

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Rating Period: July-December, 2017

Name of Faculty Member: LOLITO C. BESTIL

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	50.00	4.72	2.36
	b. Student (50%) from Teaching Performance Eval'n. By-Students	50.00	4.67	2.33
Total for Instruction		70%	4.69	3.29
2.	Research	15%	4.57	0.69
3.	Extension	10%	4.87	0.49
4.	Administration	5%	4.58	0.23
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.69

EQUIVALENT NUMERICAL RATING:

4.69

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

4.69

ADJECTIVAL RATING:

OUTSTANDING

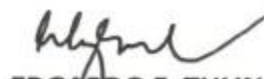
Prepared by:


LOLITO C. BESTIL
Professor VI

Reviewed by:


DINAH M. ESPINA
Department Head

Approved:

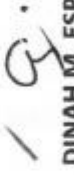

EDGARDO E. TULIN
President

RATING SCALE: 4.6-5.0 Outstanding
3.8-4.5 Very Satisfactory
3.0-3.7 Satisfactory
2.2-2.9 Unsatisfactory
2.1- & below Poor

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, LOLITO C. BESTIL, of the Department of Animal Science, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July, 2017 to December, 2017.


LOLITO C. BESTIL
Ratee

Approved: 
DINAH M. ESPINA
Head of Unit

MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)
					Q1	E2	T3	A4	
Advanced Education Services	Full Time Equivalent (FTE)	Instruction (V-SL Status)	3	8.15	5	5	4	4.67	
	Number of Curricular Review	Reviewer	0	5	5	5	5	5.00	
	Approved Graduate Outlines/ Manuscript submitted within the prescribed period	Adviser/Chair, GAC	2	1	5	4	4	4.33	
	Student Advising and Consultation Services:								
Higher Education Services	Number of hours spent on student consultation	Adviser/GAC member	10	25	5	5	5	5.00	
	Full Time Equivalent (FTE)	Instruction (V-SL Status)	9	59.49	5	5	5	5.00	
	Number of Student Research Advising:								
	Approved Undergraduate Outlines/ Manuscripts submitted within prescribed	Student Research Coordinator/Adviser	1	1	5	5	5	5.00	
Research Services	Student Advising and Consultation Services:								
	Number of hours spent on student consultation	Academic Adviser	25	30	5	5	4	4.67	
	Number of student-related activities assisted	Committee member	1	3	5	5	5	5.00	
	Number of research articles submitted for publication in CHED accredited journals/ internationally indexed journals:	Author/Co-author	0	3	5	5	4	4.67	
	No. of articles reviewed for publication	Reviewer	0	2	5	4	4	4.33	
	Number of Outputs Presented in Regional/National/International Fora/Conferences:								
	In Regional Fora/Conferences (including In-house Review)	Researcher	1	2	5	4	5	4.67	

Extension Services	Number of Scientific Papers Reviewed/ Sessions Moderated	Evaluator/Moderator	0	5	5	5	5	5	5.00
	Number of RDE Projects/Studies Conducted/Completed	Project Leader/Consultant (VSU/DAR)	2	2 Proj., 4 studies	5	5	4	4	4.67
	Number of linkages forged:								
	Regional (NGOs)	Project Leader/Consultant	1	1	4	5	4	4	4.33
	Local (farmer-cooperators)	Project Leader	0	1	4	5	4	4	4.33
	Number of trainings served (DAR, ATI, and Urban Poor Assoc., VSU External Campus, etc.)	Resource person	2	5	5	5	5	5	5.00
	Technical/Expert Services (international, national, regional):								
	Farmer's Field Day	Subject matter specialist	1	1	5	5	5	5	5.00
	Farmer-consultations	Subject matter specialist	3	5	5	5	5	5	5.00
	Number of Clienteles Served	Resource person	30	65	5	5	5	5	5.00
Administrative Support Services	No. of farms served	Consultant	10	10	5	4	4	4	4.33
	Attendance to University Committees:								
	Number of meetings of University committees attended	Committee member	10	16	5	5	5	5	5.00
	RDE Project administration:								
	Number of PR, canvass papers, PO, vouchers, TO, trip tickets signed and released on time (VSU-Villaba, DAR)	Project Leader/Consultant	5	8	4	5	4	4	4.33
	Number of Project Reports signed and submitted on time for DAR Project - Dairy Cattle	Project Leader/Consultant	2	3	5	4	4	4	4.33
	Number of Project coordination meetings conducted (with VSU-Villaba, DAR and FECARB)	Project Leader/Consultant	2	5	5	5	4	4	4.67
	Total Over-all Rating								
	113.33								

Average Rating (Total Over-all Rating/No. of A4 Entries)			4.72
Additional Points:			
Punctuality		0	
Approved Additional points (with copy of approval)		0	
FINAL RATING			4.72
ADJECTIVAL RATING			OUTSTANDING

Comments & Recommendation for Development Purpose:

Received by:


TERESITA L. QUINANOLA
PRPEO

Date: _____

Calibrated by:


REMBERTO A. PATINDOL
PMT Chair

Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS
Vice-President for Instruction

Date: _____

Approved by:


EDGARDO E. TULIN
President

Date: _____

Legend:

Q1 - Quality
E2 - Efficiency
T2 - Timeliness
A4 - Average

Rating Scale:

4.6 - 5.0 Outstanding
3.8 - 4.5 Very Satisfactory
3 - 3.7 Satisfactory
2.2 - 2.9 Unsatisfactory
2.1 - & below Poor

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

Teacher: Bestil, Lolito C.

First Semester 2017 - 2018

No. of Raters: 4

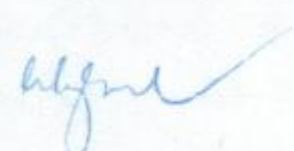
Subject: 4 - ANSC 243 - Ruminant Nutrition

Class Type: Laboratory

1-4Th

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

1. Other positive points of the teacher and his/her teaching	
1 Explains the lessons well	25.00%
2 Mastery of the subject	25.00%
3 No comment	75.00%
2. Suggestions for teaching improvement	
1 Give more time to students laboratory activities	25.00%
2 No comment	75.00%



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

Teacher: Bestil, Lolito C.

First Semester 2017 - 2018

No. of Raters: 35

Subject: 4 - AnSc 22 - Principles of Animal Production

Class Type: Lecture

11-12MW

<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	11	23	5.0
2 Always prepared and organized in class					11	24	5.0
3 Uses appropriate and updated instructional materials				1	8	26	5.0
4 Gives clear instructions/guidelines in accomplishing tasks				2	8	25	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable					6	29	5.0
6 Makes classroom activities interesting and lively				3	13	19	5.0
7 Encourages students to ask questions and welcomes comments and suggestions					17	18	5.0
8 Has mastery of the subject matter					1	34	5.0
9 Available for student consultation even outside class time				4	13	17	4.5
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully		1	1	6	11	16	4.0
11 Gives relevant assignments, course requirements				5	18	12	4.0
12 Returns quizzes, exams, homework, assignments and exercises		1	2	10	13	9	4.0
13 Fair in giving grades				3	8	24	5.0
14 Wears clean and appropriate clothes/attire in class					2	32	5.0
15 Firm in implementing policies yet approachable and understanding					7	27	5.0
16 Commands respect of students					8	26	5.0
17 Exercises decency in speech and actions					8	26	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					

1. Other positive points of the teacher and his/her teaching

1 Approachable	2.86%
2 Discusses the lessons well	2.86%
3 Good instructor	8.57%
4 No comment	82.86%
5 Teaches the lessons well	5.71%

2. Suggestions for teaching improvement

1 Dismiss the class 10 minutes before the time	5.71%
2 No comment	85.71%
3 Return exam papers, quizzes, assignments	5.71%
4 Speak clearly	2.86%

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

Teacher: Bestil, Lolito C.

First Semester 2017 - 2018

No. of Raters: 29

Subject: 4 - AnSc 142 - Animal Nutrition & Feeding

Class Type: Lecture

10-11TTh

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

1. Other positive points of the teacher and his/her teaching

1 Approachable	3.45%
2 Discusses the lessons well	3.45%
3 Good teacher	10.34%
4 No comment	82.76%

2. Suggestions for teaching improvement

1 Be considerate to those slow learner	3.45%
2 Do not use sarcastic jokes	3.45%
3 No comment	89.66%
4 Should let the students know their grades status	3.45%