

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS


Name of Faculty Member: Mr. Raymund M. Igcasama

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating (2x3)
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.49	
b. Students (50%)		2.50	
TOTAL for Instruction	85%	4.99	4.24
2. Research	0%	0	0
3. Extension	5%	5.00	0.25
4. Support to Operation/Services	5%	5.00	0.25
5. Administtration	5%	5.00	0.25
TOTAL			4.99


EQUIVALENT NUMERICAL RATING: 4.99  
Add: Additional Points, if any: \_\_\_\_\_  
TOTAL NUMERICAL RATING: 4.99

ADJECTIVAL RATING: Outstanding

Prepared by:

  
RAYMUND M. IGCASAMA  
Name of Faculty

Reviewed by:

  
CLIMACO D. ESPINA JR.  
Head, DMPS

Approved by:

  
EDGARDO E. TULIN  
President



## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **RAYMUND M. IGCASAMA**, of the DEPARTMENT OF MATHEMATICS AND PHYSICS, **College of Arts and Sciences**, commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period ~~January 1, 2017 to June 31, 2017~~.

*Raymond M. IGCASAMA*  
RAYMUND M. IGCASAMA

Instructor I

Date: July 25, 2017

  
CLIMACO D. ESPINA JR.  
Head, DMPS

Date: July 25, 2017

Rating Equivalents:  
5 - Outstanding  
4 - Very Satisfactory  
3 - Satisfactory  
2 - Fair  
1 - Poor

[illegible]





						Total points					19.67	
MFO 4	Extension Services	P4.1. Additional outputs P4.3. Technical/Expert Services/Number of students/staff served	Judge, Dormitory Management Committee, Committee member	Judge, Member, Critic	1	5	5	5	5	5.00	VFES Research Presentation, HRTM Entrepreneurial Presentation and Culmination, Screen and interviews applicants, helps in dormitory management	
						Total Points				5.00		
MFO 5	Support to Students	P.I Student advising and consultation services	Support to students	Mentor students/group in conducting research								
		Academic Adviser	Support to students	Advises, assisted students related activities	50	200	5	5	5	5.00	Dorm Adviser, CAS-SSC	
		Organization adviser	Support to students	Student Organizations	1	3	5	5	5	5.00	CAS-SSC	
		Student Coaching	Coach	Varsity Program	8	15	5	5	5	5.00	Athletics Team	
		PI.2 Number of hours spent for student consultation	Support to students	Entertained/adviser thesis students	10	150	5	5	5	5.00	regarding subject matters, grades	
		P.3 Additional Outputs										
		PI 4. Additional outputs										
		Number of grade sheets submitted on prescribed period	Preparation	Preparing grade sheets, 2nd sem. 2016-2017, Summer 2017	90%	100%	5	5	5	5.00	Instruction	
						Total points				25.00		


MFO 5	Support to Operations	P5.2 Number of Activities Organized/Attended/Assisted/Participated Facilitated	Facilitator/ Organizer		2	5	5	5	5	5.00	CAS Month Celebration, Tribute Party, Alumni Homecoming, Commencement Exercises, UISB Sportfest, DMPS Teambuilding, Christiana Party
		P5.3 Additional Outputs									
		Tutorial Programs	Tutor		10	50	5	5	5	5.00	Dorm Occupants, VSU Students
MFO 6	General Admin. & Support Services (GASS)	PI 1. Number of organized activities	Preparation/ Encoding/ Printing		2	Total points	5	5	5	10.00	Chairman, Socials
		PI 8. Zero percent complaint from clients served			100	No valid complaint	5	5	5	5.00	
						Total points				10.00	
	Total Over-all Rating									69.67	
	Average Rating									4.98	
	Adjectival Rating									O	

Comments & Recommendations for Development Purpose:

Average Rating (Total Over-all rating divided by 4)	4.98
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.98
ADJECTIVAL RATING	

Received by:   
**TERESITA L. QUIÑANOLA**  
 Planning Office  
 Date: 8/15/17

Calibrated by:   
**REMBERTO A. PATINDOL, Ph.D.**  
 Chairman, PMT  
 Date:

Recommending Approval:   
**BEATRIZ S. BELONIAS, Ph.D.**  
 Vice Pres. for Instruction  
 Date:

Approved:   
**EDGARDO E. TULIN, Ph.D.**  
 President  
 Date:



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

Teacher: Igcasama, Raymund M.

Second Semester 2016 - 2017

No. of Raters: 22

Subject: 3 - Math 14 - Business Mathematics

Class Type: Lecture

1-2 MWF

<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						22	5.0
2 Always prepared and organized in class					2	20	5.0
3 Uses appropriate and updated instructional materials					2	20	5.0
4 Gives clear instructions/guidelines in accomplishing tasks					2	20	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable					2	20	5.0
6 Makes classroom activities interesting and lively						22	5.0
7 Encourages students to ask questions and welcomes comments and suggestions						22	5.0
8 Has mastery of the subject matter					2	20	5.0
9 Available for student consultation even outside class time					1	21	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully					3	19	5.0
11 Gives relevant assignments, course requirements					3	19	5.0
12 Returns quizzes, exams, homework, assignments and exercises					1	21	5.0
13 Fair in giving grades					1	21	5.0
14 Wears clean and appropriate clothes/attire in class						22	5.0
15 Firm in implementing policies yet approachable and understanding					1	21	5.0
16 Commands respect of students					1	21	5.0
17 Exercises decency in speech and actions					1	21	5.0
<b>Median Rating</b>		<b>5.0</b>					<b>Outstanding</b>
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

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

Teacher: Igcasama, Raymund M.      Second Semester 2016 - 2017      No. of Raters: 24  
Subject: 4 - Math 108 - Mathematical Investigation & Modeling      Class Type: Lecture      8-9 MWF

<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						24	5.0
2 Always prepared and organized in class					3	21	5.0
3 Uses appropriate and updated instructional materials					2	22	5.0
4 Gives clear instructions/guidelines in accomplishing tasks					1	23	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable					1	23	5.0
6 Makes classroom activities interesting and lively					3	21	5.0
7 Encourages students to ask questions and welcomes comments and suggestions					3	21	5.0
8 Has mastery of the subject matter					3	21	5.0
9 Available for student consultation even outside class time					1	23	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully					3	21	5.0
11 Gives relevant assignments, course requirements					6	18	5.0
12 Returns quizzes, exams, homework, assignments and exercises					1	23	5.0
13 Fair in giving grades					1	23	5.0
14 Wears clean and appropriate clothes/attire in class						24	5.0
15 Firm in implementing policies yet approachable and understanding					3	21	5.0
16 Commands respect of students					2	22	5.0
17 Exercises decency in speech and actions					1	23	5.0
<i>Median Rating</i>	<b>5.0</b>						<b>Outstanding</b>
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

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

Teacher: Igcasama, Raymund M.

Second Semester 2016 - 2017

No. of Raters: 36

Subject: - SP 112 - Probability Statistics

Class Type: Lecture

1-3 TTh

<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				6	10	20	<b>5.0</b>
2 Always prepared and organized in class				5	16	15	<b>4.0</b>
3 Uses appropriate and updated instructional materials			1		10	25	<b>5.0</b>
4 Gives clear instructions/guidelines in accomplishing tasks				5	14	17	<b>4.0</b>
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			1	8	15	12	<b>4.0</b>
6 Makes classroom activities interesting and lively				11	14	11	<b>4.0</b>
7 Encourages students to ask questions and welcomes comments and suggestions				4	11	21	<b>5.0</b>
8 Has mastery of the subject matter			1	3	15	17	<b>4.0</b>
9 Available for student consultation even outside class time			2	4	16	14	<b>4.0</b>
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully			1	6	13	15	<b>4.0</b>
11 Gives relevant assignments, course requirements			1	4	12	19	<b>5.0</b>
12 Returns quizzes, exams, homework, assignments and exercises				1	10	25	<b>5.0</b>
13 Fair in giving grades				2	9	25	<b>5.0</b>
14 Wears clean and appropriate clothes/attire in class					4	32	<b>5.0</b>
15 Firm in implementing policies yet approachable and understanding				3	11	22	<b>5.0</b>
16 Commands respect of students				2	12	22	<b>5.0</b>
17 Exercises decency in speech and actions				3	16	16	<b>4.0</b>
<b>Median Rating</b>		<b>5.0</b>					<b>Outstanding</b>
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**

1: Discuss the lesson in a more understandable way	33.33%
2: Improve English proficiency especially grammar and pronunciation	5.56%
3: Add more class activities	19.44%
4: Allow students to know their class standing	33.33%
5: Always have eye contact with students when discussing the lesson	5.56%
6: Avoid discussing matters not related to the lesson	5.56%
7: Avoid favoritism	19.44%
8: Avoid giving green jokes	5.56%
9: Avoid giving requirements that are not related to the subject	11.11%
10: Avoid insulting the students	11.11%
11: Avoid jokes that can offend students	16.67%
12: Avoid or lessen the use of "gay" language in class	2.78%
13: Be energetic/enthusiastic when discussing	22.22%
14: Be more approachable	13.89%
15: Be sensitive to slow learners	47.22%
16: Be sensitive to student needs & feelings	36.11%
17: Be well-organized in discussing the topic	16.67%
18: Discipline the students	13.89%
19: Dismiss the class 10 minutes before the time	19.44%
20: Do not get angry easily	16.67%
21: Don't be nervous in class	2.78%
22: Don't be too bookish	11.11%
23: Don't be too serious. Crack jokes sometimes.	30.56%
24: Don't discourage the students	11.11%
25: Don't flirt with your students	11.11%
26: Don't interfere with students' personal life	8.33%
27: Don't just be sitting the whole time while having class	2.78%
28: Don't just read the handouts or the powerpoint slides. Discuss them.	13.89%
29: Don't keep changing your decisions/instructions	13.89%
30: Don't talk too fast	61.11%
31: Emphasize the important points of the lesson	19.44%
32: Explain further lessons that are difficult to understand	63.89%
33: Give more examples and activities	38.89%
34: Give more laboratory activities	8.33%
35: Give more problem sets & assignments	22.22%
36: Give reasonable time allotment during exams	16.67%
37: Give time for students to copy notes in class	44.44%
38: Guide the students during the laboratory	2.78%
39: Have well-prepared powerpoint presentations	8.33%
40: Improve teaching & communication skills	8.33%



41: Improve teaching strategies/techniques	19.44%
42: Improve your knowledge about the subject	19.44%
43: Inform the students ahead if you can't come to class	19.44%
44: Make voice louder	11.11%
45: Smile often	22.22%

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

Teacher: Igcasama, Raymund M.

Second Semester 2016 - 2017

No. of Raters: 34

Subject: 4 - Math 107 - Seminar on Instrumentation & Tech. in Mathematics

Class Type: Lecture

10-11:30 TTh

<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					5	29	<b>5.0</b>
2 Always prepared and organized in class					4	30	<b>5.0</b>
3 Uses appropriate and updated instructional materials				1	2	31	<b>5.0</b>
4 Gives clear instructions/guidelines in accomplishing tasks					5	29	<b>5.0</b>
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				1	5	28	<b>5.0</b>
6 Makes classroom activities interesting and lively		1		2	10	21	<b>5.0</b>
7 Encourages students to ask questions and welcomes comments and suggestions				2	4	28	<b>5.0</b>
8 Has mastery of the subject matter					5	29	<b>5.0</b>
9 Available for student consultation even outside class time				3	3	28	<b>5.0</b>
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully					5	29	<b>5.0</b>
11 Gives relevant assignments, course requirements		1			9	24	<b>5.0</b>
12 Returns quizzes, exams, homework, assignments and exercises				1	9	24	<b>5.0</b>
13 Fair in giving grades				2	2	30	<b>5.0</b>
14 Wears clean and appropriate clothes/attire in class					3	31	<b>5.0</b>
15 Firm in implementing policies yet approachable and understanding				1	4	29	<b>5.0</b>
16 Commands respect of students				1	5	28	<b>5.0</b>
17 Exercises decency in speech and actions					3	31	<b>5.0</b>
<b>Median Rating</b>		<b>5.0</b>					<b>Outstanding</b>
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**

1: Discuss the lesson in a more understandable way	2.94%
2: Improve English proficiency especially grammar and pronunciation	2.94%
3: Add more class activities	5.88%
4: Allow students to know their class standing	2.94%
5: Avoid discussing matters not related to the lesson	5.88%
6: Avoid favoritism	2.94%
7: Be energetic/enthusiastic when discussing	5.88%
8: Be more approachable	2.94%
9: Be sensitive to slow learners	2.94%
10: Be sensitive to student needs & feelings	2.94%
11: Be well-organized in discussing the topic	2.94%
12: Discipline the students	2.94%
13: Don't just be sitting the whole time while having class	2.94%
14: Don't just read the handouts or the powerpoint slides. Discuss them.	2.94%
15: Don't talk too fast	5.88%
16: Emphasize the important points of the lesson	5.88%
17: Explain further lessons that are difficult to understand	2.94%
18: Give more examples and activities	2.94%
19: Give more laboratory activities	2.94%
20: Give more problem sets & assignments	2.94%
21: Give reasonable time allotment during exams	2.94%
22: Give time for students to copy notes in class	2.94%
23: Guide the students during the laboratory	2.94%
24: Have well-prepared powerpoint presentations	5.88%
25: Improve teaching & communication skills	2.94%
26: Improve teaching strategies/techniques	2.94%
27: Improve your knowledge about the subject	2.94%
28: Inform the students ahead if you can't come to class	2.94%
29: Lessen talking about your personal life	2.94%

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