

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Ms.Crisilda B. Mazo

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%)		2.43	
b. Students (50%)		2.14	
TOTAL for Instruction	85%	4.58	3.89
2. Research	0%	0	0
3. Extension	0%	0	0
4. Support of Operation	10%	4.67	0.47
5. Administration	5%	5.00	0.25
TOTAL			4.61

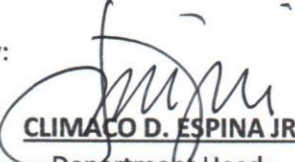
EQUIVALENT NUMERICAL RATING: 4.61  
Add: Additional Points, if any: \_\_\_\_\_  
TOTAL NUMERICAL RATING: 4.61

ADJECTIVAL RATING: Outstanding

Prepared by:

  
CRISILDA B. MAZO  
Name of Faculty

Reviewed by:

  
CLIMACO D. ESPINA JR.  
Department Head

Approved by:

  
EDGARDO E. TULIN  
President



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, CRISILDA B. MAZO, of the DEPARTMENT OF MATHEMATICS AND PHYSICS, Colleges 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 May 31, 2017

CRISILDA B. MAZO  
Instructor  
Date: July 25, 2017

CLIMACO D. ESPINA JR.  
Department Head  
Date: July 25, 2017

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


MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment as of June 2017	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	
MF01	Higher Education Services	PI 1. Number of FTE	Instruction	Teaches: Math 12 (5 sec), Phys 11a (2 lec), Phys 11 (1 lec, 2 lab), Phys 21 (2 lab) = (2nd sem Sy 2016-2017)	18	59.85	5	5	5	5.00	Substitute
		PI 2. Number of instructional materials developed	Preparation/ Revising/ Encoding/ Printing								
		Revised syllabi	Instruction	Prepared revised syllabi	1	3	5	5	4	4.67	Phys 11a, Phys 11 Math 12
		New Powerpoint lecture presentation (per course)		Prepares powerpoint	1	2	5	5	5	5.00	Phys 11, Phys 11a
		PI 3. Additional outputs									
						Total points				14.67	

MFO 5	Support to Students	PI.2 Number of hours spent for student consultation	Support to students	Entertained students	50	50	4	5	5	4.67	regarding subject matters, grades
		P.3 Additional Outputs									
MFO 6	General Admin. & Support Services (GASS)									4.67	
	Efficient & Constumor Friendly	Zero percent complaint from clients served	General services	Entertains clients	0% complaint	0% complaint	5	5	5	5.00	Students, Parents, Faculty & Staff
	Total Over-all Rating									5.00	
	Average Rating									24.33	
	Adjectival Rating									4.87	

Comments & Recommendations for Development Purpose:

Average Rating (Total Over-all rating divided by 4)	4.87
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.87
ADJECTIVAL RATING	

Received by:

  
**ASTERISITA L. QUIÑANOLA**  
 Planning Officer  
 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: Mazo, Criselda

Second Semester 2016 - 2017

No. of Raters: 29

Subject: 2 - Math 12 - Plane Trigonometry

Class Type: Lecture

8-9MWF

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		1			8	20	5.0
2	Always prepared and organized in class		1			12	16	5.0
3	Uses appropriate and updated instructional materials			1	2	11	15	5.0
4	Gives clear instructions/guidelines in accomplishing tasks		1		1	8	18	5.0
5	Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable		1		1	10	17	5.0
6	Makes classroom activities interesting and lively		1			14	14	4.0
7	Encourages students to ask questions and welcomes comments and suggestions		1		3	10	15	5.0
8	Has mastery of the subject matter		1			10	18	5.0
9	Available for student consultation even outside class time					9	20	5.0
10	Holds class regularly, starts and dismisses class on time and utilizes class period fully		1			8	20	5.0
11	Gives relevant assignments, course requirements		1		1	11	16	5.0
12	Returns quizzes, exams, homework, assignments and exercises		1		2	11	15	5.0
13	Fair in giving grades				1	8	20	5.0
14	Wears clean and appropriate clothes/attire in class		1		1	11	16	5.0
15	Firm in implementing policies yet approachable and understanding					14	15	5.0
16	Commands respect of students				2	3	24	5.0
17	Exercises decency in speech and actions				1	7	21	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					

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

1: Add more class activities	3.57%
2: Be sensitive to slow learners	3.57%
3: Discuss the lesson in a more understandable way	14.29%
4: Dismiss the class 10 minutes before the time	7.14%
5: Don't discourage the students	3.57%
6: Don't just read the handouts or the powerpoint slides. Discuss them.	3.57%
7: Don't talk too fast	7.14%
8: Explain further lessons that are difficult to understand	21.43%
9: Give more examples and activities	10.71%
10: Give more problem sets & assignments	3.57%
11: Give time for students to copy notes in class	3.57%
12: Have well-prepared powerpoint presentations	3.57%
13: Improve teaching strategies/techniques	7.14%
14: Improve your knowledge about the subject	3.57%
15: Inform the students ahead if you can't come to class	3.57%

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

Teacher: Mazo, Criselda

Second Semester 2016 - 2017 No. of Raters: 28

Subject: 2 - Math 12 - Plane Trigonometry

Class Type: Lecture

11-12MWF

<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	5	22	5.0
2 Always prepared and organized in class				1	10	17	5.0
3 Uses appropriate and updated instructional materials				7	9	12	4.0
4 Gives clear instructions/guidelines in accomplishing tasks				2	12	14	4.5
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				3	9	16	5.0
6 Makes classroom activities interesting and lively				4	7	17	5.0
7 Encourages students to ask questions and welcomes comments and suggestions				1	7	20	5.0
8 Has mastery of the subject matter					4	24	5.0
9 Available for student consultation even outside class time			1	3	8	16	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully					4	24	5.0
11 Gives relevant assignments, course requirements					4	23	5.0
12 Returns quizzes, exams, homework, assignments and exercises				1	11	16	5.0
13 Fair in giving grades				1	7	20	5.0
14 Wears clean and appropriate clothes/attire in class					3	25	5.0
15 Firm in implementing policies yet approachable and understanding				2	8	18	5.0
16 Commands respect of students					8	20	5.0
17 Exercises decency in speech and actions					7	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					

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

1: Discuss the lesson in a more understandable way	8.89%
2: Improve English proficiency especially grammar and pronunciation	4.44%
3: Allow students to know their class standing	6.67%
4: Always have eye contact with students when discussing the lesson	4.44%
5: Avoid favoritism	8.89%
6: Be energetic/enthusiastic when discussing	8.89%
7: Be more approachable	2.22%
8: Be sensitive to slow learners	17.78%
9: Be sensitive to student needs & feelings	4.44%
10: Be well-organized in discussing the topic	6.67%
11: Discipline the students	6.67%
12: Dismiss the class 10 minutes before the time	6.67%
13: Don't be always absent or late	4.44%
14: Don't be too serious. Crack jokes sometimes.	8.89%
15: Don't talk too fast	28.89%
16: Emphasize the important points of the lesson	2.22%
17: Explain further lessons that are difficult to understand	24.44%
18: Give more examples and activities	13.33%
19: Give more problem sets & assignments	8.89%
20: Give reasonable time allotment during exams	6.67%
21: Give time for students to copy notes in class	17.78%
22: Improve teaching & communication skills	2.22%
23: Improve teaching strategies/techniques	13.33%
24: Improve your knowledge about the subject	4.44%
25: Inform the students ahead if you can't come to class	2.22%
26: Make voice louder	13.33%

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

Teacher: Mazo, Crisilda

Second Semester 2016 - 2017

No. of Raters: 45

Subject: 1 - Phys 11 - General Physics

Class Type: Lecture

2:30-4 TTh

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				15	16	14	4.0	
2	Always prepared and organized in class			1	9	18	17	4.0	
3	Uses appropriate and updated instructional materials			3	14	17	11	4.0	
4	Gives clear instructions/guidelines in accomplishing tasks			2	11	17	15	4.0	
5	Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			1	10	19	15	4.0	
6	Makes classroom activities interesting and lively		1	2	9	16	17	4.0	
7	Encourages students to ask questions and welcomes comments and suggestions				6	15	24	5.0	
8	Has mastery of the subject matter				5	13	27	5.0	
9	Available for student consultation even outside class time			1	3	15	26	5.0	
10	Holds class regularly, starts and dismisses class on time and utilizes class period fully				4	14	27	5.0	
11	Gives relevant assignments, course requirements			1	5	21	18	4.0	
12	Returns quizzes, exams, homework, assignments and exercises			2	6	21	16	4.0	
13	Fair in giving grades				8	18	19	4.0	
14	Wears clean and appropriate clothes/attire in class			1	7	15	22	4.0	
15	Firm in implementing policies yet approachable and understanding			1	7	19	17	4.0	
16	Commands respect of students			1	5	19	19	4.0	
17	Exercises decency in speech and actions			2	5	12	25	5.0	
Median Rating			4.0						Very Satisfactory
Median Rating (nearest whole number)			Rating Description						
1			Poor						
2			Fair						
3			Satisfactory						
4			Very Satisfactory						
5			Outstanding						

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

1: Discuss the lesson in a more understandable way	6.45%
2: Add more class activities	3.23%
3: Allow students to know their class standing	9.68%
4: Avoid favoritism	12.90%
5: Be sensitive to slow learners	6.45%
6: Dismiss the class 10 minutes before the time	9.68%
7: Don't be too serious. Crack jokes sometimes.	3.23%
8: Don't flirt with your students	3.23%
9: Don't talk too fast	22.58%
10: Emphasize the important points of the lesson	6.45%
11: Explain further lessons that are difficult to understand	25.81%
12: Give more examples and activities	9.68%
13: Give more problem sets & assignments	3.23%
14: Give reasonable time allotment during exams	6.45%
15: Give time for students to copy notes in class	9.68%
16: Improve teaching & communication skills	3.23%
17: Improve teaching strategies/techniques	12.90%

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

Teacher: Mazo, Crisilda

Second Semester 2016 - 2017 No. of Raters: 31

Subject: 1 - Phys 11 - General Physics

Class Type: Laboratory 1-4 W

<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	18	11	4.0
2 Always prepared and organized in class				2	18	11	4.0
3 Uses appropriate and updated instructional materials		1		4	15	11	4.0
4 Gives clear instructions/guidelines in accomplishing tasks				5	13	13	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				7	11	13	4.0
6 Makes classroom activities interesting and lively				5	16	10	4.0
7 Encourages students to ask questions and welcomes comments and suggestions				5	12	14	4.0
8 Has mastery of the subject matter				2	11	18	5.0
9 Available for student consultation even outside class time		1		2	8	20	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully			2	4	7	18	5.0
11 Gives relevant assignments, course requirements		1	1	2	16	11	4.0
12 Returns quizzes, exams, homework, assignments and exercises			1	6	11	13	4.0
13 Fair in giving grades			1	3	10	17	5.0
14 Wears clean and appropriate clothes/attire in class			2	1	15	13	4.0
15 Firm in implementing policies yet approachable and understanding				7	9	15	4.0
16 Commands respect of students			1	1	12	17	5.0
17 Exercises decency in speech and actions				2	12	17	5.0
<b>Median Rating</b>		<b>4.0</b>					
		<b>Very Satisfactory</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	15.00%
2: Improve English proficiency especially grammar and pronunciation	5.00%
3: Allow students to know their class standing	5.00%
4: Always have eye contact with students when discussing the lesson	10.00%
5: Avoid favoritism	10.00%
6: Be energetic/enthusiastic when discussing	10.00%
7: Be sensitive to slow learners	15.00%
8: Be sensitive to student needs & feelings	5.00%
9: Be well-organized in discussing the topic	5.00%
10: Discipline the students	5.00%
11: Don't be too serious. Crack jokes sometimes.	10.00%
12: Don't flirt with your students	5.00%
13: Don't just be sitting the whole time while having class	5.00%
14: Don't talk too fast	30.00%
15: Explain further lessons that are difficult to understand	25.00%
16: Give more examples and activities	15.00%
17: Give more laboratory activities	10.00%
18: Give more problem sets & assignments	10.00%
19: Give reasonable time allotment during exams	15.00%
20: Give time for students to copy notes in class	5.00%
21: Guide the students during the laboratory	5.00%
22: Have well-prepared powerpoint presentations	15.00%
23: Improve teaching & communication skills	10.00%
24: Improve teaching strategies/techniques	20.00%
25: Improve your knowledge about the subject	10.00%
26: Make voice louder	15.00%

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

Teacher: Mazo, Crisilda

Second Semester 2016 - 2017

No. of Raters: 20

Subject: 1 - Phys 11 - General Physics

Class Type: Laboratory

1-4 M

<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	5	9	4.0
2 Always prepared and organized in class				8	6	6	4.0
3 Uses appropriate and updated instructional materials				8	6	6	4.0
4 Gives clear instructions/guidelines in accomplishing tasks				8	6	6	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			1	4	8	7	4.0
6 Makes classroom activities interesting and lively			2	2	9	7	4.0
7 Encourages students to ask questions and welcomes comments and suggestions				1	6	13	5.0
8 Has mastery of the subject matter				5	6	9	4.0
9 Available for student consultation even outside class time				3	8	9	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				1	10	9	4.0
11 Gives relevant assignments, course requirements				5	5	10	4.5
12 Returns quizzes, exams, homework, assignments and exercises				8	7	5	4.0
13 Fair in giving grades				1	9	10	4.5
14 Wears clean and appropriate clothes/attire in class				3	8	9	4.0
15 Firm in implementing policies yet approachable and understanding				1	9	10	4.5
16 Commands respect of students			1	4	8	7	4.0
17 Exercises decency in speech and actions				3	6	11	5.0
<b>Median Rating</b>		<b>4.0</b>					
		<b>Very Satisfactory</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	5.00%
2: Allow students to know their class standing	10.00%
3: Avoid favoritism	10.00%
4: Don't flirt with your students	10.00%
5: Don't talk too fast	5.00%
6: Emphasize the important points of the lesson	5.00%
7: Explain further lessons that are difficult to understand	15.00%
8: Give more laboratory activities	5.00%
9: Improve teaching strategies/techniques	15.00%
10: Improve your knowledge about the subject	5.00%
11: Inform the students ahead if you can't come to class	5.00%

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

Teacher: Mazo, Crisilda

Second Semester 2016 - 2017

No. of Raters: 20

Subject: 2 - Phys 21 - College Physics

Class Type: Laboratory

10-1 Th

<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				3	12	5	4.0
2 Always prepared and organized in class				1	11	8	4.0
3 Uses appropriate and updated instructional materials				4	10	6	4.0
4 Gives clear instructions/guidelines in accomplishing tasks					14	6	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			1	3	13	3	4.0
6 Makes classroom activities interesting and lively				1	13	6	4.0
7 Encourages students to ask questions and welcomes comments and suggestions				3	8	9	4.0
8 Has mastery of the subject matter				2	14	4	4.0
9 Available for student consultation even outside class time				4	9	7	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				1	6	13	5.0
11 Gives relevant assignments, course requirements				4	13	3	4.0
12 Returns quizzes, exams, homework, assignments and exercises			1	2	11	5	4.0
13 Fair in giving grades				1	9	10	4.5
14 Wears clean and appropriate clothes/attire in class				1	7	12	5.0
15 Firm in implementing policies yet approachable and understanding				2	11	7	4.0
16 Commands respect of students				1	9	10	4.5
17 Exercises decency in speech and actions				3	4	13	5.0
<b>Median Rating</b>		<b>4.0</b>					
		<b>Very Satisfactory</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	7.41%
2: Add more class activities	3.70%
3: Allow students to know their class standing	3.70%
4: Avoid discussing matters not related to the lesson	3.70%
5: Avoid favoritism	3.70%
6: Avoid giving green jokes	3.70%
7: Be sensitive to slow learners	14.81%
8: Be well-organized in discussing the topic	7.41%
9: Dismiss the class 10 minutes before the time	7.41%
10: Don't be always absent or late	3.70%
11: Don't be nervous in class	3.70%
12: Don't be too serious. Crack jokes sometimes.	3.70%
13: Don't keep changing your decisions/instructions	3.70%
14: Don't talk too fast	22.22%
15: Explain further lessons that are difficult to understand	14.81%
16: Give reasonable time allotment during exams	7.41%
17: Give time for students to copy notes in class	14.81%
18: Have well-prepared powerpoint presentations	3.70%
19: Improve teaching & communication skills	3.70%
20: Make voice louder	3.70%

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

Teacher: Mazo, Crisilda

Second Semester 2016 - 2017

No. of Raters: 27

Subject: 2 - Math 12 - Plane Trigonometry

Class Type: Lecture

7-8:30 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				8	9	10	4.0
2 Always prepared and organized in class				8	9	10	4.0
3 Uses appropriate and updated instructional materials				12	7	8	4.0
4 Gives clear instructions/guidelines in accomplishing tasks			1	9	10	7	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			3	7	8	9	4.0
6 Makes classroom activities interesting and lively		1	3	5	6	12	4.0
7 Encourages students to ask questions and welcomes comments and suggestions				4	12	11	4.0
8 Has mastery of the subject matter				3	8	16	5.0
9 Available for student consultation even outside class time			1	5	8	13	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully			1	2	9	15	5.0
11 Gives relevant assignments, course requirements				1	12	13	4.5
12 Returns quizzes, exams, homework, assignments and exercises				4	9	14	5.0
13 Fair in giving grades				8	7	12	4.0
14 Wears clean and appropriate clothes/attire in class				3	8	16	5.0
15 Firm in implementing policies yet approachable and understanding				4	9	14	5.0
16 Commands respect of students				4	10	13	4.0
17 Exercises decency in speech and actions				2	12	13	4.0
<b>Median Rating</b>		<b>4.0</b>					<b>Very Satisfactory</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: Add more class activities	3.45%
2: Allow students to know their class standing	17.24%
3: Always have eye contact with students when discussing the lesson	3.45%
4: Avoid favoritism	10.34%
5: Avoid giving green jokes	6.90%
6: Avoid giving requirements that are not related to the subject	6.90%
7: Avoid insulting the students	3.45%
8: Avoid or lessen the use of "gay" language in class	3.45%
9: Be energetic/enthusiastic when discussing	10.34%
10: Be sensitive to student needs & feelings	13.79%
11: Be well-organized in discussing the topic	10.34%
12: Discipline the students	13.79%
13: Discuss the lesson in a more understandable way	10.34%
14: Dismiss the class 10 minutes before the time	20.69%
15: Don't be always absent or late	3.45%
16: Don't be nervous in class	6.90%
17: Don't be too bookish	3.45%
18: Don't be too serious. Crack jokes sometimes.	10.34%
19: Don't discourage the students	3.45%
20: Don't flirt with your students	6.90%
21: Don't interfere with students' personal life	3.45%
22: Don't just be sitting the whole time while having class	3.45%
23: Don't just read the handouts or the powerpoint slides. Discuss them.	3.45%
24: Don't talk too fast	13.79%
25: Emphasize the important points of the lesson	3.45%
26: Explain further lessons that are difficult to understand	13.79%
27: Give more examples and activities	6.90%
28: Give more laboratory activities	3.45%
29: Give more problem sets & assignments	10.34%
30: Give reasonable time allotment during exams	10.34%
31: Give time for students to copy notes in class	17.24%
32: Guide the students during the laboratory	6.90%
33: Improve English proficiency especially grammar and pronunciation	3.45%
34: Improve teaching & communication skills	3.45%
35: Improve teaching strategies/techniques	10.34%
36: Improve your knowledge about the subject	10.34%
37: Inform the students ahead if you can't come to class	13.79%
38: Make voice louder	6.90%
39: Smile often	10.34%