

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%)*		2.17	
TOTAL for Instruction	70%	4.67	3.27
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			4.77

EQUIVALENT NUMERICAL RATING: 4.77
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.77

ADJECTIVAL RATING: **Outstanding**

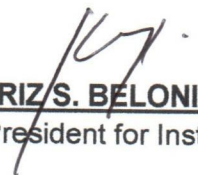
Prepared by:


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
College of Arts and Sciences
DEPARTMENT OF STATISTICS
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **VIRGELIO M. ALAO** of the **Department of Statistics, College of Arts and Sciences** committed to the deliver and agreed to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January 1, 2019 to June 30, 2019**

VIRGELIO M. ALAO
Instructor II
Date: July 10, 2019

NORBERTO E. MILLA
Head, DepStat
Date: July 10, 2019

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

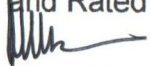
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MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/Activities /Projects	Tasks Assigned	Target	Details of Actual Accomplishment as of June 2019	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	
		<i>Number of hours checking exam papers and exercises</i>	Instruction	Checking students' output	20	72	5	5	5	5.00	
		<i>Number of class rosters submitted within prescribed period</i>	Instruction	Prepares class rosters	6	6	5	5	5	5.00	
						Total points				25.00	
MFO 4	Extension Services	PI 1. Additional Outputs									
		<i>Number of times acted as resource person</i>	Seminar-workshop	Resource Person	1	1	5	5	5	5.00	Training Course on Basic Statistical Methods using R Commander by PSRTI and VSU 06/20-06/21/2019
		<i>Number of times acted as panel evaluator</i>	Research Congress	Panel Evaluator	0	1	5	5	5	5.00	Annual Senior High School Research Congress by VSUIHS, Visca, Baybay City, Leyte 05/06-05/09/2019
						Total points				10.00	
MFO 5	Support to Students	PI 1. Number of Hours of Student Advising and Consultation									
		<i>No. of hours of special problem consulting</i>	Special Problem Adviser	Special Problem advising	16	54	5	5	5	5.00	
		<i>No. of hours of subject-related consulting</i>	Support to students	Student Consultation	16	25	5	5	5	5.00	


MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/Activities /Projects	Tasks Assigned	Target	Details of Actual Accomplishment as of June 2019	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	
		No. of hours of thesis and statistical consulting	Statistical Services	Statistical Consulting	5	20	5	5	5	5.00	
		PI 2. Additional outputs									
		Department-based guidance facilitator	Counselling	Counselling statistics major students	8	6	5	5	5	5.00	Counselling major students for their own welfare and success
						Total points				20.00	
MFO 6	General Admin. & Support Services										
	Efficient & Customer Friendly	Zero percent complaint from clients served	General services	Entertains clients	0%	0%	5	5	5	5.00	Students, Parents, Faculty & Staff
						Total points				5.00	
	Total Over-all									60.00	
	Average Rating									5	
	Adjectival Rating									0	

Average Rating (Total Over-	5.00
Additional Points:	
Punctuality	
Approved Additional points	
FINAL RATING	5.00
ADJECTIVAL RATING	0

Comments & Recommendations for Development Purpose:	1. Keep up the good work 2. Do research. 3. Apply for PhD
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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 2021 and conduct research.

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

Date: _____

Target Date: One 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