

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: FRETZELJANE O. POGADO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
21. Instruction			
Head/Dean (50%)		$4.97 \times 50\% = 2.48$	
Students (50%)		$5 \times 50\% = 2.5$	
Total for Instruction	70%	4.985	3.489
22. Research			
Client/Dir. for Research (50%)			
Dept. Head/Center Director (50%)			
Total for Research	30%	$5 \times 30\%$	1.5
23. Extension			
Client/Dir. For Extension (50%)			
Dept Head/Center Director (50%)			
Total for Extension			
24. Administration			
25. Production			
TOTAL	100%		4.96

EQUIVALENT NUMERICAL RATING: 4.96  
 Add: Additional Points, if any: none  
 TOTAL NUMERICAL RATING: 4.96

ADJECTIVAL RATING: OUTSTANDING


  
FRETZELJANE O. POGADO  
 Name of Faculty

  
ANALYN M. MAZO  
 Department Head

Recommending Approval:

  
CANDELARIO L. CALIBO  
 Dean/Director

Approved:

  
BEATRIZ S. BELONIAS  
 Vice President

Visayas State University  
DEPARTMENT OF BIOLOGICAL SCIENCES  
Visca, Baybay City, Leyte

I, **FRETZELJANE O. POGADO**, DBS faculty member, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period of January to June 2019

FRETZELJANE O. POGADO

Instructor I, DBS

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

ANALYN M. MAZO

Head

Date:

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO	1: Advanced Education Services									
UMFO 2. Higher Education Services										
DBS MFO 1. Curriculum Program										
	PI 1: Total FTE monitored	To handle Zool128a lab, Biol 11 lec and lab, Biol 192 lab, Ecol 21 lab	30.00	39.00	5	4.5	5	4.83	Handled 2 Zool 128a- 18, Ecol 21 lab-6.6, Biol 11 lec-4.5, Biol 11 lab-3, Biol 192-6.9	
DBS MFO 3. RESEARCH										
	PI 1: Number of published papers in internationally									
	PI 2: Number of research outputs presented in local/regional/national /international fora/conferences		1	1	5	5	5	5.00	Oral presenter of the study Inventory of Aquatic Gastropod and Marine Bivalves of UPLB-MNH during the Annual Symposium of the Association of Systematic Biologists in the Philippines held at Western Philippine University May 29-31, 2019	
	PI 9: Additional outputs									
	Number of research related awards (research conducted by student or student with faculty)									
	Number of research articles submitted for									

**DBS MFO 4. Extension services**

	Number of seminars/workshops/trainings attended	To attend seminar/workshops	1	1	5	5	5	5.00	Echo Seminar-Workshop on Educational Technologies for 21st century teachers at Visayas State University
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**DBS MFO 6: General Administration and Support**

	PI 1: Zero complaints from clients								
	PI 2: Additional outputs								
	Number of management meetings attended	To attend DBS monthly meetings	5.0	4	5	5	5	5.00	Attended DBS monthly meetings
Total Over-all Rating								19.83	
Average Rating								4.96	
Adjectival Rating								OUTSTANDING	

Received by:

*ANALYN M. MAZO*  
Department Head

Calibrated by:

*CANDELARIO L. CALIBO*  
College Dean

Approved:

*BEATRIZ S. BELONIAS*  
VP for instruction

**COMMENTS AND SUGGESTIONS:**

*To finish Masteral degree  
the soonest time possible*



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Fretzeljane O. Pogado  
Performance Rating: Outstanding

Aim: Improve further the teaching performance to obtain outstanding rating by students in all subjects taught

Proposed Interventions to Improve Performance: Reduce teaching load and attend trainings on teaching effectiveness/strategies as well as attend scientific fora

Date: July 2019      Target Date: 2020

First Step: Look for possible seminar/academic fora

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Result: Was able to attend a number of scientific forum

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Date: \_\_\_\_\_ Target Date: September-December \_\_\_\_\_

Next Step:  
Look for a seminar or training to teaching effectiveness/strategies

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Outcome:  
To intensify effort in searching for training

Final Step/Recommendation:

Prepared by:

**ANALYN M. MAZO**  
Unit Head

Conforme:

  
FRETZELJANE O. POGADO