

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Felix M. Salas

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)	50%	4.992	2.496
b. Students (50%)	50%	5.00	2.5
TOTAL for Instruction	60%	4.996	2.998
2. Research	25%	5	1.25
3. Extension	10%	5	0.50
4. Support to Students	5%	5	0.25
5. Production	0%		0.00
TOTAL	100%		4.998

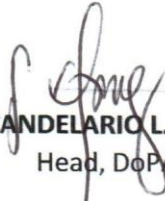
EQUIVALENT NUMERICAL RATING:

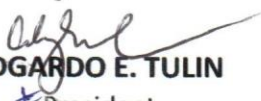
Add: Additional Points, if any: _____

TOTAL NUMERICAL RATING: 4.998

ADJECTIVAL RATING: Outstanding

Prepared by: 
FELIX M. SALAS
Name of Faculty

Reviewed by: 
CANDELARIO L. CALIBO
Head, DoPAC

Approved by: 
EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, FELIX M. SALAS, of the Department of Pure & Applied Chemistry, College of Arts & Sciences delivered and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2017.

FELIX M. SALAS
Ratee

Approved:

CANDELARIO L. CALIBO
Head, DoPAC

MFO No	MFO & PAPs	Success/Performance Indicators(PI)	Program/ Activities Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
							Q ¹	E ²	T ³	A ⁴	
MFO: 1	Higher Education Services	P1.1. Full Teaching Equivalent (FTE)	Instruction	Teach Chem 135 (lec), Chem 148, Chem 198 and Envi 116 (lec)	8	22.85	5	5	5	5	Vacation-Sick leave
		P1.2. Number of instructional materials developed/revised and utilized	Instruction								
		P1.2.1. New Syllabi/Lecture Manual	Instruction	Develop new OBE syllabus in Chemistry	1	1	5	5	5	5	Developed OBE syllabus in Chem 135
		P1.2.2. Revised Syllabi/Lecture Manual	Instruction	Revise course outlines in Chemistry	1	1	5	5	5	5	Revised course outlines in Chem 127
		P1.2.3. New Laboratory Manual	Instruction	Develop new laboratory manual in Chemistry	1	1	5	5	4	4.66667	Developed new laboratory manual in Chem 148
		P1.2.4. Revised a laboratory manual in Chemistry	Instruction								
		P1.2.5. Revised Course Outlines	Instruction	Revise course outlines in Chemistry	1	2	5	5	5	5	Revised course outlines in Chem 127 & Chem 148
		P1.3.0. Awards Received in Instruction	Instruction	Academic Service Award	1	1	5	5	5	5	Given by CAS during the Closing Program of CAS Month 2017
MFO: 2		P2.1. Number of graduate students advised	Instruction	Act as Adviser	1	1	5	5	5	5	Act as adviser of MEd major in Chemistry student (Ms. Medallo)
	Advanced Education Services	P2.2. Number of GAC memberships to graduate students	Instruction	Act as GAC member	1	1	5	5	5	5	Served as GAC member to Ms. Medallo (MEd-Chem)
MFO: 3		P3.1. Number of Awards received by student advisee	Research								

												Rabigh F. Kangleon and Felix M. Salas. Profile of Copper, Nickel and Zinc on Three Selected Vegetable Farms at Cabintan, Ormoc City, Philippines. Journal of Nature Studies, 16(1):18-26
												In Proceedings : International Conference on Nature Studies and Innovations for the Environment & PSSN's 17th Annual Scientific Conference held at Splash Mountain Resort, Lalakay, Los Banos, Laguna, Philippines on April 19-24, 2017.
												In Proceedings : International Undergraduate Research Symposium held at Center for Continuing Education, Visayas State University, Baybay City, Leyte, Philippines on May 16 - 20, 2016.
												6 Oral presentations during the International Conference on Nature Studies and Innovations for the Environment (IConSIE 2017) held at Splash Mountain Resort, Lalakay, Los Banos, Laguna, Philippines on April 19-24, 2017.
												Prepared and submitted a research proposal on "Aquaponic Production of High Value Vegetables: A Climate Smart Strategy for Food Security" for PCAARRD funding

												Conducted the approved and funded researches on (1) Liquid Nutrient Formulations for HVVP under Hydroponic System, (2) Physicochemical Characterization of Major River Systems in Leyte, (3) Seed Treatment and Starter Solution Technology for Vegetable Seed Multiplication in Region VIII, (4) Assessment in food qualities of eggplant and sweet pepper genotypes cultivated with different levels of chicken dung, (5) Assessment in food qualities of eggplant and sweetpepper genotypes at varying levels of nitrogen, and (6) Assessment in food qualities of eggplant and sweetpepper genotypes cultivated with different nutrient management strategies.
	P3.5. Number of approved and funded researches conducted	Research	Conduct approved and funded research	6	6	5	5	5	5	5		The amounts are indicated on the proposals on file.
	P3.6. Amount/Value of research proposals prepared and submitted for VSU and other agencies	Research	Request research funding	5M	5M	5	5	5	5	5		The annual report matches with the program of activities indicated in the approved proposal.
	P3.7. Number of researches conducted on schedule	Conduct of research	Conduct researches on schedule	6	6	5	5	5	5	5		Payroll of disbursements is available at the accounting office of VSU.
	P3.8. Amount of research fund generated from VSU and external agencies	Research fund generation	Generate fund for research	2M	2M	5	5	5	5	5		Recipient of Best Oral Paper Award (Biological Studies category) during the International Conference on Nature Studies and Innovations for the Environment (ICoNSIE 2017) held at Splash Mountain Resort, Lalakay, Los Banos, Laguna, Philippines on April 24, 2017.
	P3.9. Number of awards and recognitions received	Research award and recognition	Manifests Excellence in Research	1	1	5	5	5	5	5		

		P3.10. Number of brochures generated from research results	Research materials	Research outputs	1	1	5	5	5	5	5	Brochure on Liquid Nutrient Formulation for Lettuce (Lactuca sativa L.) Production under Aggregate Hydroponic System
		P3.11. Number of groups or individuals mentored to conduct research	Research mentoring	Mentor groups or individuals to conduct research	5	5	5	5	5	5	5	A group of VLHS students composed of five students are conducting researches under my tutelage.
MFO: 4		P4.1. Number of individual beneficiaries served	Giving assistance to clientele	Accommodate individuals seeking assistance	250	250	5	5	5	5	5	List of individual beneficiaries is on file.
	Extension Services	P4.2. Number of group beneficiaries served	Giving assistance to clientele	Accommodate groups seeking assistance	6	6	5	5	5	5	5	List of group beneficiaries is on file.
		P4.3. Number of technical expert services conducted	Conducting technical expert services	Serve as subject matter specialist in trainings and on-call specialist in extension projects.	12	12	5	5	5	5	5	Certificates of appreciation and invitations are on file (Training of Red Cross on LNF for HVP, Training of ADRA International on LNF, Training of DENR on LNF to Support ENGP Beneficiaries in Region 8, & other requested engagements)
		P4.4. Number of extension projects conducted and involved	Conducting extension activities	Conduct and involvement in extension projects	4	4	5	5	5	5	5	Served as technical consultants, on-call and subject matter specialist in the high value vegetable production program of the Department of Agriculture (DA-RFO 8), Climate Change Commission, Philippine Red Cross and Department of Environment and Natural Resources (DENR 6, 7 & 8)
		P4.5. Number of trainings conducted	Conducted training	Facilitate, conduct, demonstrate, and implement the training	4	4	5	5	5	5	5	Conducted trainings on Starter Solutions and Liquid Nutrient Formulations for Hydroponic Vegetable Production for (1) Climate Change Commission Projects, (2) Red Cross Projects, (3) DA-RFO 8 Project, and (4) DENR-ENGP Project

		P4.5. Number of brochures distributed on training	Distributed brochures on training	Facilitate, conduct, demonstrate, and implement the training	90	90	5	5	5	5	5	Distributed 90 brochures during the training on Liquid Nutrient Formulations for Hydroponic Vegetable Production for DENR-ENGP, Climate Change Commission and Red Cross Projects.
MFO: 5		P5.1. Number of special services such as resource speaker on programs and technical judge conducted in support to students activities	Conducting special services to students	Resource Person in Student Activities	1	21	5	5	5	5	5	Act as resource speaker during "Tributes to Graduating VIHOS Students" and as Resource Person in Conducting Japanese Class for the whole second semester for ChemSoc
	Support to Students	P5.2. Student organization advising and consultation services	Supporting student services								0	
		P5.2.1. Number of hours spent on student thesis outline/ manuscript/special problem consultation	Support to Students	Record the number of hours spent on student consultation regarding thesis and special problem	200	200	5	5	5	5	5	Record of the list of students consultation regarding thesis and special concerns with signatures is on file.
		P5.2.2. Number of hours spent on student consultations	Support to Students	Record the number of hours spent on student consultation regarding subject matter	100	100	5	5	5	5	5	Record of the list of students consultation regarding subject matter with signatures is on file.
		P5.2.3. Number of student related activities assisted	Support to Students	Record the number of student activities assisted	2	21	5	5	5	5	5	Certificates of appreciation and invitations from ChemSoc and VIHOS are on file.
		P5.2.4. Number of student thesis outline checked	Support to Students	Check thesis outline of BSChem, BSEM, & BSA-Hort students	21	21	5	5	5	5	5	Checked the thesis outline of BSChem students: Bagay, Bibera, Cerna, Tobise, dela Torre, Balagao, Curayag, and Tabada ; BSEM students: Espiritu, Laurino, Techo & Torregoza; BSA-Hort students: Cabajes, Cabalhin, Cabelin, Carnalan, Colminas, Gloria, Henita Jr, Parac, and Vilbar

		P5.2.5. Number of student thesis manuscript advised and checked	Support to Students	Check manuscript of BSChem, BSEM, & BSA-Hort students	22	22	5	5	5	5	5	Checked the manuscript of BSChem 4 students: Bagay, Balagao, Baljon, Bibera, Cerna, Curayag, dela Torre, Tabada, Tobise, Ugay; BSA-Hort 4 students: Cabajes, Cabalhin, Cabelin, Colminas, Gloria, Henita Jr, Parac, and Vilbar; BSEM students: Espiritu, Goltiano, Laurino, Torregoza
		P5.2.6. Number of hours spent on student thesis outline/manuscript/special problem consultation	Support to Students	Record the number of hours spent on student consultation regarding thesis and special problem	100	100	5	5	5	5	5	Record of the list of students consultation regarding thesis and special concerns with signatures is on file.
		P5.2.7. Number of student research advising	Support to Students	Advise thesis of BSChem students	6	6	5	5	5	5	5	Advised BSChem studies: Balagao, Baljon, Curayag, Tabada, Tobise, & Ugay,
				Advise thesis of BSA-Hort students	8	8	5	5	5	5	5	Advised BSA-Hort students: Cabajes, Cabalhin, Cabelin, Colminas, Gloria, Henita Jr, Parac & Vilbar
				Advise thesis of BSEM students	6	6	5	5	5	5	5	Advised BSEM students: Espiritu, Goltiano, Laurino, Mapula, Techo, & Torregoza
MFO-6		P6.1. Number of efficient and customer friendly services rendered	General Services	Entertain visitors with zero percent complaint from client served	10	10	5	5	5	5	5	Entertained alumni, parents of students, visitors from municipality of Baybay and DA-Province of Leyte, and Excursionists from Samar, Leyte, & Biliran.
	General Administration and Support	P6.2. Number of emergency assistance	General Services	Assist students in times of emergency	1	1	5	5	5	5	5	Called-up the infirmary physician at once.
		P6.3. Number of documents properly filled-up and submitted for aggregate filing	General Services	Submit documents for aggregate filing	20	20	5	5	5	5	5	Submitted various documents for reporting and accreditation.
		P6.4. Number of documents signed	General Administration	Prepare, sign, & submit or report documents as necessary	1	5	5	5	5	5	5	Prepared, signed, submitted, reported documents as necessary

Average Rating (Total Over-all rating divided by 6)		4.992
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.992
ADJECTIVAL RATING		O

Comments & Recommendations for Development Purpose:

Received by: 
 ESTER SITA L. QUINANOLA
 PRPEO

Calibrated by: 
 REMBERTO A. PATINDOL
 Chair, PMT

Recommending Approval: 
 BEATRIZ S. BELONIAS
 VP for Instruction

Approved by: 
 EDGARDO E. TULIN
 VSU President

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

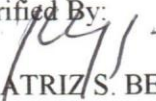
PERFORMANCE COACHING, COUNSELLING & MONITORING JOURNAL

Name of Faculty: Dr. Felix M. Salas

Strategies	Brief Description of Strategy/Strategies Used	Frequency	Date(s) Conducted	Outcome(s) (Briefly describe any improvement, if any)
A. Coaching				
☐ a. Issuance of Memo				
☐ b. One-on-one/ Face-to-Face coaching	Self-examination of weak and strong points Student Evaluation			
☐ c. Group Coaching				
☐ d. Others				
B. Monitoring				
☐ a. Actual Class observation				
☐ b. Others (specify)				

(Note: Please use extra sheet if necessary)

Conducted By: 
CANDELARIO L. CALIBO
Immediate Supervisor

Verified By: 
BEATRIZ S. BELONIAS
Next Higher Supervisor

CC: OVPI
ODAHRD
PRPEO

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

Teacher: Salas, Felix M. Second Semester 2016 - 2017 No. of Raters: 30
Subject: 3 - Chem 198 - Research Planning & Manuscript Preparation Class Type: Lecture 11-12 MWF

<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					8	22	5.0
2 Always prepared and organized in class					11	19	5.0
3 Uses appropriate and updated instructional materials				2	6	22	5.0
4 Gives clear instructions/guidelines in accomplishing tasks				3	14	13	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				3	7	20	5.0
6 Makes classroom activities interesting and lively				1	11	18	5.0
7 Encourages students to ask questions and welcomes comments and suggestions				1	12	17	5.0
8 Has mastery of the subject matter					8	22	5.0
9 Available for student consultation even outside class time				1	7	22	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully		2		2	9	17	5.0
11 Gives relevant assignments, course requirements				1	13	16	5.0
12 Returns quizzes, exams, homework, assignments and exercises				1	12	17	5.0
13 Fair in giving grades				1	10	19	5.0
14 Wears clean and appropriate clothes/attire in class					5	25	5.0
15 Firm in implementing policies yet approachable and understanding					11	19	5.0
16 Commands respect of students				1	6	23	5.0
17 Exercises decency in speech and actions				1	7	22	5.0
<i>Median Rating</i>		5.0					Outstanding
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

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Suggestions of students for the improvement of their teachers' teaching performance

1: Discuss the lesson in a more understandable way	6.67%
2: Allow students to know their class standing	10.00%
3: Avoid discussing matters not related to the lesson	16.67%
4: Avoid favoritism	3.33%
5: Avoid giving requirements that are not related to the subject	3.33%
6: Be well-organized in discussing the topic	3.33%
7: Dismiss the class 10 minutes before the time	30.00%
8: Do not get angry easily	3.33%
9: Don't just be sitting the whole time while having class	3.33%
10: Don't keep changing your decisions/instructions	3.33%
11: Emphasize the important points of the lesson	3.33%
12: Explain further lessons that are difficult to understand	3.33%
13: Give time for students to copy notes in class	3.33%
14: Lessen talking about your personal life	13.33%

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

Teacher: Salas, Felix M.

Second Semester 2016 - 2017

No. of Raters: 27

Subject: 1 - Chem 11 - General Chemistry 1

Class Type: Lecture

1-2:30 TTh

Work Performance	NA	1 Poor	2 Below Satis- factory	3 Satis- factory	4 Very Satis- factory	5 Out- standing	Median
1 Explains course objectives, requirement and grading system at the beginning of the semester				3	8	16	5.0
2 Always prepared and organized in class				1	10	16	5.0
3 Uses appropriate and updated instructional materials					12	15	5.0
4 Gives clear instructions/guidelines in accomplishing tasks				5	10	12	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			1	3	10	13	4.0
6 Makes classroom activities interesting and lively				1	6	20	5.0
7 Encourages students to ask questions and welcomes comments and suggestions				3	7	17	5.0
8 Has mastery of the subject matter				1	6	20	5.0
9 Available for student consultation even outside class time				4	7	16	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully					10	17	5.0
11 Gives relevant assignments, course requirements				6	7	14	5.0
12 Returns quizzes, exams, homework, assignments and exercises			1	1	11	14	5.0
13 Fair in giving grades				4	8	15	5.0
14 Wears clean and appropriate clothes/attire in class				1	6	20	5.0
15 Firm in implementing policies yet approachable and understanding					8	18	5.0
16 Commands respect of students					10	17	5.0
17 Exercises decency in speech and actions				3	8	16	5.0
Median Rating		5.0					
Median Rating (nearest whole number)		Outstanding					
Rating Description							
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

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Suggestions of students for the improvement of their teachers' teaching performance

1: Discuss the lesson in a more understandable way	7.41%
2: Add more class activities	7.41%
3: Allow students to know their class standing	25.93%
4: Always have eye contact with students when discussing the lesson	3.70%
5: Avoid degrading students especially on social media	3.70%
6: Avoid discussing matters not related to the lesson	3.70%
7: Avoid favoritism	7.41%
8: Avoid giving requirements that are not related to the subject	7.41%
9: Avoid or lessen the use of "gay" language in class	3.70%
10: Be energetic/enthusiastic when discussing	3.70%
11: Be sensitive to slow learners	3.70%
12: Be sensitive to student needs & feelings	7.41%
13: Be well-organized in discussing the topic	7.41%
14: Discipline the students	7.41%
15: Dismiss the class 10 minutes before the time	3.70%
16: Do not get angry easily	3.70%
17: Don't be nervous in class	3.70%
18: Don't be too bookish	3.70%
19: Don't be too serious. Crack jokes sometimes.	7.41%
20: Don't flirt with your students	3.70%
21: Don't interfere with students' personal life	3.70%
22: Don't just read the handouts or the powerpoint slides. Discuss them.	3.70%
23: Don't keep changing your decisions/instructions	3.70%
24: Don't talk too fast	14.81%
25: Emphasize the important points of the lesson	11.11%
26: Explain further lessons that are difficult to understand	11.11%
27: Give more examples and activities	7.41%
28: Give more laboratory activities	3.70%
29: Give more problem sets & assignments	7.41%
30: Give reasonable time allotment during exams	3.70%
31: Give time for students to copy notes in class	14.81%
32: Have well-prepared powerpoint presentations	3.70%
33: Improve teaching strategies/techniques	3.70%
34: Improve your knowledge about the subject	7.41%
35: Inform the students ahead if you can't come to class	22.22%
36: Lessen talking about your personal life	3.70%
37: Smile often	7.41%

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

Teacher: Salas, Felix M.

Second Semester 2016 - 2017

No. of Raters: 29

Subject: 2 - Chem 135 - Quantitative Inorganic Analysis

Class Type: Lecture

6-7 T

<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	4	5	19	5.0
2 Always prepared and organized in class				4	7	18	5.0
3 Uses appropriate and updated instructional materials				3	6	20	5.0
4 Gives clear instructions/guidelines in accomplishing tasks			1	6	11	11	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			1	3	11	14	4.0
6 Makes classroom activities interesting and lively				2	9	18	5.0
7 Encourages students to ask questions and welcomes comments and suggestions		1	1		8	19	5.0
8 Has mastery of the subject matter					6	23	5.0
9 Available for student consultation even outside class time			1		12	16	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully		2	4	3	12	8	4.0
11 Gives relevant assignments, course requirements		1	1	2	14	11	4.0
12 Returns quizzes, exams, homework, assignments and exercises				5	13	11	4.0
13 Fair in giving grades			1	2	12	14	4.0
14 Wears clean and appropriate clothes/attire in class			1	1	4	23	5.0
15 Firm in implementing policies yet approachable and understanding				1	14	14	4.0
16 Commands respect of students				2	12	15	5.0
17 Exercises decency in speech and actions				1	10	18	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					

Suggestions of students for the improvement of their teachers' teaching performance

1: Discuss the lesson in a more understandable way	17.24%
2: Allow students to know their class standing	27.59%
3: Avoid degrading students especially on social media	3.45%
4: Avoid discussing matters not related to the lesson	24.14%
5: Avoid favoritism	3.45%
6: Avoid giving requirements that are not related to the subject	3.45%
7: Avoid jokes that can offend students	3.45%
8: Be energetic/enthusiastic when discussing	3.45%
9: Be more approachable	10.34%
10: Be sensitive to slow learners	17.24%
11: Be sensitive to student needs & feelings	6.90%
12: Be well-organized in discussing the topic	3.45%
13: Discipline the students	3.45%
14: Dismiss the class 10 minutes before the time	37.93%
15: Don't be too serious. Crack jokes sometimes.	3.45%
16: Don't discourage the students	3.45%
17: Don't just be sitting the whole time while having class	3.45%
18: Don't keep changing your decisions/instructions	3.45%
19: Don't talk too fast	27.59%
20: Emphasize the important points of the lesson	10.34%
21: Explain further lessons that are difficult to understand	24.14%
22: Give more examples and activities	20.69%
23: Give more problem sets & assignments	3.45%
24: Give reasonable time allotment during exams	10.34%
25: Give time for students to copy notes in class	24.14%
26: Improve teaching & communication skills	3.45%
27: Inform the students ahead if you can't come to class	3.45%
28: Lessen talking about your personal life	17.24%
29: Make voice louder	3.45%
30: Smile often	3.45%

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

Teacher: Salas, Felix M.

Second Semester 2016 - 2017

No. of Raters: 13

Subject: 4 - Envi 116 - Environmental Chemistry

Class Type: Lecture

4-5 TTh

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

Suggestions of students for the improvement of their teachers' teaching performance

1: Discuss the lesson in a more understandable way	7.69%
2: Allow students to know their class standing	30.77%
3: Avoid discussing matters not related to the lesson	7.69%
4: Be sensitive to slow learners	15.38%
5: Dismiss the class 10 minutes before the time	23.08%
6: Don't keep changing your decisions/instructions	7.69%
7: Emphasize the important points of the lesson	7.69%
8: Explain further lessons that are difficult to understand	15.38%
9: Give more examples and activities	15.38%
10: Give time for students to copy notes in class	38.46%
11: Inform the students ahead if you can't come to class	7.69%

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