

Final Steps/Recommendation:

Ensure that his performance as a faculty member of the department will continue to improve.

Prepared by:

JUNDY R. CASTIL
Department Head

Conforme:

AYRTON JOHN V. BANTAY
Instructor I