

Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Randy G. Omega


Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	4.80	4.80 x50%= 2.40	
b. Students (50%)	4.33	4.33 x50% = 2.17	
TOTAL for Instruction	100%	4.57	4.57
2. Research	-		
3. Extension	-		
4. Administration	-		
5. Production	-		
TOTAL	100%		4.57

EQUIVALENT NUMERICAL RATING: 4.57  
Add: Additional Points, if any: -  
TOTAL NUMERICAL RATING: 4.57

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

Reviewed by:

  
RANDY G. OMEGA  
Name of Faculty

  
NANCY V. DUMAGUING  
Department Head

Approved:

  
EDGARDO E. TULIN  
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Randy G. Omega of the Department of Consumer and Hospitality Management 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 2017 to June 2017

  
RANDY G. OMEGA  
Ratee

Approved:   
NANCY V. DUMAGUING  
Head of Unit

MFO & PAPS	Success Indicators	Tasks/Target Assigned	Actual Accomplishment	Rating				Remarks
				Q1	E2	T3	A4	
Advanced & Higher Education Services	<b>No. of Course Outlines/syllabus revised</b>							
	2 <sup>nd</sup> Sem -2016-2017	1	3	5	5	4	4.66	
	Summer 2017	None*		-	-	-	-	
	1 <sup>st</sup> Sem 2017-2018	NA						
	<b>No. of IMs revised</b>							
	2 <sup>nd</sup> Sem 2016-2017	5	10	5	5	4	4.66	
	Summer 2017	None*		-	-	-	4.66	
	1 <sup>st</sup> Sem 2017-2018	NA						
	<b>No. of long/term exams conducted, checked and recorded</b>							
	2 <sup>nd</sup> Sem 2016-2017	50	105	5	5	4	4.66	
	Summer 2017	None*		-	-	-	-	
	1 <sup>st</sup> Sem 2017-2018	NA						
	<b>No. of quizzes administered, checked &amp; recorded</b>							
	2 <sup>nd</sup> Sem 2016- 2017	100	200	5	5	4	4.00	
	Summer 2017	None		-	-	-	-	
	1 <sup>st</sup> Sem 2017-2018	NA						

\*on teacher's leave status



[illegible]

Additional Points:			
Punctuality			
Approved Additional points (with copy of Approval)			
FINAL RATING		4.80	
ADJECTIVAL RATING		VS	

Received by: TERESA L. QUINANOLA  
Office

Calibrated by: REMBERTO A. PATINDOL  
PMT

Approved by: EDUARDO E. TULLIN  
President

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

Recommending Approval: BEATRIZ S. BELONIAS  
Vice President

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

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

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

Teacher: Omega, Randy G.

Second Semester 2016 - 2017

No. of Raters: 26

Subject: 3 - HRTM 124 - Tourism Planning & Development Class Type: Lecture

7-8:30TTh

	<i>Work Performance</i>	NA	1 <i>Poor</i>	2 <i>Below Satisfactory</i>	3 <i>Satisfactory</i>	4 <i>Very Satisfactory</i>	5 <i>Outstanding</i>	Median
1	Explains course objectives, requirement and grading system at the beginning of the semester				2	8	16	5.0
2	Always prepared and organized in class		1		1	10	14	5.0
3	Uses appropriate and updated instructional materials		1		2	6	17	5.0
4	Gives clear instructions/guidelines in accomplishing tasks			3		9	14	5.0
5	Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			1	2	8	15	5.0
6	Makes classroom activities interesting and lively			2	5	12	7	4.0
7	Encourages students to ask questions and welcomes comments and suggestions			3		3	19	5.0
8	Has mastery of the subject matter		1		3	6	16	5.0
9	Available for student consultation even outside class time			2	2	14	8	4.0
10	Holds class regularly, starts and dismisses class on time and utilizes class period fully		1	1	5	7	12	4.0
11	Gives relevant assignments, course requirements		1	1	3	10	11	4.0
12	Returns quizzes, exams, homework, assignments and exercises		2	2	5	10	7	4.0
13	Fair in giving grades			1	7	7	11	4.0
14	Wears clean and appropriate clothes/attire in class		1	1		9	15	5.0
15	Firm in implementing policies yet approachable and understanding			1	3	9	13	4.5
16	Commands respect of students			1	2	9	14	5.0
17	Exercises decency in speech and actions				3	9	14	5.0
<b>Median Rating</b>					<b>5.0</b>			<b>Outstanding</b>
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	19.23%
2: Add more class activities	11.54%
3: Allow students to know their class standing	53.85%
4: Avoid discussing matters not related to the lesson	3.85%
5: Avoid favoritism	7.69%
6: Avoid jokes that can offend students	3.85%
7: Be energetic/enthusiastic when discussing	11.54%
8: Be more approachable	23.08%
9: Be sensitive to slow learners	19.23%
10: Be sensitive to student needs & feelings	7.69%
11: Dismiss the class 10 minutes before the time	46.15%
12: Do not get angry easily	11.54%
13: Don't be too bookish	30.77%
14: Don't be too serious. Crack jokes sometimes.	15.38%
15: Don't discourage the students	3.85%
16: Don't keep changing your decisions/instructions	3.85%
17: Don't talk too fast	7.69%
18: Emphasize the important points of the lesson	3.85%
19: Explain further lessons that are difficult to understand	30.77%
20: Give more examples and activities	11.54%
21: Give more problem sets & assignments	11.54%
22: Give reasonable time allotment during exams	7.69%
23: Give time for students to copy notes in class	19.23%
24: Improve teaching strategies/techniques	7.69%
25: Inform the students ahead if you can't come to class	15.38%
26: Lessen talking about your personal life	3.85%
27: Smile often	23.08%

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

Teacher: Omega, Randy G.

Second Semester 2016 - 2017

No. of Raters: 16

Subject: 3 - HRTM 124 - Tourism Planning & Development 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				1	4	11	5.0
2 Always prepared and organized in class					5	11	5.0
3 Uses appropriate and updated instructional materials				2	2	12	5.0
4 Gives clear instructions/guidelines in accomplishing tasks				2	6	8	4.5
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				1	2	13	5.0
6 Makes classroom activities interesting and lively				5	8	3	4.0
7 Encourages students to ask questions and welcomes comments and suggestions				2	3	11	5.0
8 Has mastery of the subject matter					4	12	5.0
9 Available for student consultation even outside class time			1	8	4	3	3.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully			1	9	3	3	3.0
11 Gives relevant assignments, course requirements				2	9	5	4.0
12 Returns quizzes, exams, homework, assignments and exercises			1	6	6	3	4.0
13 Fair in giving grades		1	1	3	7	4	4.0
14 Wears clean and appropriate clothes/attire in class				1	4	11	5.0
15 Firm in implementing policies yet approachable and understanding				1	10	5	4.0
16 Commands respect of students		1		1	5	8	5.0
17 Exercises decency in speech and actions				1	5	10	5.0
<b>Median Rating</b>		<b>4.0</b>					<b>Very Satisfactory</b>
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: Add more class activities	6.25%
2: Allow students to know their class standing	37.50%
3: Avoid degrading students especially on social media	6.25%
4: Avoid favoritism	31.25%
5: Avoid insulting the students	6.25%
6: Avoid jokes that can offend students	6.25%
7: Be energetic/enthusiastic when discussing	18.75%
8: Be more approachable	6.25%
9: Be sensitive to slow learners	6.25%
10: Be sensitive to student needs & feelings	25.00%
11: Dismiss the class 10 minutes before the time	87.50%
12: Don't be always absent or late	12.50%
13: Don't be too serious. Crack jokes sometimes.	6.25%
14: Don't discourage the students	12.50%
15: Don't keep changing your decisions/instructions	6.25%
16: Don't talk too fast	12.50%
17: Explain further lessons that are difficult to understand	6.25%
18: Give time for students to copy notes in class	12.50%
19: Inform the students ahead if you can't come to class	12.50%
20: Smile often	18.75%

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

Teacher: Omega, Randy G.

Second Semester 2016 - 2017    No. of Raters: 28

Subject: 3 - HRTM 124 - Tourism Planning & Development    Class Type: Lecture    4-5:30TTh

<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	12	15	5.0
2 Always prepared and organized in class				2	12	14	4.5
3 Uses appropriate and updated instructional materials				2	11	15	5.0
4 Gives clear instructions/guidelines in accomplishing tasks				6	14	8	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				4	15	9	4.0
6 Makes classroom activities interesting and lively		3	2	11	8	4	3.0
7 Encourages students to ask questions and welcomes comments and suggestions			1	4	6	17	5.0
8 Has mastery of the subject matter			1	1	8	18	5.0
9 Available for student consultation even outside class time			2	7	8	11	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully		4	3	9	7	5	3.0
11 Gives relevant assignments, course requirements				4	12	12	4.0
12 Returns quizzes, exams, homework, assignments and exercises		2	2	9	12	3	4.0
13 Fair in giving grades				8	12	8	4.0
14 Wears clean and appropriate clothes/attire in class				3	3	21	5.0
15 Firm in implementing policies yet approachable and understanding			1	5	13	9	4.0
16 Commands respect of students			1	4	12	11	4.0
17 Exercises decency in speech and actions			1	4	6	17	5.0
<b>Median Rating</b>		<b>4.0</b>					<b>Very Satisfactory</b>
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	35.71%
2: Add more class activities	7.14%
3: Allow students to know their class standing	53.57%
4: Avoid degrading students especially on social media	3.57%
5: Avoid favoritism	28.57%
6: Avoid giving green jokes	3.57%
7: Avoid giving requirements that are not related to the subject	3.57%
8: Avoid insulting the students	14.29%
9: Avoid jokes that can offend students	7.14%
10: Be energetic/enthusiastic when discussing	10.71%
11: Be more approachable	25.00%
12: Be sensitive to slow learners	50.00%
13: Be sensitive to student needs & feelings	35.71%
14: Be well-organized in discussing the topic	3.57%
15: Discipline the students	3.57%
16: Dismiss the class 10 minutes before the time	78.57%
17: Do not get angry easily	10.71%
18: Don't be too bookish	17.86%
19: Don't be too serious. Crack jokes sometimes.	32.14%
20: Don't discourage the students	32.14%
21: Don't interfere with students' personal life	3.57%
22: Don't keep changing your decisions/instructions	3.57%
23: Don't talk too fast	17.86%
24: Emphasize the important points of the lesson	7.14%
25: Explain further lessons that are difficult to understand	28.57%
26: Give more examples and activities	3.57%
27: Give more problem sets & assignments	3.57%
28: Give reasonable time allotment during exams	14.29%
29: Give time for students to copy notes in class	32.14%
30: Improve teaching & communication skills	3.57%
31: Improve teaching strategies/techniques	10.71%
32: Improve your knowledge about the subject	3.57%
33: Inform the students ahead if you can't come to class	10.71%
34: Smile often	28.57%

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