


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: JOSE S. BAGULAYA II


Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Faculty	30%	4.40	1.32
b. Students	70%	4.00	2.80
TOTAL 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. Administration/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:   
JOSE S. BAGULAYA II  
Name of Faculty

Reviewed by:   
GUIRALDO C. FERNANDEZ, JR.  
Department Head

Recommending Approval:   
CANDELARIO L. CALIBO  
Dean, CAS

Approved by:   
BEATRIZ S. BELONIAS  
Vice President for Instruction

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member:		JOSE S. BAGULAYAN II	
Program Involvement (1)	Weight of Involvement (2)	Numerical Rating (Rating x 2) (3)	Equivalent Numerical Rating (2X3)
1. Instruction			
a. Faculty	30%	4.40	1.32
b. Students	70%	4.00	2.80
TOTAL for Instruction	90%		3.72
2. Research	1.00%	4.67	0.12
3. Extension	2.33%	3.00	0.13
4. Production	2.33%	3.00	0.13
5. Administration/Other Services	2.33%	4.67	0.12
TOTAL			4.192

TOTAL NUMERICAL RATING: 4.192  
Add: Additional Points, if any:  
EQUIVALENT NUMERICAL RATING: 4.192

ADJECTIVAL RATING: VERY SATISFACTORY

Prepared by: \_\_\_\_\_  
Reviewed by: \_\_\_\_\_

Name of Faculty: JOSE S. BAGULAYAN II  
Department Head: GUINALDO C. FERNANDEZ JR.

Recommended by Approver:  
CANDELARIO C. CALIBO  
Dean, CAS  
Approved by:  
SEATY S. BECERRA  
Vice President for Instruction

# INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM

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

**JOSE S. BAGULAYA II**

Ratee

Approved: **GUIRALDO C. FERNANDEZ, JR.**

Head of Unit

MFO No.	Description of MFO & PAPs	Success/Performance Indicators	Program/Activities/Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
							Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
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/Compiler	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/Compiler		24	32	5	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 student consultation	Consultation		3	10	4	4	4	4	
				<b>SUB-TOTAL</b>						22.00	
MF02	Research	Number of research conducted	Research	Co-Component Leader	1	1	4	4	4	4.00	Adopter and the Community People's Perception and 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 Fora/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
				<b>SUB-TOTAL</b>						14.00	

				FOR TOTAL								1100			
		Conferences													
		Regional/National/International For													
		Number of Conferences presented to		Paper Presenters	1	3	2	2	2	2	2	2	2	2	
		Number of Conferences coordinated			1	1	2	2	2	2	2	2	2	2	
															</

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 Sciences and Philosophy Teachers
MF04				Resource Speaker	1	1	5	5	5	5.00	SK Mandatory Training
				<b>SUB-TOTAL</b>						10.00	
MF04	Support to Students/ Production	Number of quizzes prepared and checked		Social Science Course Subjects	30	30	5	5	5	5.00	
		Number of midterm and final exams prepared 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	
				<b>SUB-TOTAL</b>						20.00	
MF05	General Admin & Support Services	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
		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	Meetings		2	6	5	5	5	5.00	Attended Department meetings and other university event meetings
				<b>SUB-TOTAL</b>						14.00	
<b>Total Over-all Rating</b>										80.00	

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

**Comments & Recommendations for Development**  
**Purpose:** There is always room for improvement. Mr. Bagulaya should at least maintain the good rating and find means to improve teaching & doing research.

Evaluated & Rated by:

**GUIRALDO C. FERNANDEZ, JR.**

Department Head

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

Recommending Approval:

**CANDELARIO L. CALIBO**

College Dean

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

Approved: *10/11*

**BEATRIZ S. BELONIAS**

Vice-President for Instruction

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



**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.

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

Prepared by:

  
GUIRALDO C. FERNANDEZ, JR.  
Department Head

Conforme:

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

Name of Rector/Faculty/Staff  
JOSE S. BAGUILAYAL II

Confirms:

GUARIDO C. FERNANDEZ, JR.  
Department Head

Reported by:

Final Step/Recommendation: NA

Outcome: NA

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

Next Step:

Date: June 15, 2018

Target Date: June 2019

2018.

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.

Result:

- 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.

First Step:

Date: June 15, 2017

Target Date: One year from today

higher responsibility:

Proposed interventions to improve performance and/or Competence and Qualification to assume

extension projects and improve teaching strategies

Aim: To pursue graduate studies for the degree MA in Psychology, engage in research or

Performance Rating: Outstanding

Name of Employee: Jose Il Satorre Baguilaya

EMPLOYEE DEVELOPMENT PLAN



## Exhibit I

**PERFORMANCE MONITORING FORM**Name of Employee: JOSE II SATORRE BAGULAYA

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

\* Either very impressive, impressive, needs improvement, poor, very poor

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

Prepared by:


  
**GUIRALDO C. FERNANDEZ, JR.**  
 Unit Head

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No. Index	Task Description	Expected Outcome	Assigned Date	Accomplished Date to Expected	Accomplished Actual Date	Quality of Outcome	Overall Assessment	Recommendation
1	collede and the university conducted by the department. Participate in all activities (teachers)	sample Attendance certificates if	2018 January	2018 January	April 2018	impressive	Outstanding	activities Participates actively in all
2	courses essential for newly hired Conduct extension project (OE and final grades	Progress report	2018 January	2018 July 30	July 30, 2018	impressive	Outstanding	of training conducted Follow-up on the effectiveness
3	Submission of midterm grades	Grades submitted to Registrar	2018 January	July 2018	July 2018	impressive	Outstanding	
4	Finals Development/Review instructions	Published (expected) in 2018 1st	2018 January	May 2018	May 2018	impressive	Outstanding	do minor revisions
5	Prepares courses syllabi updates	Updated course syllabi in Falc	2018 January	2018 February	2018 February	impressive	Outstanding	prescribed Follow OBE format as
6	consultation Assist students (through students	Improved student performance evaluation	2018 January	July 2018	July 2018	impressive	Outstanding	students for the improvement of Provide more interventions
7	11) subjects (2018-24, 2018-18, Falc Teachers meet (5) courses	Learn of student performance per courses (under and good assigned classes) grade sheet Regular attendance in the	2018 January	July 2018	July 2018	impressive	Outstanding	comments on TREC respect to students improve performance with

Name of Employee: JOSE H SYLORKE BYCOTAYA

THE GLOBAL VICE WOULD LOYALTY BOARD

## EXHIBIT