

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: GENESIS C. ALBARICO

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)	50%	4.970	2.485
b. Students (50%)	50%	4.000	2
TOTAL for Instruction	85%	4.485	3.81
2. Research	10%	5	0.5
3. Extension	0%		
4. Support to students	5%	5	0.25
5. Production	0%		
TOTAL	100%		4.56

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any: _____

TOTAL NUMERICAL RATING:

4.56

ADJECTIVAL RATING:

Outstanding

Prepared by:

GENESIS C. ALBARICO
Name of Faculty

Reviewed by:

CANDELARIO L. CALIBO
CAS Dean & Department Head

Recommending Approval:

BEATRIZ S. BELONIAS
VP for Instruction

Approved by:

EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, GENESIS C. ALBARICO, of the Department of Pure & Applied Chemistry commits the 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 2017.

GENESIS C. ALBARICO

Ratee

Approved: CANDELARIO L. CALIBO

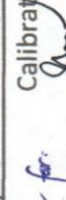
Department Head

MFO No	MFO & PAPs	Success/ Performance Indicators (PI)	Program/Activities/ Projects	Tasks Assigned	Target	Details of Actual Accomplishment	Rating				Remarks
							Q ¹	E ²	T ³	A ⁴	
MFO:1	Advanced Education	PI. 1 Full time Equivalent (FTE)	Instruction								
		PI. 2 Number of graduate student advised									
MFO:2	Higher Education Services	PI. 1 FTE	Instruction	To teach 21 lab, Chem 125 lab, Chem 31 lab (2 sections), Chem 146 lab	18	42.3	5	5	5	5	substitute Instructor (Jan-June 2017)
		PI. 1 Number of Instructional materials developed/revised									
MFO:3	Research Services	PI. 1 Number of outputs presented in Lab Manual	Instruction	To Update lab manual	1	2	5	5	5	5	Chem 31a, 11
		Revised syllabus									
		PI. 1 Number of outputs presented in local conferences	Research								
		research output presentation		To present research output							
		PI. 2. Number of seminars/trainings attended									
				national							
				Institutional/local	1	4	5	5	5	5	Atomic Absorption Spectrophotometry Flame (AA-7000 F) Operations Training
											Orientation of Newly-Hired Regular and Part-time Faculty Members
											Lecture on Compliance to R.A. 10657: Certificate Laboratories
											Operation of HPLC with Photo Diode Array Detector (Prominence with SPD-M20A)

		PI 3. Number of research proposal made and submitted		proposal submitted for funding	1	1	4	5	5	4.667	Esterification of Crustacean Chitin & Chitosan with Fatty Acids as Potential Biopesticides & Biofiltration Material
		PI 3. Number of research conducted		approved research conducted	2		5	5	5	5	Component Leader-NPK Analysis of Water & Sediments in Major River Systems in Levte
											Study Leader - Production of Bioenergy from Agricultural Wastes & Development of Protocols for the Generation of Biofuels from Seaweeds, Algae, Cellulosic Materials, & Plant Oils.
		PI 4. Number of research output published		submits research paper for publication(International)							
		PI 5. Number of research student advised		number of students mentored conducting research	1 grp	3 grps	5	5	5	5	VFES - 3 students
											HS 2 groups (9 studs)
MFO 5:	Support to Students	PI.1 Student advising and consultation services:	Support to students								
		PI. 2 Number of student organization advised									
		student advising									
		SRC		as thesis adviser	4	4	5	5	5	5	BSChem
				student thesis , member	1	2	5	5	5	5	BSChem
		PI 2. Number of hours spent for student consultation & thesis advising		student consultation re: subject matter	20	30	5	5	5	5	BSChem
		PI 3. Number of hours spent in checking thesis outline/manuscript		thesis outline/manuscript checking	20	40	5	5	5	5	BSChem
MFO 6:	Gen Administration & Support Services (GASS)	PI. 1 Efficient & Customer Friendly	General services	Zero percent complaint from client served	0% complaint	0 complaint	5	5	5	5	from clients
		Total Over-all Rating								54.7	
		Average Rating								4.97	
		Adjectival Rating									

Received by: 
TERESITA L. QUINANOLA
PRPEO

Received by: 
EDGARDO E. TULIN
VSU President

Calibrated by: 
REMBERTO A. PATINDOL
Chair, PMT

Recommending Approval: 
BEATRIZ S. BELONIAS
VP for Instruction

Date: _____

Comments & Recommendations for Development Purpose:

Average Rating (Total Over-all rating divided by		4.97
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.97
ADJECTIVAL RATING		

Received by: 
EDGARDO E. TULÍN
President

Date: _____

Recommending Approval: 
BEATRIZ B. BELONIAS
Vice President

Date: _____

Calibrated by: 
REMBERTO A. PATINDOL
Chair, PMT

Date: _____

Received by: 
TERESITA L. QUIÑANOLA
PRPEO

Date: _____

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

PERFORMANCE COACHING, COUNSELLING & MONITORING JOURNAL

Name of Faculty: **MR. GENESIS C. ALBARICO**

Strategies	Brief Description of Strategy/Strategies Used	Frequency	Date(s) Conducted	Outcome(s) (Briefly describe any improvement, if any)
A. Coaching				
☐ a. Issuance of Memo				
☐ b. One-on-one/ Face-to-Face coaching	Let GCA enumerate problems met in all his lec/lab classes. Allow him to suggest solutions to each one.			
☐ c. Group Coaching				
☐ d. Others				
B. Monitoring				
☐ a. Actual Class observation	Class observations conducted at random			
☐ b. Others (specify)				

(Note: Please use extra sheet if necessary)

Conducted By:

CANDELARIO L. CALIBO
Immediate Supervisor

Verified By:

BEATRIZ S. BELONIAS
Next Higher Supervisor

CC: OVPI
ODAHRD
PRPEO

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

Teacher: Albarico, Genisis C. Second Semester 2016 - 2017 No. of Raters: 6

Subject: 2 - Chem 31a - Biochemistry Laboratory Class Type: Laboratory 1-4 ThF

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

Suggestions of students for the improvement of their teachers' teaching performance

Teaching Performance Evaluation

- 1: Allow students to know their class standing 16.67%
- 2: Don't just be sitting the whole time while having class 16.67%
- 3: Don't talk too fast 16.67%
- 4: Inform the students ahead if you can't come to class 16.67%

Work Performance	1st	2nd	3rd	4th	5th	6th	7th
1. Explain course objectives, requirements, and grading system of the department of the instructor		1	0	13	0	0	0
2. Arrive prepared and organized in class		7	6	10	1	0	0
3. Use appropriate and relevant instructional resources		2	9	10	2	0	0
4. Give students the opportunity to ask questions and participate in class	1	0	0	13	0	0	0
5. Discuss lecture clearly and with confidence, being aware of the need to make the lesson more understandable	1	2	3	14	0	0	0
6. Present information in an interesting and lively manner		6	7	11	13	0	0
7. Allow time for students to ask questions and participate in class			9	14	11	0	0
8. Give report of the second semester			7	11	10	0	0
9. Give time for student evaluation over course, class, etc.	1	1	6	13	13	0	0
10. Make clear lecture, short and structured time to read and discuss class before class	1	3	8	11	13	0	0
11. Give relevant assignments, course requirements		4	8	13	6	0	0
12. Review lecture notes, homework, assignments and quizzes		6	10	13	1	0	0
13. Put in good grade			11	13	11	0	0
14. Work class and appropriate infrastructure in class			4	16	13	0	0
15. Give in implementing 2. Don't just say road trip and maintenance		2	6	13	13	0	0
16. Give wide range of class			6	18	11	0	0
17. Give me ability to learn, all things		2	8	16	11	0	0
Grand Total							

Rating	1	2	3	4	5	6	7
1. Very Good (excellent) (whole period)							
2. Good							
3. Fair							
4. Satisfactory							
5. Very Satisfactory							
6. Outstanding							

VISAYAN STATE UNIVERSITY
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BY OVPI

Teaching Performance Evaluation

1: Add more class activities

8.82%

Teacher: Albarico, Genesis C.

Class standing: Second Semester 2016 - 2017

No. of Raters: 34

Subject: 2 - Chem 31a - Biochemistry Laboratory

Class Type: Laboratory

10-11Th

	NA	1 Poor	2 Below Satis- factory	3 Satis- factory	4 Very Satis- factory	5 Out- standing	Median
4: Avoid insulting the students							5.58%
5: Avoid jokes that can offend students							2.94%
6: Be more approachable							5.58%
7: Be sensitive to slow learners							29.41%
1: Explains course objectives, requirement and grading system at the beginning of the semester			1	6	19	8	4.0
2: Always prepared and organized in class			7	6	16	5	4.0
3: Uses appropriate and updated instructional materials			2	9	16	7	4.0
4: Gives clear instructions/guidelines in accomplishing tasks		1	5	6	15	7	4.0
5: Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable		1	2	8	14	9	4.0
6: Makes classroom activities interesting and lively			6	4	11	13	4.0
7: Encourages students to ask questions and welcomes comments and suggestions				9	14	11	4.0
8: Has mastery of the subject matter				7	11	16	4.0
9: Available for student consultation even outside class time		1	1	6	13	13	4.0
10: Holds class regularly, starts and dismisses class on time and utilizes class period fully		1	3	6	11	13	4.0
11: Gives relevant assignments, course requirements			4	8	13	8	4.0
12: Returns quizzes, exams, homework, assignments and exercises			6	10	13	5	4.0
13: Fair in giving grades				11	12	11	4.0
14: Wears clean and appropriate clothes/attire in class			4	16	13		4.0
15: Firm in implementing policies yet approachable and understanding			3	6	13	12	4.0
16: Commands respect of students				6	18	10	4.0
17: Exercises decency in speech and actions			2	8	16	8	4.0
24: Smile often							
Median Rating							4.0
							Very Satisfactory

Median Rating (nearest whole number)

Rating Description

- 1
- 2
- 3
- 4
- 5

Poor
Fair
Satisfactory
Very Satisfactory
Outstanding

Suggestions of students for the Improvement of their teachers' teaching performance

Teaching Performance Evaluation							
1: Add more class activities							8.82%
2: Allow students to know their class standing							29.41%
3: Avoid favoritism							2.94%
4: Avoid insulting the students							5.88%
5: Avoid jokes that can offend students							2.94%
6: Be more approachable							5.88%
7: Be sensitive to slow learners							29.41%
8: Be sensitive to student needs & feelings							11.76%
9: Be well-organized in discussing the topic							20.59%
10: Discipline the students							8.82%
11: Discuss the lesson in a more understandable way							29.41%
12: Dismiss the class 10 minutes before the time							20.59%
13: Do not get angry easily							2.94%
14: Don't be always absent or late							8.82%
15: Don't be too bookish make the lesson more							2.94%
16: Don't be too serious. Crack jokes sometimes.							2.94%
17: Don't interfere with students' personal life							2.94%
18: Don't just be sitting the whole time while having class							20.59%
19: Don't just read the handouts or the powerpoint slides. Discuss them.							2.94%
20: Don't keep changing your decisions/instructions							20.59%
21: Don't talk too fast							14.71%
22: Emphasize the important points of the lesson							17.65%
23: Explain further lessons that are difficult to understand							38.24%
24: Give more examples and activities							26.47%
25: Give more laboratory activities							5.88%
26: Give more problem sets & assignments							5.88%
27: Give reasonable time allotment during exams							5.88%
28: Give time for students to copy notes in class							5.88%
29: Guide the students during the laboratory							35.29%
30: Have well-prepared powerpoint presentations							11.76%
31: Improve teaching & communication skills							8.82%
32: Improve teaching strategies/techniques							20.41%
33: Inform the students ahead if you can't come to class							14.71%
34: Smile often							8.82%
Median Rating: 4.6							Very Satisfactory

Median Rating (convert whole number)

Rating Description

1

Poor

2

Fair

3

Satisfactory

4

Very Satisfactory

5

Outstanding

1. Add more class activities

3.03%

Teacher: Albarico, Genesis C.Fair class standing Second Semester 2016 - 2017No. of Raters: 33 21%Subject: 2 - Chem 146 - Analytical Chemistry IIClass Type: Laboratory7-10TTh 3.03%

		1	2	3	4	5	Median
4. Avoid jokes that can offend students							6.06%
5. Avoid or limit the use of "gay" language	NA	Poor	Below Satisfactory	Satisfactory	Very Satisfactory	Outstanding	3.03%
6. Be energetic/enthusiastic when discussing							6.06%
1. Explains course objectives, requirement and grading system at the beginning of the semester					17	16	4.0 15.18%
2. Always prepared and organized in class			1	7	15	10	4.0 30%
3. Uses appropriate and updated instructional materials the class 10 minutes before the time				5	11	17	5.0 15.18%
4. Gives clear instructions/guidelines in accomplishing tasks				7	18	8	4.0 30%
5. Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				6	14	13	4.0 30%
6. Makes classroom activities interesting and lively				5	15	13	4.0 22%
7. Encourages students to ask questions and welcomes comments and suggestions				3	8	22	5.0 30.30%
8. Has mastery of the subject matter				4	16	13	4.0 30%
9. Available for student consultation even outside class time				1	9	22	5.0 30%
10. Holds class regularly, starts and dismisses class on time and utilizes class period fully				3	15	15	4.0 30%
11. Gives relevant assignments, course requirements				5	12	16	4.0 30%
12. Returns quizzes, exams, homework, assignments and exercises				7	11	15	4.0 30%
13. Fair in giving grades				3	12	18	5.0 30%
14. Wears clean and appropriate clothes/attire in class				1	11	21	5.0 30%
15. Firm in implementing policies yet approachable and understanding				4	13	16	4.0 30%
16. Commands respect of students				1	11	21	5.0 30%
17. Exercises decency in speech and actions				1	15	17	5.0 30%

Median Rating

4.0

Very Satisfactory

Median Rating (nearest whole number)

Rating Description

1

Poor

2

Fair

3

Satisfactory

4

Very Satisfactory

5

Outstanding

Suggestions of students for the improvement of their teachers' teaching performance

VISAYAN STATE UNIVERSITY Visca, Baybay City, Leyte 6521-A						No. of Raters	%
Second Semester 2016-2017						6	
Class Type: Laboratory						1-4-1HF	
1	2	3	4	5	Med		
1: Add more class activities							3.03%
2: Allow students to know their class standing							21.21%
3: Avoid insulting the students							3.03%
4: Avoid jokes that can offend students							6.06%
5: Avoid or lessen the use of "gay" language in class							3.03%
6: Be energetic/enthusiastic when discussing							6.06%
7: Be sensitive to slow learners							18.18%
8: Be sensitive to student needs & feelings							12.12%
9: Be well-organized in discussing the topic			2	4			33.33%
10: Discuss the lesson in a more understandable way							15.15%
11: Dismiss the class 10 minutes before the time			4	2			6.06%
12: Do not get angry easily		2	3	1			3.03%
13: Don't discourage the students							3.03%
14: Don't just be sitting the whole time while having class			3	2			6.06%
15: Don't just read the handouts or the powerpoint slides. Discuss them.				3			3.03%
16: Don't keep changing your decisions/instructions							51.52%
17: Emphasize the important points of the lesson							18.18%
18: Explain further lessons that are difficult to understand		1	2	3			30.30%
19: Give more examples and activities			3	3			18.18%
20: Give more laboratory activities							9.09%
21: Give more problem sets & assignments			3	3			9.09%
22: Give time for students to copy notes in class			2	4			6.06%
23: Guide the students during the laboratory							18.18%
24: Have well-prepared powerpoint presentations			4	2			3.03%
25: Improve teaching & communication skills							3.03%
26: Improve teaching strategies/techniques		1	4	1			30.30%
27: Improve your knowledge about the subject		1	4	1			9.09%
28: Smile often							15.15%
1: Wears clean and appropriate clothes/attire in class			3	3			4.5
5: Firm in implementing policies yet approachable and understanding			3	3			4.5
6: Commands respect of students			4	2			4.0
7: Exercises decency in speech and actions			4	2			3.0

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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