

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: RONALD ARLET P. VILLABER

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)	50%	4.979	2.490
b. Students (50%)	50%	4.500	2.25
TOTAL for Instruction	90%	4.740	4.27
2. Research	5%	5	0.25
3. Extension	0%		
4. Support to students	5%	5	0.25
5. Production	0%		
TOTAL	100%		4.77

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any: _____

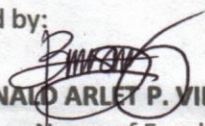
TOTAL NUMERICAL RATING:

4.77

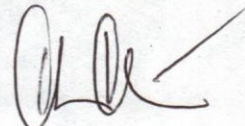
ADJECTIVAL RATING:

Outstanding

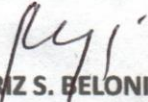
Prepared by:


RONALD ARLET P. VILLABER
Name of Faculty

Reviewed by:


CANDELARIO L. CALIBO
CAS Dean & Department Head

Recommending Approval:


BEATRIZ S. BELONIAS
VP for Instruction

Approved by:


EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, RONALD ARLET P. VILLABER, of the Department of Pure & Applied Chemistry commits the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 2017.


 RONALD ARLET P. VILLABER
 Ratee

Approved: CANDELARIO L. CALIBO

Department Head

MFO No	MFO & PAPS	Success/ Performance Indicators (PI)	Program/Activities/Projects	Tasks Assigned	Target	Details of Actual Accomplishment	Rating				Remarks
							Q ¹	E ²	T ³	A ⁴	
MFO:1	Advanced Education	PI. 1 Full time Equivalent (FTE)	Instruction	Teaches Chem 212	0.25	0.5	5	5	5	5	as graduate faculty
		PI. 2 Number of graduate student advised		as GAC adviser	1	1	5	5	5	5	Abrantes (MEd)
MFO:2	Higher Education Services	PI.1 FTE	Instruction	Teaches Chem 11 lec, Chem 31 lec, Chem 31a lab, Chem	18	27.3	5	5	5	5	Teachers Leave
		PI. 1 Number of Instructional materials developed/revised		Updated lab manual	1	1	5	5	5	5	Chem 16
MFO 3:	Research Services	Revised syllabus	Research	OBE'dized format	1	1	5	5	5	5	Chem 15
		PI.1 Number of outputs presented in local conferences		paper presented(national)	1	1	5	5	5	5	presented research paper during the 32nd Phil Chemistry Congress
		PI. 2. Number of seminars/trainings attended		national	1	1	5	5	5	5	32nd Phil Chemistry Congress
				Institutional/local	1	2	5	5	5	5	Operation of HPLC with Photo Diode Array Detector
		PI. 2. Number of research output published	Research	submits research paper for publication(International)							Workshop in Preparation for Level III Phase 2 AACUP Accreditation
		PI.1 Student advising and consultation services:									
MFO 5:	Support to Students	PI. 2 Number of student organization advised	Support to students								

		student advising		advised student organization	1	2	5	5	5	5	CAS SSC, VSUChemSoc
				as thesis adviser	1	4	5	5	5	5	BSChem
		SRC		student thesis, member	1	2	5	5	5	5	BSChem
		PI 2. Number of hours spent for student consultation & thesis advising		student consultation re: subject matter	20	30	5	5	4	4.667	BSChem
		PI 3. Number of hours spent in checking thesis outline/manuscript		thesis outline/manuscript checking	20	40	5	5	5	5	BSChem
		PI. 1 Efficient & Customer Friendly	General services	Zero percent complaint from client served	0% complaint	0 complaint	5	5	5	5	
		PI.2 Number of times attended CAS meeting		takes minutes of CAS meeting	2	3	5	5	5	5	CAS College Secretary
		PI. 2 Number of hours spent for CAS meeting as CAS College Secretary		as Secretary	2	5	5	5	5	5	
		Total Over-all Rating								79.7	
		Average Rating								4.98	
		Adjectival Rating									

Received by:

TERESA L. QUINANOLA
PRPEO

Calibrated by:

REMBERTO A. PATINDOL
Chair, PMT

Recommending Approval:

BEATRIZ S. BELONIAS
VP for Instruction

Received by:

EDGARDO E. TULIN
VSU President

Date: _____

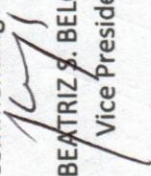
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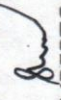
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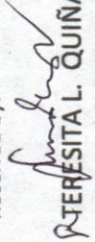
Comments & Recommendations for Development Purpose:

Average Rating (Total Over-all rating divided by		4.98
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.98
ADJECTIVAL RATING		

Received by: 
EDGARDO E. TULÍN
President
Date: _____

Recommending Approval: 
BEATRIZ S. BELONIAS
Vice President
Date: _____

Calibrated by: 
REMBERTO A. PATINDOL
Chair, PMT
Date: _____

Received by: 
TERESA L. QUIÑANOLA
PRPEO
Date: _____

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

PERFORMANCE COACHING, COUNSELLING & MONITORING JOURNAL

Name of Faculty: Mr. Ronald Arlet P. Villaber

Strategies	Brief Description of Strategy/Strategies Used	Frequency	Date(s) Conducted	Outcome(s) (Briefly describe any improvement, if any)
A. Coaching				
☐ a. Issuance of Memo				
☐ b. One-on-one/ Face-to-Face coaching	Required him to study student evaluation forms & design strategies to improve teaching performance			
☐ c. Group Coaching				
☐ d. Others				
B. Monitoring				
☐ a. Actual Class observation				
☐ b. Others (specify)				

(Note: Please use extra sheet if necessary)

Conducted By:

CANDELARIO L. CALIBO
Immediate Supervisor

Verified By:

BEATRIZ S. BELONIAS
Next Higher Supervisor

CC: OVPI
ODAHRD
PRPEO

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

Teacher: Villaber, Ronald Arlet P.

Second Semester 2016 - 2017 No. of Raters: 8

Subject: 1 - Chem 15 - General Inorganic Chemistry I

Class Type: Laboratory 10-1 TTh

<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						8	5.0
2 Always prepared and organized in class						8	5.0
3 Uses appropriate and updated instructional materials					2	6	5.0
4 Gives clear instructions/guidelines in accomplishing tasks						8	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable						8	5.0
6 Makes classroom activities interesting and lively					2	6	5.0
7 Encourages students to ask questions and welcomes comments and suggestions					4	4	4.5
8 Has mastery of the subject matter						8	5.0
9 Available for student consultation even outside class time					2	6	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully					1	7	5.0
11 Gives relevant assignments, course requirements					3	5	5.0
12 Returns quizzes, exams, homework, assignments and exercises					6	2	4.0
13 Fair in giving grades					1	7	5.0
14 Wears clean and appropriate clothes/attire in class					1	7	5.0
15 Firm in implementing policies yet approachable and understanding					2	6	5.0
16 Commands respect of students				1	1	6	5.0
17 Exercises decency in speech and actions						8	5.0
Median Rating		5.0					Outstanding
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

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Suggestions of students for the improvement of their teachers' teaching performance

1: Be sensitive to slow learners	25.00%
2: Do not get angry easily	37.50%
3: Don't talk too fast	12.50%
4: Explain further lessons that are difficult to understand	12.50%

Item	NA	Poor	Below Satisfactory	Satisfactory	Very Satisfactory	Outstanding	Average
1. Gives lessons that are interesting and makes students like the subject in the classroom		1		4	15	17	4.8
2. Gives clear and organized lectures		1		6	16	20	5.0
3. Gives explanations and feedback instructional materials		1		2	12	21	3.8
4. Gives clear and understandable instructions in laboratory work		1	1	6	18	11	4.0
5. Encourages students to ask questions and participate in class		1	2	4	11	19	5.0
6. Gives assignments, projects, exercises and tests		2	3	6	13	13	3.8
7. Gives proper feedback to suggestions and answers to students' questions		1		5	16	14	4.8
8. Gives clear and understandable instructions		1		1	6	29	5.0
9. Available for students' consultation even outside class time		3	1	11	8	14	4.8
10. Gives clear and understandable instructions in laboratory work			1	3	13	20	5.0
11. Gives clear and understandable instructions in laboratory work		1	1	7	15	12	4.0
12. Gives clear and understandable instructions in laboratory work			3	16	11	7	3.8
13. Gives clear and understandable instructions in laboratory work			1	7	14	13	4.0
14. Gives clear and understandable instructions in laboratory work			2		15	20	5.0
15. Gives clear and understandable instructions in laboratory work			3	7	9	18	4.0
16. Gives clear and understandable instructions in laboratory work		1	3	5	8	20	4.8
17. Gives clear and understandable instructions in laboratory work			3	6	9	10	3.8

Median Rating: 4.0

Median Rating: 4.0

Rating Description

Poor

Below Satisfactory

Satisfactory

Very Satisfactory

Outstanding

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

Teacher: Villaber, Ronald Arlet P. Second Semester 2016 - 2017 No. of Raters: 37

Subject: 2 - Chem 31a - Biochemistry Laboratory Class Type: Laboratory 7-10 TTh

<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	15	17	4.0
2 Always prepared and organized in class		1		6	10	20	5.0
3 Uses appropriate and updated instructional materials		1		3	12	21	5.0
4 Gives clear instructions/guidelines in accomplishing tasks		1	1	6	18	11	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable		1	2	4	11	19	5.0
6 Makes classroom activities interesting and lively		2	3	6	13	13	4.0
7 Encourages students to ask questions and welcomes comments and suggestions		1		6	16	14	4.0
8 Has mastery of the subject matter		1		1	6	29	5.0
9 Available for student consultation even outside class time		3	1	11	8	14	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully			1	3	13	20	5.0
11 Gives relevant assignments, course requirements		1	2	7	15	12	4.0
12 Returns quizzes, exams, homework, assignments and exercises			3	16	11	7	3.0
13 Fair in giving grades		1	1	7	14	13	4.0
14 Wears clean and appropriate clothes/attire in class			2		15	20	5.0
15 Firm in implementing policies yet approachable and understanding			3	7	9	18	4.0
16 Commands respect of students		1	3	5	8	20	5.0
17 Exercises decency in speech and actions			3	6	9	19	5.0
Median Rating		4.0					Very Satisfactory
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

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Suggestions of students for the improvement of their teachers' teaching performance

1: Discuss the lesson in a more understandable way	13.51%
2: Add more class activities	2.70%
3: Allow students to know their class standing	29.73%
4: Avoid discussing matters not related to the lesson	2.70%
5: Avoid favoritism	21.62%
6: Avoid giving requirements that are not related to the subject	2.70%
7: Avoid insulting the students	8.11%
8: Avoid jokes that can offend students	2.70%
9: Avoid or lessen the use of "gay" language in class	2.70%
10: Be energetic/enthusiastic when discussing	10.81%
11: Be more approachable	24.32%
12: Be sensitive to slow learners	32.43%
13: Be sensitive to student needs & feelings	16.22%
14: Be well-organized in discussing the topic	2.70%
15: Dismiss the class 10 minutes before the time	8.11%
16: Do not get angry easily	27.03%
17: Don't be too serious. Crack jokes sometimes.	8.11%
18: Don't discourage the students	10.81%
19: Don't flirt with your students	2.70%
20: Don't interfere with students' personal life	2.70%
21: Don't keep changing your decisions/instructions	5.41%
22: Don't talk too fast	35.14%
23: Emphasize the important points of the lesson	2.70%
24: Explain further lessons that are difficult to understand	18.92%
25: Give more examples and activities	8.11%
26: Give reasonable time allotment during exams	13.51%
27: Give time for students to copy notes in class	16.22%
28: Guide the students during the laboratory	18.92%
29: Have well-prepared powerpoint presentations	2.70%
30: Improve teaching & communication skills	2.70%
31: Improve teaching strategies/techniques	5.41%
32: Make voice louder	2.70%
33: Smile often	5.41%

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

Teacher: Villaber, Ronald Arlet P. Second Semester 2016 - 2017 No. of Raters: 35

Subject: 1 - Chem 11 - General Chemistry 1

Class Type: Lecture

7-8 MWF

<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>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester				5	9	21	5.0
2 Always prepared and organized in class				2	10	23	5.0
3 Uses appropriate and updated instructional materials				1	17	17	4.0
4 Gives clear instructions/guidelines in accomplishing tasks				4	15	16	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable		2		1	14	18	5.0
6 Makes classroom activities interesting and lively			1	7	21	6	4.0
7 Encourages students to ask questions and welcomes comments and suggestions		1	1	6	14	13	4.0
8 Has mastery of the subject matter					7	28	5.0
9 Available for student consultation even outside class time		2	1	9	15	8	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully		2	1	5	11	16	4.0
11 Gives relevant assignments, course requirements		1	1	5	21	7	4.0
12 Returns quizzes, exams, homework, assignments and exercises		1		5	12	17	4.0
13 Fair in giving grades		1	1	3	15	15	4.0
14 Wears clean and appropriate clothes/attire in class				3	4	28	5.0
15 Firm in implementing policies yet approachable and understanding		1	1	7	17	9	4.0
16 Commands respect of students		1		7	11	16	4.0
17 Exercises decency in speech and actions				5	12	18	5.0
Median Rating		4.0					
		Very Satisfactory					
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

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Suggestions of students for the improvement of their teachers' teaching performance

1: Discuss the lesson in a more understandable way	11.43%
2: Improve English proficiency especially grammar and pronunciation	2.86%
3: Allow students to know their class standing	20.00%
4: Avoid discussing matters not related to the lesson	5.71%
5: Avoid jokes that can offend students	2.86%
6: Be energetic/enthusiastic when discussing	2.86%
7: Be more approachable	22.86%
8: Be sensitive to slow learners	25.71%
9: Be sensitive to student needs & feelings	28.57%
10: Be well-organized in discussing the topic	5.71%
11: Dismiss the class 10 minutes before the time	34.29%
12: Do not get angry easily	20.00%
13: Don't be too bookish	2.86%
14: Don't be too serious. Crack jokes sometimes.	20.00%
15: Don't discourage the students	2.86%
16: Don't keep changing your decisions/instructions	2.86%
17: Don't talk too fast	40.00%
18: Emphasize the important points of the lesson	5.71%
19: Explain further lessons that are difficult to understand	22.86%
20: Give more examples and activities	2.86%
21: Give reasonable time allotment during exams	5.71%
22: Give time for students to copy notes in class	34.29%
23: Improve teaching strategies/techniques	2.86%
24: Inform the students ahead if you can't come to class	2.86%
25: Lessen talking about your personal life	2.86%
26: Smile often	17.14%

1	Fair	3	8	11	4.4
2	Good	9	13		5.0
3	Very Good	12	10		6.0
4	Excellent	10	11		4.8
5	Outstanding	13	9		6.0
Average Rating		4.3		Outstanding	
Rating Description					
Poor					
Fair					
Satisfactory					
Very Satisfactory					
Outstanding					

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

Teacher: Villaber, Ronald Arlet P.

Second Semester 2016 - 2017

No. of Raters: 2

Subject: 4 - Chem 212 - Analytical Chemistry

Class Type: Lecture

1-4 Sat

<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					2	3	4.0
2 Always prepared and organized in class					1	1	4.5
3 Uses appropriate and updated instructional materials					2	2	5.0
4 Gives clear instructions/guidelines in accomplishing tasks						2	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable						2	5.0
6 Makes classroom activities interesting and lively					2		4.0
7 Encourages students to ask questions and welcomes comments and suggestions					1	1	4.5
8 Has mastery of the subject matter						1	5.0
9 Available for student consultation even outside class time					1	1	4.5
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully					1	1	4.5
11 Gives relevant assignments, course requirements					1	1	4.5
12 Returns quizzes, exams, homework, assignments and exercises					1	1	4.5
13 Fair in giving grades					1	1	4.5
14 Wears clean and appropriate clothes/attire in class						2	5.0
15 Firm in implementing policies yet approachable and understanding						2	5.0
16 Commands respect of students						2	5.0
17 Exercises decency in speech and actions						2	5.0
Median Rating		5.0					Outstanding
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

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