DEPARTMENT OF MATHEMATICS
1/F Old Library Building
VSU, Visca, Baybay City, Leyte, 6521 Philippines
Phone: +63 53-565-0600 loc 1030
Email: dmath@vsu.edu.ph
Website: vsu.edu.ph

VISAYAS
STATE UNIVERSITY

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Crisanto L. Abas

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		2.50	
b. Student (50%)		2.00	
Total for Instruction	80%	4.50	3.60
2. Research			
a. Client/Dir. For Research (50%)		0.00	
b. Dept. Head/Center Director (50%)		0.00	
Total for Research		0.00	0.00
3. Extension			
a. Client/Dir. For Extension (50%)		0.00	
b. Dept. Head/Center Director (50%)		0.00	
Total for Extension		0.00	0.00
4. Support to Operations	10%	5.00	0.50
5. Gen. Admin. & Support Services	10%	5.00	0.50
TOTAL			4.60

EQUIVALENT NUMERICAL RATING: 4.60
Add: Additional points, if any:
TOTAL NUMERICAL RATING: **4.60**

ADJECTIVAL RATING: Outstanding

Prepared by: Reviewed by:

CRISANTO L. ABAS   **EUSEBIO R. LINA, JR.**
Name of Faculty   Head, DMath

Reccomending Approval:

MA. THERESA P. LORETO
Dean, CAS

Approved:

BEATRIZ S. BELONIAS
Vice President of Academic Affairs

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>CRISANTO L. ABAS</u>, a faculty member of the <u>DEPARTMENT OF MATHEMATICS</u> commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period <u>July - December 2022.</u>

Approved:

CRISANTO L. ABAS	**EUSEBIO R. LINA, JR.**	**MA. THERESA P. LORETO**
Assistant Professor III	Department Head	College Dean
Date: 1/23/23	Date: JAN 2 3 2023	Date: JAN 2 3 2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - June)	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	**A1.** Actual Faculty's FTE	Handles subjects/courses assigned	N/A						
	PI 8: Number of graduate students advised *	**A2.** Number of students advised	Acts as academic adviser to graduate students	N/A						
		A3. Number of students advised on thesis/special problem/dissertation		N/A						

		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		A4 *. Number of students entertained for consultation purposes*	*Entertains students seeking consultation with faculty*	N/A						
PI 9: Number of instructional materials developed *		**A5** *. Number of on-line ready coursewares developed and submitted for review*	*Converts the existing instructional materials into flexible learning systems*	N/A						
		On-line ready courseware	*Prepares Instructional module/laboratory guide/workbook or a combination thereof*	N/A						
		Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	N/A						
		Assessment tools	*Prepares assessment tools such as long exam, quizzes, problems sets, etc.*	N/A						
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	*Submits the course ware duly reviewed by TRP for editing by MMDC editor*	N/A						
		A 7 : Number of virtual classroom created and operational	*Creates virtual classroom using either Moddle or Google Classroom*	N/A						

PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	N/A						
UMFO 2. HIGHER EDUCATION SERVICES									
OVPI UMFO 3. Higher Education Management Services									
PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	15	11.55	4.5	5	5	4.83	
	A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	0					The semester is yet to end.
	A 11 . Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	5	6	5	5	5	5.00	
	A12 . Number of trainings attended related to instruction	Attend mandated trainings	1	3	5	5	5	5.00	
	A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	10	5	5	5	5.00	
	A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	0						No quizzes in the grading system, only problem sets.
	A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	NA						
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	5						

		A17 . Number of students advised on thesis/ field practice/special problem:		N/A					
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	N/A					
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	N/A					
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	15	20	5	5	5	5.00
	PI 9: Number of student organizations advised/ assisted *	**A19** . Number of Student organizations advised	Advises student organizations recognized by USSO	1	1	5	4	5	4.67
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	3	5	5	5	5.00
	PI 10: Number of instructional materials developed *	**A 21 :** Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	0					
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	0					
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	6	12	5	5	5	5.00

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	15	5	5	5	5.00
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	0					
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	2	5	5	4	4.67
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:							
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0					
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0					
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0					
		Number of OBE course syllabus prepared and approved for use		1	2	5	5	5	5.00
		Number of TOS prepared and submitted within prescribed period		2	0				
UMFO 3 . RESEARCH SERVICES									
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	0					

PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	0							
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	0							
	In refereed int'l journals									
	In refereed nat'l/regional journals									
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences	0							
	In int'l fora/conferences									
	In nat'l/regional fora/conferences									
PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	0							
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or									
	A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	0							
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0							

		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0							

UMFO 4. EXTENSION SERVICES

PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	0						
PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	0						
PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects							
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services							
PI 5. Number of technical/expert services	A 40 . Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries	0						
Research Mentoring	Research Mentor		0						
Peer reviewers/Panelists	Peer reviewers/Panelists		0						

Resource Persons	*Resource Persons*		0							
Convenor/Organizer	*Convenor/Organizer*		0							
Consultancy	*Consultant*		0							
Evaluator	*Evaluator*		0							
PI 8. Percent of extension proposals approved *	**A 41.** Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	0							
PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		0							
	A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0							
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										
PI 8.Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	**A 44**. Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity	zero non-conformity	5	5	5	5.00		

		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	100% compliant	5	5	5	5.00	
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services										
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services		Provides customer friendly frontline services to clients	Zero % complaint	Zero % complaint	5	5	5	5.00	
PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *		Initiates/introduces improvements in performfing functions resulting to best practice	0						
	A 48.Other outputs implementing the new normal due to covid 19		Designs administration/management related activities and other outputs to implement new normal	0						
	No. of meetings attended		Conducts departmental meetings.	6	6	5	5	5	5.00	
Total Over-all Rating									74.17	
Average Rating									4.94	
Adjectival Rating									O	

Comments/Recommendations:
Keep up the good work in certain areas, particularly under instruction. In addition, engage in research and extension activities, and continue working on your dissertation to complete your Ph.D.

Evaluated & Rated by:

EUSEBIO R. LINA, JR.
Department Head
Date: 1/23/2023

Recommending Approval

MA. THERESA P. LORETO
Dean, CAS
Date: JAN 2 3 2023

Approved by;

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: JAN 2 4 2023

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"Exhibit G"

PERFORMANCE MONITORING & COACHING JOURNAL

	QUARTER
	1st
	2nd
▓	3rd
▓	4th

Name of Office: DMath

Head of Office: Eusebio R. Lina, Jr.

Name of Faculty/Staff: Abas, Crisanto L.   Signature: _____   Date: 1/20/23

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
• Monitor the progress of his Ph.D. study	July – Dec 2022	July – Dec 2022			
• Conduct class observation	December 2022				
• Discuss the TPES result for the 1st semester, SY 2021-2022	December 2022				Wait for the specific comments from the TPES for further intervention
Coaching					Endorsed Mr. Abas's request for reduced teaching load
• Advise faculty to continue working on his dissertation					
• Include a discussion on teaching effectiveness and sharing of best class practices during monthly meetings		Monthly			

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

EUSEBIO R. LINA, JR.
Immediate Supervisor

Verified by:

MA. THERESA P. LORETO
Next Higher Supervisor

Vision: A globally competitive university for science, technology, and environmental conservation.
Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Crisanto L. Abas
Performance Rating: Outstanding

Aim:
1. Gain competence and qualification to assume higher responsibilities
2. Improve the RDE involvement of the faculty

Proposed Interventions to Improve Performance:

Date: __March 2022__   Target Date: One year from date of intervention

First Step:

1. Encourage him to work on his dissertation to complete his Ph.D. study
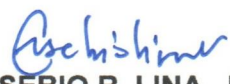2. Monitor the progress of his Ph.D. study

Result: Completion of his Ph.D. study.

Date: __May 2022__   Target Date: July – December 2022

Next Step: Encourage him to do research, extension, and innovation activities.

Outcome: Approved research or extension project

Prepared by:

EUSEBIO R. LINA, JR
DMath Head

Conforme:

CRISANTO L. ABAS
Ratee