


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS


Name of Faculty Member: KRISTINE GIL T. BELARMINO


Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Faculty	30%	5.00	1.50
b. Students	70%	5.00	3.50
TOTAL for Instruction	90%		4.50
2. Research	2.5%	4.84	0.12
3. Extension	2.5%	5.00	0.13
4. Production	2.5%	5.00	0.13
5. Administration/Other Services	2.5%	5.00	0.13
TOTAL			4.996


EQUIVALENT NUMERICAL RATING: 4.996
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: 4.996

ADJECTIVAL RATING: OUTSTANDING

Prepared by: 
KRISTINE GIL T. BELARMINO
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		KRISTINE GIL T. BELARMINO	
Program Involvement (1)	Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (3x2) (4)
1. Instruction			
a. Faculty	30%	2.00	1.50
b. Students	70%	2.00	2.70
TOTAL for Instruction	80%		4.20
2. Research	2.5%	4.84	0.12
3. Extension	2.5%	2.00	0.12
4. Production	2.5%	2.00	0.12
5. Administration/Other Services	2.5%	2.00	0.12
TOTAL			4.98

EQUIVALENT NUMERICAL RATING: 4.98
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.98

ADJECTIVAL RATING: OUTSTANDING

Prepared by: KRISTINE GIL T. BELARMINO
Reviewed by: GUILLERMO G. FERNANDEZ, JR.
Department Head

Recommending Approval:
CANDIDARIO L. CALBO
Dean, CAS
Approved by:
REYNOLDO S. BELTRAN
Vice President for Instruction

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM

I, **KRISTINE GIL T. BELARMINO**, 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**.

KRISTINE GIL T. BELARMINO

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 ¹	E ²	T ³	A ⁴	
MF02	Higher Education	FTE									
		Higher Education	Teaching	Teaches General Psychology, Socio, Philippine History, Life and Works of Rizal	18.00	28.65	5	5	5	5.00	
		Number of instructional materials developed, revised and utilized									
		* Course syllabus	Author								
		-New		Makes syllabus in Psych11	1	1	5	5	5	5.00	Made syllabus in Psych 11
		- Revised		Revises syllabi in Socio11, ScSc15, ScSc16	2	2	5	5	5	5.00	Revised syllabi in Socio11, ScSc15, ScSc16
		Number of visual aids prepared		Prepares visual aids for Psych11, Socio11, ScSc15, ScSc16	20	26	5	5	5	5.00	Prepared visual aids for Psych11, Socio11, ScSc15, ScSc16
		Number of hours spent on student consultation	Consultation	Allots 3 hours/week	3	10 hours/week	5	5	5	5.00	Alloted 10 hours/week
						Sub-total				25.00	
MF03	Research	Number of research conducted		Co-component Leader	1	1	5	5	4	4.67	Gender Sensitivity and Gender Role Differences Among RF Farming Adopters in the Philippines
		Number of paper presented	International Conference	Paper Presenter	1	1	5	5	5	5.00	Rainforestation Farming in Cabucgayan, Biliran: A Farmer -Adopter's Perception
						Sub-total				9.67	
MF04	Extension	Number of extension		Co-component Leader	1		4	5	5	5.00	NRM-Based Extension Program (VSU Nature Park) Phase II: Environmental Consciousness Drive for Senior High School Faculty and Students of Baybay City Division of the Department of Education
						Sub-total				5.00	
MF05	Production/ Support to Students	Number of quizzes prepared and checked		Prepares and checks quizzes in Psych11, Socio11, ScSc15, ScSc16	40	43	5	5	5	5.00	Prepared and checked quizzes in Psych11, Socio11, ScSc15, ScSc16

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM

I, KRISTINE GILY DELARMING, of the Department of Liberal Arts and Behavioral Sciences, commit to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period JANUARY-JUNE 2018.

Approved: KRISTINE GILY DELARMING

KRISTINE GILY DELARMING

Head of Unit

18/01/18

WFO No.	WFO & PAPA	Description of	Success/Performance Indicators	Program/Activities/Projects	Tasks Assigned	Target	Accomplishment	Rating	Remarks
WFO2	Higher Education	Higher Education	Number of research articles published/accepted and cited Course syllabus New Revised	Teaching	Teaching General Psychology, Social Psychology, Life and Work in Rural Philippine History	18.00	28.00	2	2.00
		Number of research articles published/accepted and cited							
		Course syllabus							
		New			Writes syllabus for Psychol I	1	1	2	2.00
		Revised			Revised syllabus for Psychol I, Sociol I, Sociol II, Sociol III	3	3	2	2.00
		Number of research articles published			Prepares visual aids for Psychol I, Sociol I, Sociol II, Sociol III	50	38	2	2.00
		Number of hours spent on student consultation		Consultation	Allots 3 hours/week	3	10 hours/week	2	2.00
		Number of research conducted		Co-component Leader	Co-component Leader	1	1	2	2.00
WFO3	Research	Number of research conducted		Co-component Leader	Co-component Leader	1	1	2	2.00
		Number of papers presented		International Conference	Paper Presenter	1	1	2	2.00
		Number of extension		Co-component Leader	Co-component Leader	1	1	2	2.00
WFO4	Extension	Number of extension		Co-component Leader	Co-component Leader	1	1	2	2.00
WFO5	Production	Number of quizzes prepared and checked		Prepares and checks quizzes for	Sociol I, Sociol II, Sociol III	40	43	2	2.00

		Number of midterm and final exams prepared and checked.		Prepares and checks midterm and final exams in Psych11, Socio11, ScSc15, ScSc16	6	8	5	5	5	5.00	Prepared and checked midterm and final exams in Psych11, Socio11, ScSc15, ScSc16
		Number of oral recitations graded/evaluated		Evaluates oral recitations in Psych11, Socio11, ScSc15, ScSc16	30	35	5	5	5	5.00	Evaluated oral recitations in Psych11, Socio11, ScSc15, ScSc16
						Sub-total				15.00	
MF06	Other Services	Number of participation in the events/program of the dept./college/university and other offices		Participates in events/program of the dept./college/university and other offices	2	2	5	5	5	5.00	Participated in CAS Anniversary and Departmental Team Building
		Number of events that rendered expert services in the dept./college/university/and other offices	Co-component Leader/ Facilitator		1	2	5	5	5	5.00	NRM-Based Extension Program (VSU Nature Park) Phase II: Environmental Consciousness Drive for Senior High School Faculty and Students of Baybay City Division of the Department of Education; Teachers' Training for the Teaching of Introduction to the Philosophy of the Human Person
		Number of meetings attended		Attends department meetings	2	4	5	5	5	5.00	
						Sub-total				15.00	
Total Over-all Rating										69.67	

Average Rating (Total Over-all rating divided by no. of entries)		4.98
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.98
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:
 In my opinion, Miss Belonias rated Outstanding. There is still room for improvement. She could still improve in many aspects of instruction, research and extension.

Evaluated & Rated by:

GUINALDO C. FERNANDEZ, JR.

Department Head

Date: _____

Recommending Approval:

CANDELARIO L. CALIBO

College Dean

Date: _____

Approved:

BEATRIZ S. BELONIAS

Vice-President for Instruction

Date: _____

"Exhibit I"

PERFORMANCE MONITORING FORM

Name of Employee: **KRISTINE GIL T. BELARMINO**

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 (General Psychology and Society and Culture with Responsible Parenthood and Family Planning)	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 Psyc11 and Socio11	January 2018	February 2018	February 2018	Impressive	Outstanding	Follow OBE format as prescribed
4.	Develop instructional manual	Publish a book for new GE Course (Understanding the Self)	February 2018	May 2018	May 2018	Very Impressive	Outstanding	
5.	Submission of midterm grades and final grades	Grades submitted to registrar	January 2018	May 2018	May 2018	Impressive	Outstanding	
6.	Conduct department's research project	Present a paper in international conference	January 1, 2018	July 2018	May 2018	Impressive	Outstanding	Still to publish a paper in journal article
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
8.	Perform other functions assign by the Department Head, and the university	Conduct activities related as Dept. Based Guidance Counsellor	January 2018	July 2018	July 2018	Very Impressive	Outstanding	Conducted the Department's Team-Building

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

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

Prepared by:

GUIRALDO C. FERNANDEZ, JR.
Department Head, DLABS

Debtment Head Office
CONFIDENTIAL EXHIBIT 11A

* Outstanding debt satisfaction, satisfaction, satisfaction, poor
 * Either not impressive, impressive, needs improvement, poor, not poor

Prepared by:

No.	Task Description	Expected Output	Assigned Date	Accomplish Date to Expected	Completed Date	Content Quality of	Outstanding Assessment of Overall	Remarks/Recommendation
8	Head and the university assigned by the Debtment Bureau other functions	Based Guidance Counselor Conduct activities related to Debt	2013 January	July 2013	July 2013	Impressive / Very	Outstanding	Student Debtment's Team Conducted
7	Department, college and conducted by the participants in all activities research project	Attendance, completion of syllabus, conduct of	2013 January	2013 January	April 2013	Impressive	Outstanding	All activities conducted actively in the office
6	Conduct debtment charges and just charges	Present a paper in international	2013 January	July 2013	May 2013	Impressive	Outstanding	Will to improve a better
5	Organization of program	Classes assigned to regular	2013 January	May 2013	May 2013	Impressive	Outstanding	
4	Develop instructional budget	(Outstanding the Debt) Program a book for new GSE Courses and School	2013 February	May 2013	May 2013	Very	Outstanding	Prescribed Follow GSE format as standard
3	Prepared course syllabi	Approved course syllabi in Policy	2013 January	February	February	Impressive	Outstanding	Improvement of instructions for the
2	Students consultation	Improved student performance	2013 January	July 2013	July 2013	Impressive	Outstanding	Provide more
1	Assess students through and Family Planning	Performance evaluation taught and good result of student classes, done after the classes	2013 January	July 2013	July 2013	Impressive	Outstanding	Comments on LBS with needed to improve performance

Name of Employee: IRISOLINE GIL I. BELTRAN

PERFORMANCE EVALUATION FORM

EXAMPLE

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Kristine Gil T. Belarmino

Performance Rating:

Aim: To continue her Master of Arts in Social Psychology, engage in department's research and extension, publish journals and publish textbook for the new GE course Understanding the Self

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

Date: January, 2018

Target Date: One year from today

First Step:

- a) Encouraged and supported with her Master's degree program
- b) Required her to be involved in research or extension projects which the Department has started to work on.
- c) Advised her to simplify her discussions in order for the students with different levels of intellectual abilities to comprehend

Result:

Doing well in her Master's degree studies and have been enthusiastic in the fieldwork for department's research and extension project, she has been also an effective teacher.

Date: November 15, 2018

Target Date: End of first semester

Next Step:

Advised to still continue her Master's degree program and continue with the research and extension project to be able to publish a journal. Implore more teaching strategies.


Outcome: NA

Final Step/Recommendation: NA

Prepared by:

GUIRALDO C. FERNANDEZ, JR.
Department Head

Conforme:


KRISTINE GIL T. BELARMINO
Name of Ratee/Faculty/Staff

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Kristine Gil T. Belarmino

Performance Rating:

Aim: To continue her Master of Arts in Social Psychology, engage in department research and extension, publish journals and publish textbook for the new GE course Understanding the Self.

Proposed interventions to improve performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2018 Target Date: One year from today

First Step:

- a) Encouraged and supported with her Master's degree program
- b) Required her to be involved in research or extension projects which the Department has started to work on.
- c) Advised her to simplify her discussions in order for the students with different levels of intellectual abilities to comprehend

Result:

Doing well in her Master's degree studies and have been enthusiastic in the fieldwork for department's research and extension project, she has been also an effective teacher.

Date: November 19, 2018 Target Date: End of first semester

Next Step:

Advised to still continue her Master's degree program and continue with the research and extension project to be able to publish a journal, improve more teaching strategies.

Outcome: NA

Final Step/Recommendation: NA

Prepared by:

QUIRADO C. FERNANDEZ, JR.
Department Head

Conformer:

KRISTINE GIL T. BELARMINO
Name of Ratee/Faculty/Staff