SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

JOSE	S	RΔ	GI	IJΔ	YΔ	. 11
JUJL	. J.	-				

Program I	nvolvement	Percentage	Numerical Rating	Equivalent
(1)	Weight of	(Rating x %)	Numerical
		Involvement		Rating
(1)	(2)	(3)	(2x3)
			т	
1. Instruction				
a. Faculty		30%	4.40	1.32
b. Students		70%	4.00	2.80
TOT	AL for Instruction	90%		3.71
2. Research		2.5%	4.67	0.12
3. Extension		2.5%	5.00	0.13
4. Production		2.5%	5.00	0.13
5. Administrati	on/Other Services	2.5%	4.67	0.12
TOTAL				4.192

EQUIVALENT NUMERICAL RATING:

4.192

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.192

ADJECTIVAL RATING:

VERY SATISFACTORY

Prepared by:

OSE S. BAGULAYA I

Name of Faculty

Reviewed by:

GUIRALDO C. FERNANDEZ JR.

Department Head

Recommending Approval:

CANDELARIO L. VALIBO

Dean, CAS

Approved by:

REATRIZ'S RELONIAS

Vice President for Instruction

SUMMARY OF HIDINDUAL PATINGS OF FACULTY MEMBERS VOTH MULTIPLE FUNCTIONS

Marine of Faculty Member:

HAYALIDAG 6 BEGI.

Equivalent	Numerical Rating	Percentage	Program Involvement-
Numerical	(Rating x %)	Weight of	(1)
Fating		involvement	
(2)(5)		(2)	(1)
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			. Estration
1.32	4.40	30%	s. F a culty
08.0	00 +	70%	h. Students
3.71		6.96	TOTAL for Instruction
SLO	4.67	2.3%	damese H
(1.13	5 00	2.5%	. Extension
0.13	5,00	2.5%	Production
0.12	4.67	2.3%	Administration/Other Services
4,192	от при	A CONTRACTOR OF THE PROPERTY O	TOTAL

EQUIVALENT NUMERICAL BATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.132

ADJECTIVAL RATING:

VERY SATISFACTORY

Prepared by:

Reviewed by:

HAYAJUDAB R BYGL

Name of Faculty

Gurando el fernandezun

Department Head

Recognitional Approval:

CANDELARIO I. CALISCI Dean, CAS

Approved by:

<u>SEATEZZ S. BELOWIAS</u> Vice President for Instruction

NDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM

I, <u>JOSE S. BAGULAYA II</u>, of the <u>Department of Liberal Arts and Behavioral Sciences</u> _commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>JANUARY-JUNE 2018</u>.

JOSE S. BAGULAYA II

Approved:

GUIRALDO C. FERNANDEZ, JR.

Ratee

Head of Unit

	Descrtiption		Program/			Actual		R	ating		Remarks
	of MFO &		Activities/			Accompli	\mathbf{O}^{1}	\mathbf{E}^{2}	T ³	A ⁴	
MFO No.	PAPs	Success/Performance Indicators	Projects	Tasks Assigned	Target	shment	,				
MFO1	Higher Education	Full Time Equivalent	Teaching	Teaches Social Science subjects	18.00	27.15	4	4	4	4.00	
	·	Number of Instructional Materials									
		Developed/Revised and Utilized									
		* Revised Syllabi within the last 3 years	Author/Compile	Revises course syllabi in Scsc subjects	4	4	4	4	4	4	Revised syllabi in Scsc 16, Scsc 24, Soci 11, Psyc 11
		* Powerpoint presentations prepared	Author/Compile	er	24	32	5	5	5		Prepared visual aids in Psyc 11, Scsc 16, Scsc 24, Soci 11
		Student Advising and Consultation									
		* Number of organizations advised			1	1	5	5	5	5	Served as adviser to Tau Omega Mu
		* Number of hrs per week spent on	C1(4:		2	10	_	4	4		
		student consultation	Consultation	CLID WOTAL	3	10	4	4	4	22.00	
			- 1	SUB-TOTAL			 				Adam de C. in D. di D. di
MF02	Research	Number of research conducted	Research	Co-Component Leader	1	1	4	4	4		Adopter and the Community People's Perception at Feelings towards the Rainforestation Projects in the Philippines under the project Mainstreaming of Rainforestation on the Philippines
		Number of Conferences coordinated			1	1	5	5	5	5.00	41st Phavisminda Conference
		Number of Outputs Presented in Regional/National/International For a/Conferences		Paper Presenter	1	3	5	5	5	5.00	Distraction, Encouragement, and Pain Tolerance in Ricoeur's Memory and Forgetting Sex and Victim Suicide on Victim Blaming in an Urban Philippine Society Rainforestation Implementation and Durkheim's Notion of Mechanical Solidarity: From the Lived Experiences of the Pioneering Adopters of the Cienda San Vicente Farmers Association in Baybay City, Leyte
				SUB-TOTAL						14.00	

HINDIVIDITAL PERFORMAINCE COMMITMENT AND REVIEW FORM

- attainment of the following targets in accordance with me indicated measures for the period JANUARY-JUNE 2018. 1, JOSES, BACULAYAIL of the Department of Liberal Arts and Behavioral Sciences, commits to deliver and agree to be rated on the

JOSE S. BEGULAYA II

Approved:

GINRALDO C. FRANANDEZ, IR.

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Millia Ho.	6/ MPO &	Successiff articorangence forestatores	Projects	Tasks Assigned]}#:Se(Accesson sheen	(), ·	E-	l.	V.,	
11:01	191KHGL	Fiell Time Equivalent	Teaching	Toaches Social Science Subjects	18,00	27.15		-	Ą	170	Colorada de la colorada del colorada de la colorada del colorada de la colorada del colorada de la colorada del colorada de la colorada del
	i parangan	Number of Fastructional Marchels	and the second companies and the second compan	and the second s						-	
		Devotoped/Bursed and Utilized * Revised Syllabi which the last 3 years	to the state of th	georgest commo tragistal de Roma.	graphic ap and a sa's the court desper				No me to man		Revised syffaor in Flore 16, Seso 24, So
	financial arguments and estimated and analysis of the second seco	Committee the control of the control	Author/Compile	હતા જિલ્લ			ÿ	7	at a consign constitute on	1 1	Tr Edwarf
		* Powerpoint presentations prepared	Author/Comple	A.	24	33	<u>,</u>	Ž	5	2	Praparod visual sids in Psyc 11, Sess 1 Sess 24, Soci 11
	and a reconstruction of the conference and by topical age.	Creden: Advisory and Consultation		The contract of the contract o	معتبيتهم والمتاب والماسية				·	-	A CONTRACTOR OF THE PROPERTY O
	A STATE OF A STATE OF	* Number of organizations advised * Number of this per week spent on				<u> </u>		5	5		Served as advisor to Tau Omega Mi
		Rendent constitution	Consiliation		j	10	ł	4	4		
Continues descriptions				SUB-FOTAL						33.00	
el ion	Zesenti.	Number of research conducted	Research	Co-Component Leader	1			they are the second of the sec		4	Actopier and the Coam mity Respiels Perception Feetlings maards the Reinforception Projects in Philippines under the project Mismstreaming of Reinforce introm on the Philippines
	77-74-01-01-01-01-01-01-01-01-01-01-01-01-01-	Number of Conferences coordinated			į	1	ي	2		2.00	4 of Phavispinda Conference
	al management of the state of t	Number of Ontputs Presented in Regional Marional/Inte mational For a/Conferences		Paper Presentor	The state of the s	The second secon	Ž	(V)	2	Į,	Distriction Facouragiancia, and Fam Polerance Riccour's Interney and Faugeting (Set and Vior Suitable on Victim Planning in an Liber Philipp Society (Rainforstation Implementation and
	Company of the Compan		T			The state of the s		en en entre de la composition della composition			Dorkheim's Notion of Mechanical Soudarity: Fr the Lived Experiences of the Pioneering Adopte the Clenda ban Vicerie Farmers Associetion in Baybay Chy, Leyte
							¢.			and the second	

SOB-TOTAL

MF04	Extension	Number of trainings/seminars attended		Participant	3	6	5	5	5	5.00	Implementing the General Education Curriculum Through Outcome-Based Education, Re-Echo Training on the New CHED General Education Courses: "Rizal/ Readings in Philippine History/ Contemporary World/ Understand the Self," Research Capability Writeshop for the Social
MF04				Resource Speaker	1	1	5	5	5	5.00	Sciences and Philosophy Teachers SK Mandatory Training
				SUB-TOTAL						10.00	
MF04	Support to	Number of quizzes prepared and checked		Social Science Course Subjects	30	30	5	5	5	5.00	
	Students/ Production	Number of midterm and final exams preapred and checked.		Social Science Course Subjects	8	8	5	5	5	5.00	Prepared and checked midterm and final exams in Psyc 11, Scsc 16, Scsc 24, Soci 11
		Number of oral recitations graded/evaluated		Social Science Course Subjects	100	126	5	5	5	5.00	Evaluated oral recitations in Psyc 11, Scsc 16, Scsc 24, Soci 11
		Number of midterm and final gradesheets submitted		Social Science Course Subjects		14	5	5	5	5.00	
				SUB-TOTAL						20.00	
MF05	MF05 General Admin & Support	Number of participation on the events/program in the dept, college, univ. and other offices		Participant	1	4	5	5	5	5.00	Participated in CAS Anniversary and Departmental Team Building. Served as Usher In the AACUP Accreditation program and VSU Graduation 2018
	Services	Number of events that rendered expert services in the dept./college/university/and other offices		Judge	1	1	4	4	4	4.00	Served as judge during DLABS Philo debate
		Number of meetings attended M			2	6	5	5	5	5.00	Attended Department meetings and other university event meetings
				SUB-TOTAL			1			14.00	
Total Ove	r-all Rating									80.00	

Average Rating (Total Over-all rating divided by	4.71
no. of entries)	
Additional Points:	
Approved Additional points (with copy of	
approval)	
FINAL RATING	4.71
ADJECTIVAL RATING	OUTSTANDING

Evaluated & Rated by: GUIRALDO C. FERNANDEZ, JR.	Recommending Approval: CANDELARIO L. CALIBO
JUINALDY C. FERNANDEZ, JR.	CANDELIARIO L. CALIDO
Department (Head)	College Dean
Date:	Date:

Comments & Recommendations for Development
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improvement. FAT. Bigulaya mould at teast maintain the door rathly and find means to improve sealing about research.
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and find means to improve sealing o
W doing research.

Approved:
BEATRIZ S. BELONIAS
Vice-President for Instruction
Date:

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				3							Science's and Philosophy Teachers
	- Common of the										
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MEGN	er krouged	thumber of quizzes prepared and cheeked	novembergie superentitische von en	Social Science Course Subjects	F)F.	(45. T	ج]	3	7	((0,6	
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		Number of midtern and final gradesheets	and the state of t	Company to section among considerant, and assume the section assumes a constant and a section assumes as a section as	e i sa stellor era sen retica e	<u> </u>	-7	7	č	5.00	
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20373	(Section)	Number of participation on the events/program in	ti in mindi (generaliyan nemin nemin nemin) in ngaya newya (in minimin)	Performant		12	7	T.		5.00	Particulated in CAS Anniversery and Departments, Feern
	2. mubA	the dept, college, univ. and other offices				y.					Entiring Served as Usher in the ANOUP Applieding
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4.71		Average Rating (Total Over-all rating divided by
		no, or entires to con-
		Additional Points:
		Approved Additional points (with copy of
		(approval)
4.71		EINAL RATING
DISTANDING		ADJECTLYAL RATING
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Evaluated & Retail by:

GURALDO CHENNIDER, IR.

Oxfaitineni (Head)

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CANDELARID L. CALIBO

College Dean

)aic: ____

Comments & Recommendations for Dovelopment
Purpose: TN 2 (12 0) ND 2 (PCN) CT

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BEATRIX S. BELONIAS

Vice-President for Instruction

- after

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Jose II Satorre Bagulaya

Performance Rating: Outstanding

Aim: To pursue graduate studies for the degree MA in Psychology, engage in research or extension projects and improve teaching strategies

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

Date: June 15, 2017 Target Date: One year from today

First Step:

- a) Encouraged him to enroll for the first Trimester in the University of San Jose Recoletos' MA Psychology Program.
- b) Required him to be involved on research or extension projects which the Department has started to work on.

Result:

He has currently finished 9 units of his MA's Academic requirements by the end of October, 2017 and is currently enrolled in 9 more units which will be finished by the end of February, 2018.

Target Date: June 2019 Date: June 15, 2018

Next Step:

He was advised to finish his Master's Thesis by the end of June 2019. And employ more teaching strategies based on the evaluation of the students

Outcome: NA

Final Step/Recommendation: NA

Prepared by

GUIRALIDO C. FERNANDEZ, JR.

epartment Head

Conforme:

Name of Ratee/Faculty/Staff

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Jose II Satorre Bagulaya

Performance Rating: Outstanding

Aim: To pursue graduate studies for the degree IMA in Psychology, engage in research or extension projects and improve teaching strategies

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

Date: June 15, 2017

Target Date: One year from today

First Step:

- a) Encouraged him to enroll for the first Trimester in the University of San Jose Recoletos' WA Psychology Program.
 - b) Required him to be involved on research or extension projects which the Department has started to work on.

Result:

He has currently finished 9 units of his MA's Academic requirements by the end of October, 2017 and is currently enrolled in 9 more units which will be finished by the end of February, 2018

Date: June 15, 2018

Target Date: June 2019

Next Step:

He was advised to finish his Master's Thesis by the end of June 2019. And employ more teaching strategies based on the evaluation of the students

Outcome: NA

Final Step/Recommendation: NA

Plepared by:

GUIRALDÓ C. FERIVATIVOEZ, JR. Department Head

Conforme:

JOSE S. BAGULAYA II Name of Ratec/Faculty/Staff

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: <u>JOSE II SATORRE BAGULAYA</u>

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Teaches three (2) courses subjects (Scsc 24, Scsc 16, Psyc 11)	Regular attendance in the assigned classes, grade sheet per courses taught, and good result of student performance evaluation	January 2018	July 2018	July 2018	Impressive	Outstanding	Improve performance with respect to students' comments on TPES.
2	Assist students through students consultation	Improved student performance	January 2018	July 2018	July 2018	Impressive	Outstanding	Provide more interventions for the improvement of students
3	Prepares course syllabi updates	Approved course syllabi in Psyc 11	January 2018	February 2018	February 2018	Impressive	Outstanding	Follow OBE format as prescribed
4	Develop/Revise instructional manual	Published textbook in Scsc 11n	January 2018	May 2018	May 2018	Impressive	Outstanding	Do minor revisions
5	Submission of midterm grades and final grades	Grades submitted to registrar	January 2018	July 2018	July 2018	Impressive	Outstanding	
6	Conduct extension project (GE course seminar for newly hired teachers)	Progress report	January 2018	July 30, 2018	July 30, 2018	Impressive	Outstanding	Follow- up on the effectivity of training conducted
7	Participate in all activities conducted by the department, college and the university	Attendance, certificates if applicable	January 2018	January 2018	April 2018	Impressive	Outstanding	Participates actively in all activities

Prepared by:

GUIRALDO C. FERNANDEZ, JR.

Unit Head

^{*} Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

EXMPLE

PERFORMANCE MONITORING FORM

Name of Employee: JOSE ILSATORRE BAGULAYA

īask No.	Task Description	Especied Gutput	Date Assigned	Expected Thate to Accomplish	Actual Date accomplished	Quality of Output.	Over-all assessment of output**	Kemarks/ Kecommendation
-	Teaches three (2) courses subjects (Scsc 24, Scsc 16, Psyc 11)	Regular attendance in the assigned classes, grede sheet per courses taught, and good result of student performance evaluation	January 2013	Juiy 2018	July 2018	impreesive	Outstanding	Improve performence with respect to students' comments on TPES.
5	Assist students through students ocnsultation	Improved student performance	January 2016	July 2018	July 2018	Impressive	Outstanding	Provide more interventions for the improvement of students
3	Prepares course syllabi updates	Appr ave d course syllabi in Psyc	January 2018	February 2018	February 2018	Impressive	Outstanding	Follow OSE format as prescribed
	Develop/Revise Instructional Inanual	Published (extbook in Sess 11n	January 2018	May 2018	May 2018	Impressive	Outstanding	Do minor revisions
2	Submission of midterm grades and final grades	Grades submitted to registrar	January 2018	Juny 2018	July 2018	Impressive	Ourstanding	
<u> </u>	Conduct extension project (GE course seminar for newly hired teachers)		Запи эг у 2018	July 30. 2018	July 30, 2018	Impressive	Ouistanding	Follow- up on the effectivity of training conducted
7		Attendance, certificates if applicable	January 2018	January 2018	April 2 01 8	Impressive	Outstanding	Participates actively in all activities

* Either very impressive, impressive, needs improvement, poor, very poor ** Cutstanding, very satisfactory, satisfactory, unsatisfactory, poor

GURALGOC FERNANDEZ IK. Um/Head 🐧