

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Mr. Virgelio M. Alao

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.50	
b. Students (50%)*		2.50	
TOTAL for Instruction	70%	5.00	3.50
2. Research	0%	0.00	0.00
3. Extension	0%	0.00	0.00
4. Support to Students	25%	5.00	1.25
5. Administration	5%	5.00	0.25
TOTAL			5.00

EQUIVALENT NUMERICAL RATING: 5.00
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: 5.00

ADJECTIVAL RATING: Outstanding

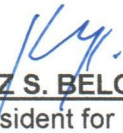
Prepared by:


VIRGELIO M. ALAO
Name of Faculty

Reviewed by:


NORBERTO E. MILLA
Department Head

Approved by:


BEATRIZ S. BELONIAS
Vice President for Instruction



VISAYAS
STATE UNIVERSITY



DEPARTMENT OF STATISTICS

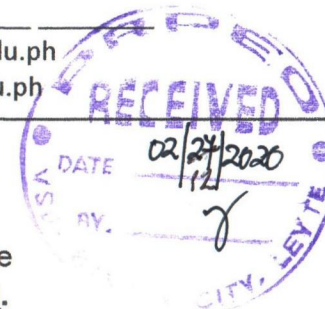
Visayas State University

Visca, Baybay City, Leyte PHILIPPINES

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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **VIRGELIO M. ALAO** of the **Department of Statistics, College of Arts and Sciences** committed to deliver and agreed to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July 01, 2019 to December 31, 2019.**


VIRGELIO M. ALAO
Assistant Professor I
Date: _____


NORBERTO E. MILLA
Head, DepStat
Date: _____

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

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Details of Actual Accomplishment as of December 2019	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	
MF02	Higher Education Services	PI 1. Number of FTE	Instruction	Teaches: Stat 105, Stat 21, and ESCI 117	18	17	5	5	5	5.00	
		PI 2. Number of instructional materials and syllabi developed and revised	Preparation/ Revising/ Encoding/ Printing								

Control No. 070

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Details of Actual Accomplishment as of December 2019	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	
		<i>New instructional materials</i>	Preparation/ Encoding/ Printing	New lecture manual/handouts/visual aid	1	2	5	5	5	5.00	Stat 105 and ESCI 117
		<i>New course syllabi or course outline</i>	Preparation/ Encoding/ Printing	New syllabi and course outline	1	2	5	5	5	5.00	Stat 105 and ESCI 117
		<i>Revised instructional materials</i>	Preparation/ Revising/ Encoding/ Printing	Revises lecture manual/handouts	1	1	5	5	5	5.00	Stat 21
		<i>Revised course syllabi or course outline</i>	Preparation/ Revising/ Encoding/ Printing	Revises syllabi and course outline	1	1	5	5	5	5.00	Stat 21
		PI 3. Additional outputs									
		<i>No. of hours checked exam papers/ exercises/quizzes</i>	Instruction	Checked students' output	20	120	5	5	5	5.00	Stat 105 (2 Lec), Stat 21 (1 Lec and 2 Labs), and ESCI 117 (2 Lec)
		<i>Number of class rosters submitted within prescribed period</i>	Instruction	Prepares class rosters	6	7	5	5	5	5.00	Stat 105 (2 Lec), Stat 21 (1 Lec and 2 Labs), and ESCI 117 (2 Lec)
		<i>Number of grade sheets submitted within prescribed period</i>	Instruction	Submit midterm and final grades		5	5	5	5	5.00	Stat 105 (2 Lec), Stat 21 (1 Lec and 2 Labs), and ESCI 117 (2 Lec)

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Details of Actual Accomplishment as of December 2019	Rating				Remarks
							Quality	Efficiency	Timelines	Average	
						Total points				40.00	
MFO 4	Extension Services	PI 1. Number of trainings conducted	Training	Preparation of the training design and materials; conduct of the training		1	5	5	5	5.00	Training on Basic Statistical Methods Using R Cmdr
		PI 2. Number of activities supported									
		On Science Fair and Research Congress	Panelist/Evaluator	Evaluates Students' Research Output		1	5	5	5	5.00	2019 Science Fair and Research Congress of
		On VSU Senior High School Statistics Quiz	Quiz	Prepares the venue and facilities used. Lead the tabulation of results. Help the preparation of the quiz as a whole.		1	5	5	5	5.00	2019 VSU Senior High School Statistics Quiz
		On 2019 (25th) Philippine Statistics Quiz (PSQ)	Quiz (Coach)	Coached the VSU participant of the PSQ Regional and Provincial Elimination		1	5	5	5	5.00	25th Regional and Provincial PSQ
						Total points				20.00	
MFO 5	Support to Students	PI 1 Student advising and consultation services									
		<i>Number of Academic advisees</i>	Academic advising	Advisees BSS students on their academic load and related concerns		8	5	5	5	5.00	

[illegible]

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Details of Actual Accomplishment as of December 2019	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	

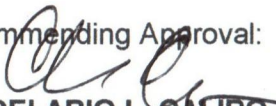
Average Rating (Total Overall rating divided by 4)	5.00
Additional Points:	
Punctuality	
Approved Additional points	
FINAL RATING	5.00
ADJECTIVAL RATING	O

Comments & Recommendations for Development Purpose:	Keep up the good work. Find time to do research.
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Evaluated and Rated by:


NORBERTO E. MILLA, Ph.D.
 Department Head, DepStat
 Date: _____

Recommending Approval:


CANDELARIO L. CALIBO, Ph.D.
 Dean, CAS
 Date: _____

Approved:


BEATRIZ S. BELONIAS, Ph.D.
 Vice Pres. for Instruction
 Date: _____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mr. Virgelio M. Alao

Performance Rating: Outstanding

Aim: Encourage him to pursue PhD in Statistics by August 2020 and conduct research.

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

Date: _____

Target Date: 1 year from date of intervention

First Step:

Let him handle theory courses in statistics to refresh his understanding of theoretical foundations of statistics and attend trainings related to research proposal preparation.

Result:

Better understanding of theoretical foundations of statistics and research proposals preparation.

Date: Throughout the school year

Target Date: End of SY 2019-2020

Next Step: Submit application for admission to UP School of Statistics or to prestigious universities abroad offering PhD in Statistics.

Outcome: Admission to UP School of Statistics to prestigious universities abroad offering PhD in Statistics.

Final Step/Recommendation: Prepare application for financial support and visa.

Prepared by:



NORBERTO E. MILLA
Head, DepStat

Reviewed by:



VIRGELIO M. ALAO
Name of Faculty