

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: GUIRALDO C. FERNANDEZ, JR.

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Faculty (30%)	30%	5.00	1.50
b. Students (70%)	70%	4.00	2.80
TOTAL for Instruction	90%		3.87
2. Research	2.5%	5.00	0.13
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			4.370

EQUIVALENT NUMERICAL RATING: 4.370
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: 4.370

ADJECTIVAL RATING: VERY SATISFACTORY

Prepared by:
GUIRALDO C. FERNANDEZ, JR.
Name of Faculty

Reviewed by: CANDELARIO L. CALIBO
College Dean

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		GUILLERMO C. FERNANDEZ JR.	
Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3) (4)
1. Instruction			
a. Faculty (30%)	30%	2.00	1.20
b. Students (70%)	70%	4.00	2.80
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Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.370

ADJECTIVAL RATING: VERY SATISFACTORY

Prepared by: GUILLERMO C. FERNANDEZ JR.
Reviewed by: CANDILARIO L. CALBO
College Dean

Approved by: SEANIS S. DELONIAS
Vice President for Instruction
Recommending Approval: CANDILARIO L. CALBO
Dean, CAS

INDIVIDUAL PERFORMANCE COMMITMENT REPORT

I, GUIRALDO C. FERNANDEZ, JR. 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

GUIRALDO C. FERNANDEZ, JR.

Ratee

Approved: CANDELARIO L. CALIBO

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	
MF01	Higher Education	Full Time Equivalent	Teaching	Teaches Philosophy and other Social Science courses and Senior High Subjects	12.00	18.15	5	5	5	5.00	Vacation-Sick Leave/Department Head
		Number of Instructional Materials Developed/Revised and Utilized									
		* Revised IMs within the last 3 years	Author/Compiler		1	2	5	5	5	5	
		* Powerpoint presentations/Visual Aids prepared	Author/Compiler	Phil 11 and WIRC 122L (senior high)	2	15	5	5	5	5	
		Student Advising and Consultation Services									
		* Number of hrs per week spent on student consultation	Consultation		3	2	5	5	5	5	
		*Number of student organization advised	Adviser		1	2	5	5	5	5.00	USSC; TOM
				SUB-TOTAL						25.00	
MF02	Research	Number of research conducted	Research	Component Leader	1	1	5	5	5	5.00	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

INDIVIDUAL PERFORMANCE COMMITMENT REPORT

(GUAYLDO O. FERNANDEZ, JR. of the Department of Liberal Arts and Behavioral Sciences commits to deliver and sales to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY-JUNE 2018

Approved: CAMELARIO L. CALIBO

GUAYLDO O. FERNANDEZ, JR.

Head of Unit

Teacher

MNO	No.	Description of	Measures/Performance Indicators	Activities/Projects	Targets Assigned	Actual	Accomplishment	Rating	Remarks
MNO1	Higher Education	Full Time Enrollment	Teaching	Teacher Fellowship and other Social Science courses and Senior High Subjects	15.00	18.12	2	2	Lesson-Book Lesson
		Number of Instructional Materials							
		Development of Lesson Plans							
		* Reviewed in the last 3 years	Audio/Computer		1	2	2	2	
		* Performance	Audio/Computer		2	12	2	2	
		Attendance/Voluntary Aids		PM H and WIRC (senior plan)					
		Research							
		Student Advisor and Consultation							
		* Number of hrs per week spent on student consultation	Consultation		3	2	2	2	
		* Number of student organization advised	Advisor		1	2	2	2	USRC, TOM
						</			

		Number of Outputs Presented in Regional/National/International Fora/Conferences		Paper Presenter	1	2	5	5	5	5.00	2 nd Recoletos Research Congress (Title of Paper: 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"; 41st Annual PHAVISMINDA Conference on Philosophy (Title of Paper: Fishermen's Notion of "Pagbulig sa Tawo ug Kinaiyahan" as an Indigenous Expression of Enlightened
MF03	Extension	Number of technical/expert services		Resource Person/Speaker	1	3	5	5	5	5.00	
		Number of proposals prepared and submitted to OVPRE		Project Leader/Study Leader	1	2	5	5	5	5.00	
		Number of conventions/conference/training/seminars attended		Participant	1	3	5	5	5	5.00	
				SUB-TOTAL						25.00	
MF04	Production/Support to Students	Number of orals, quizzes, assignments, seatworks, projects prepared and checked.		Phil 11 and WIRC 122L (senior high)	5	15	5	5	5	5.00	
		Number of periodic exams prepared and checked		Phil 11 and WIRC 122L (senior high)	2	2	5	5	5	5.00	
				SUB-TOTAL						10.00	
MF05	Administration/Other Services	Number of Committees	Committee Member, Chair, Vice-Chair	Serves as University Curriculum Comm. Member, CAS Curriculum Comm. Member, DLABS Academic Personnel Committee Chairman, Univ.Academic Council Member, Member, Graduate School Council Member, Chair, Graduate School Screening Committee, Member, ITSO	2	7	5	5	5	5.00	
		* Number of documents signed	Dept. Head	Signs documents	60	100	5	5	5	5.00	
		* Number of faculty evaluated within the school year	Dept. Head	Evaluates faculty members	20	40	5	5	5	5.00	
		* Number of faculty projected workload documents reviewed/endorsed a month before the start of classes	Dept. Head	Reviews/endorse/ faculty workload	1	5	5	5	5	5.00	


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	* Number of faculty recommended and sent for seminar workshops	Dept. Head	Recommends faculty for seminar workshops	1	20	5	5	5	5.00	
	* Number of part-time and new faculty recommended for regular contractual status	Dept. Head	Recommends faculty for regular status	2	15	5	5	5	5.00	
	*Number of meetings attended	Dept. Head	Attends meetings	6	10	5	5	5	5.00	
	*Number of meetings presided	Dept. Head	Presides meetings	4	6	5	5	5	5.00	
	*Nunber of Requests (equipment, facilities, etc.	Dept. Head	Requests equipment, facilities, repairs	1	3	5	5	5	5.00	
	* Number of courses coordinated	Coordinator	Coordinates Philosophy courses	1	1	5	5	5	5.00	
	* Number of hours spent on colleague/subordinate consultation (solving cases, advising, mediation, etc.	Dept. Head	Allots time in advising, mediating, and solving cases on subordinates/colleagues problems.	3 hrs	5	5	5	5	5.00	
	Number of participation on the events/program in the dept, college, univ. and other offices	University Anniversary, Sportsfest, etc.	Participant, committee member	2	3	5	5	5	5.00	
			SUB-TOTAL						60.00	
Total Over-all Rating									120.00	


Average Rating (Total Over-all rating divided by 4)		5.00
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		5.00
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose: *Sustain academic related achievements of DIABS. Plan out well infra projects/facilities to accommodate all proposed academic curricular programs to be offered*


Evaluated & Rated by:


CANDELARIO L. CALIBO
 College Dean
 Date: _____

Recommending Approval:


CANDELARIO L. CALIBO
 College Dean
 Date: _____

Approved:


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

[illegible]

ADJECTIVAL RATING		
FINAL RATING		2.00
(with copy of approval)		
Approved Additional points		
Additional Points		
Average Rating (Total Overall Rating divided by 4)		2.00

Estimated by

ORGANIZACION

College Name _____

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CAMERON COUNTY

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SAFETY DISTANCE

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PERFORMANCE MONITORING FORM

Name of Employee: **Guiraldo C. Fernandez, Jr.**

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 two (2) courses subjects Introduction to the Philosophy of the Human Person and Ethics	Attendance sheets of 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' concerns through students consultation	Improved student performance	January 2018	July 2018	July 2018	Impressive	Outstanding	Provide more interventions for the improvement of students
3	Co-authored a textbook on the New GE Course, Ethics	The release of the textbook for actual classroom use	January 2018	February 2018	February 2018	Impressive	Outstanding	The textbook followed the prescribed lessons of the course and has observed copyright laws.
4	Submission of midterm grades and final grades	Grades submitted to registrar	January 2018	July 2018	July 2018	Impressive	Outstanding	
5	Conduct research	Progress report	January 1, 2018	July 30, 2018		Impressive	Outstanding	On-going
6	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
7	Published articles to peer reviewed journals.	Publication of the journal articles in peer-reviewed journals.	January 2018	May 2018	May 2018	Impressive	Outstanding	The journal article submitted underwent the double blind review process
8	Paper presentations in various conferences	Certificate of appearance, certificate of attendance and certificate of recognition	January 2018	July 2018	July 2018	Very Impressive	Outstanding	The papers were presented in the international and national levels.
9	Conduct trainings	Certificate of recognition, written report	January 2018	July 2018	July 2018	Very Impressive	Outstanding	Follow CHED's requirement for the New GE Courses as prescribed

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

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

Prepared by:

CANDELARIO L. CALIBO
Dean, CAS/Supervisor

Employee Development Plan

Name of Employee: Guiraldo C. Fernandez, Jr.

Performance Rating: Outstanding

Aim: To assist him achieve in his functions in his administrative duties as well as his functions in the realm of instruction, research and extension.

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

Date: August 15, 2016 Target Date: One year from the date of Intervention

First Step:

Consult with him with regards to his plans that have something to do with his department and endorses his proposal to the concerned offices in relation to the department's thrust to do research and extension work.

Result:

Extension activities were carried out and achieved, research work and publication were accomplished and performance in teaching improved.


Date: November 15, 2016 Target Date: End of the Semester

Next Step: To encourage him to sustain the achievements of the department with regards to the realm of instruction, research and extension.

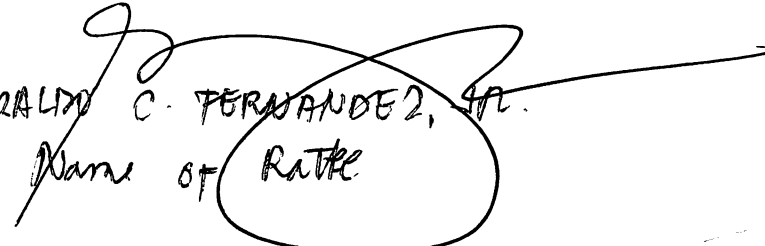
Outcome: NA

Final Step/Recommendation: NA

Prepared by:


Candelario L. Calibo
Dean
College of Arts and Sciences

CONFIRME:


GUIRALDO C. FERNANDEZ, JR.
Name of Ratee

Employee Development Plan

Name of Employee: Gildardo C. Fernandez, Jr.

Performance Rating: Outstanding

Aim: To assist him achieve in his functions in his administrative duties as well as his functions in the realm of instruction, research and extension.

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Outcome: NA

Final Step/Recommendation: NA

Prepared by:

Gildardo C. Fernandez, Jr.
Dean
College of Arts and Sciences

APPROVED:

Gildardo C. Fernandez, Jr.
Dean
College of Arts and Sciences