

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: SHALOM GRACE C. SUGANO

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		5x50%= 2.5	
b. Students (50%)		5x50% = 2.5	
TOTAL for Instruction	75%	5	3.75
2. Research	15%		0
3. Extension	0%		0
4. Administration	10%	5	0.5
5. Production			0
TOTAL			4.25

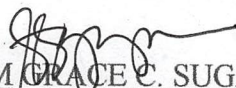
EQUIVALENT NUMERICAL RATING: 4.25

Add: Additional Points, if any:

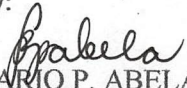
TOTAL NUMERICAL RATING: 4.25

ADJECTIVAL RATING: Very Satisfactory


Prepared by:

  
SHALOM GRACE C. SUGANO  
Name of Faculty

Reviewed by:

  
ROSARIO P. ABELA  
Department Head

Approved by:

  
EDGARDO E. TULIN  
President

# STATEMENT OF FINANCIAL POSITION AS OF DECEMBER 31, 1977

Amounts are in millions of dollars

Assets	Liabilities and Equity
Current Assets	Current Liabilities
Cash and equivalents	Accounts payable
Accounts receivable	Notes payable
Inventories	Other liabilities
Prepaid expenses	Total current liabilities
Other current assets	
Total current assets	Long-term liabilities
Investments	Bonds payable
Property, plant, and equipment	Other long-term liabilities
Goodwill	Total long-term liabilities
Other non-current assets	Equity
Total non-current assets	Common stock
Total assets	Retained earnings
	Total equity
	Total liabilities and equity

Approved by the Board of Directors  
 Date of Approval: December 31, 1977  
 Signature of President

Accounting Department

Reviewed by

Signature of Controller

Signature of Treasurer

Signature of Secretary

Signature of Chief Financial Officer

Signature of Chief Operating Officer


Signature of Chief Marketing Officer

Signature of Chief Administrative Officer

Signature of Chief Legal Officer

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

SHALOM GRACE C. SUGANO  
Ratee

  
**ROSARIO P. ABELA**  
Head of Unit

[illegible]

MFO & LAPS	Success Indicators	Assigned Tasks	Target	Actual Accomplishment	Rating				Remarks
					Q1	E2	T2	A2	
Advanced & Higher Education Services: Education Services as Laboratory High School of the College of Education	FTE		15.75	38.95					
	• TL	Teaching	15	19.00	2	2	2	2	Science IIIA - General Chemistry (Lecture & Laboratory), Physical Science Senior High
	Number of Instructional Materials Developed/Revised and Utilized:								
	❖ Revised syllabi within the year		0	1	2	2	2	2	Science IIIA - General Chemistry
	❖ Teaching Aid (PowerPoint/Visual aids/etc)		2	2	2	2	2	2	Science IIIA - General Chemistry (Lecture & Laboratory), Physical Science Senior High
	Student Advising and Consultation Services:								
	❖ Number of organizations advised		0	0					
	❖ Number of student-related activities assisted		0	2	2	2	2	2	Commonwealth Honor Program Celebration of Grades 10 Moving Up Celebration of Grades VSTU SHS (Research Proposal Defense VSTU SHS 25th Anniversary, Research Day) English Month 3rd Quarter Parents-Teachers Consultation VSTU Anniversary, Research Day
	Average Rating				2.00	2.00	2.00	2.00	
	Other services								
	❖ Other services provided to VSTU activities and other agencies								
	❖ No. of Field Study Students Assisted								
	Instructional Services								

SHALOM GRACE C. SUGANO

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ROSARIO P. ABELA

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of the following targets in accordance with the indicated measures for the period January to June 2018.

I, SHALOM GRACE C. SUGANO, of the VISAYAS STATE UNIVERSITY LABORATORY HIGH SCHOOL, commits to deliver and agree to be rated on the attainment

Personal development and welfare support	Trainings / Seminars / Conferences Attended:								
	❖ Approved or Conducted by DepED, CHED		0	3	5	5	5	5	National Science and Teachers Conference (ASMAC), Outcome-based Education Re-echo Seminar and Workshop, 6th International Conference on Science Educators and Teachers (ISET 2018)
	Other services								
	Average Rating				5	5	5	5	
Administrative functions & other special assignments	Special Assignments from Office of the Principal								
Average Rating									
Total Over-all Rating					5.00	5.00	5.00	5.00	

Average Rating (Total Over-all rating divided by 4)		5.00
Additional Points:		
Approved Additional points (with copy of approval)	5.00	
FINAL RATING		5.00
ADJECTIVAL RATING		Outstanding

**Comments & Recommendations for Development Purpose:**

*Maintain your motivation to work hard.*

Evaluated & Rated by:

  
**ROSARIO P. ABELA**  
 Dept/Unit Head

Date: \_\_\_\_\_

Recommending Approval:

  
**ALELIA. VILLOCINO**  
 Dean/Director

Date: \_\_\_\_\_

Approved by:

  
**BEATRIZ S. BELONIAS**  
 Vice President

Date: \_\_\_\_\_

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dr. Shalom Grace C. Sugano  
Performance Rating: Very Satisfactory

Aim: To write a research proposal and submit to OVPRE for funding.

Proposed Interventions to Improve Performance:

Date: June 2018 Target Date: July – December 2018

First Step:  
Attend seminar on Research Proposal writing.

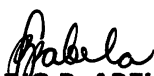
Result:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_


Date: \_\_\_\_\_ Target Date: \_\_\_\_\_

Next Step:  
\_\_\_\_\_  
\_\_\_\_\_

Outcome:  
\_\_\_\_\_

Final Step/Recommendation:  
\_\_\_\_\_

Prepared by:  
  
**ROSARIO P. ABELA, Ed.D.**  
Unit Head

Conforme:  
  
**SHALOM GRACE C. SUGANO, Ph.D.**  
Name of Ratee Faculty/Staff