

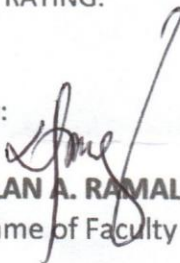
SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

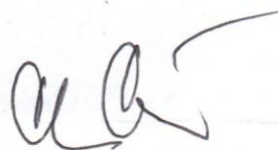
Name of Faculty Member: Allan A. Ramal - ON STUDY LEAVE

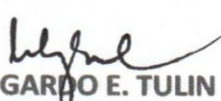
| Program Involvement<br>(1) | Percentage Weight of<br>Involvement | Numerical Rating<br>(Rating x %) | Equivalent<br>Numerical<br>Rating |
|----------------------------|-------------------------------------|----------------------------------|-----------------------------------|
| (1)                        | (2)                                 | (3)                              | (2x3)                             |
| 1. Instruction             |                                     |                                  |                                   |
| a. Head/Dean (50%)         | 50%                                 | 4.96                             | 2.48                              |
| b. Students (50%)          | 50%                                 | 4.33                             | 2.17                              |
|                            |                                     |                                  | 4.65                              |
| TOTAL for Instruction      | 90%                                 | 4.65                             | 4.18                              |
| 2. Research                | 0%                                  |                                  |                                   |
| 3. Extension               |                                     |                                  |                                   |
| 4. Support to Operations   | 10%                                 | 5                                | 0.50                              |
| 5. Production              | 0%                                  |                                  |                                   |
| TOTAL                      | 100%                                |                                  | 4.68                              |

EQUIVALENT NUMERICAL RATING                    **4.68**  
Add: Additional Points, if any:  
TOTAL NUMERICAL RATING:                    **4.68**

ADJECTIVAL RATING:                    **Outstanding**

Prepared by:   
**ALLAN A. RAMAL**  
Name of Faculty

Reviewed by:   
**CANDELARIO L. CALIBO**  
Head, DoPAC

Approved by:   
**EDGARDO E. TULIN**  
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR) - ACCOMPLISHMENT

I, ALLAN A. RAMAL, of the Department of Pure & Applied Chemistry, College of Arts & 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 July 10 to December 31, 2017.

ALLAN A. RAMAL  
Ratee

Approved:

CANDELARIO L. CALIBO  
Department Head

| MFO No | MFO & PAPs                | Success/Performance Indicators (PI)                                                                                                   | Program/ Activities Projects | Tasks Assigned                                         | Target    | Actual Accomplishment | Rating         |                |                |                | Remarks                                                                                       |
|--------|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------|------------------------------|--------------------------------------------------------|-----------|-----------------------|----------------|----------------|----------------|----------------|-----------------------------------------------------------------------------------------------|
|        |                           |                                                                                                                                       |                              |                                                        |           |                       | Q <sup>1</sup> | E <sup>2</sup> | T <sup>3</sup> | A <sup>4</sup> |                                                                                               |
| MFO: 2 | Higher Education Services | P1. Full Teaching Equivalent (FTE)                                                                                                    | Instruction                  | Teaches Chem 145 lec/lab, Chem 11 lec/lab, Chem 13 lec | 16        | 26.55                 | 5              | 5              | 5              | 5              | Teacher's leave                                                                               |
|        |                           | P1.2. Revised Course Outlines                                                                                                         |                              | Revised Course Outline                                 | 1         | 2                     | 5              | 5              | 5              | 5              | Chem 145 & 146                                                                                |
|        |                           | P1.3 Number of Course Syllabus updated                                                                                                |                              | Updated course syllabus (OBE) format                   | 1         | 2                     | 5              | 5              | 4              | 4.6667         | Chem 145 & 146                                                                                |
| MFO: 3 | Research Services         | PI. Number of student research advised                                                                                                | Research services            |                                                        |           |                       |                |                |                |                |                                                                                               |
|        |                           | PI.2 Number of research proposal submitted                                                                                            |                              | Research proposal submitted for funding                | 1         | 1                     | 5              | 5              | 5              | 5              | submitted research proposal for funding                                                       |
|        |                           | PI.3. Number of research conducted                                                                                                    |                              |                                                        |           |                       |                |                |                |                |                                                                                               |
|        |                           | PI2. Number of research paper presented                                                                                               |                              | Research presented                                     |           |                       |                |                |                |                |                                                                                               |
|        |                           | PI3. Number seminars/training attended                                                                                                |                              | international national                                 | 1         | 1                     | 5              | 5              | 5              | 5              | 15th ASOMPS                                                                                   |
|        |                           |                                                                                                                                       |                              | institutional/local                                    | 1         | 1                     | 5              | 5              | 5              | 5              | 22nd Natural Products Society of the Philippines                                              |
| MFO: 4 | Extension Services        | PI1. Number of individual beneficiaries served                                                                                        | Extension services           |                                                        |           |                       |                |                |                |                | Implementation of Waste Segregation in School Campus and Establishment/Operation of Materials |
|        |                           | PI. 2. Additional Output                                                                                                              | Extension services           | Serves as Radio program anchor                         | 1 hr /day |                       |                |                |                |                | stopped as radio program anchor                                                               |
| MFO: 5 | Support to Students       | P5.1. Number of special services such as resource speaker on programs and technical judge conducted in support to students activities | Support to students          |                                                        |           |                       |                |                |                |                |                                                                                               |
|        |                           | P5.2.1. Number of hours spent on student thesis outline/manuscript consultation                                                       |                              | as adviser                                             | 20        | 25                    | 5              | 5              | 5              | 5              |                                                                                               |

|       |                                                    |                                                                                                 |                                     |                |                |   |   |   |        |                                      |
|-------|----------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------|----------------|----------------|---|---|---|--------|--------------------------------------|
|       |                                                    | P5.2.2. Number of hours spent on student consultations                                          | as SRC, chair                       | 20             | 50             | 5 | 5 | 5 | 5      |                                      |
|       |                                                    |                                                                                                 | as SRC, member                      | 20             | 50             | 5 | 5 | 5 | 5      |                                      |
|       |                                                    | P5.2.3. Number of student related activities assisted                                           | as consultant                       | 2              | 2              | 5 | 5 | 5 | 5      | tutorials, poster making, quiz show, |
|       |                                                    | P5.2.4. Number of student thesis outline advised                                                | as adviser                          | 2              | 2              | 5 | 5 | 5 | 5      | BSChem                               |
|       |                                                    | P5.2.5. Number of student thesis manuscript advised and checked                                 | as adviser                          | 1              | 2              | 5 | 5 | 5 | 5      |                                      |
|       |                                                    | P5.2.6. Number of hours spent on student thesis outline/manuscript/special problem consultation | as adviser, SRC                     | 20             | 50             | 5 | 5 | 5 | 5      |                                      |
| MFO:6 | General Administration and Support Services (GASS) | Pl. 1 Efficient and customer friendly frontline service                                         | Zero complaints from clients served | zero complaint | zero complaint | 5 | 5 | 5 | 5      |                                      |
|       |                                                    | Pl.2. Number of hours spent as VSU PCO                                                          | as VSU PCO                          | 2 hrs/week     | 2 hrs/week     | 5 | 4 | 5 | 4.6667 |                                      |
|       |                                                    | Pl.3 Number of times acted as OIC                                                               | acts as DoPAC OIC                   | 1              | 3              | 5 | 5 | 5 | 5      |                                      |
|       |                                                    | Total Over-all Rating                                                                           |                                     |                |                |   |   |   | 84.33  |                                      |
|       |                                                    | Average Rating                                                                                  |                                     |                |                |   |   |   | 4.96   |                                      |
|       |                                                    | Adjectival Rating                                                                               |                                     |                |                |   |   |   | 0      |                                      |

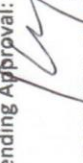
Received by:

  
TERESITA L. QUINANOLA  
PRPEO

Calibrated by:

  
REMBERTO A. TATINDOL  
Chair, PMT

Recommending Approval:

  
BEATRIZ S. BELONIAS  
VP for Instruction

Received by:

  
EDGARDO E. TULIN  
VSU President

|                                                     |      |
|-----------------------------------------------------|------|
| Average Rating (Total Over-all rating divided by 6) | 4.96 |
| Additional Points:                                  |      |
| Punctuality                                         |      |
| Approved Additional points (with copy of approval)  |      |
| FINAL RATING                                        | 4.96 |
| ADJECTIVAL RATING                                   | O    |

Comments & Recommendations for Development Purpose:

Received by:

TERESITA L. QUIÑANOLA

Calibrated

REMBERTO A. PATINDOL

Recommending Approval:

BEATRIZ S. BELONIAS

Approved by:

EDGARDO E. TULI

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

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

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

Teacher: Ramal, Allan A.

First Semester 2017 - 2018

No. of Raters: 12

Subject: 3 - Chem 145 - Analytical Chemistry I

Class Type: Laboratory

7-10TTh

| <i>Work Performance</i>                                                                                          | <i>NA</i> | <i>1<br/>Poor</i>        | <i>2<br/>Below<br/>Satis-<br/>factory</i> | <i>3<br/>Satis-<br/>factory</i> | <i>4<br/>Very<br/>Satis-<br/>factory</i> | <i>5<br/>Out-<br/>standing</i> | <i>Median</i> |
|------------------------------------------------------------------------------------------------------------------|-----------|--------------------------|-------------------------------------------|---------------------------------|------------------------------------------|--------------------------------|---------------|
| 1 Explains course objectives, requirement and grading system at the beginning of the semester                    |           |                          | 1                                         |                                 | 6                                        | 5                              | 4.0           |
| 2 Always prepared and organized in class                                                                         |           |                          | 1                                         | 4                               | 2                                        | 5                              | 4.0           |
| 3 Uses appropriate and updated instructional materials                                                           |           |                          | 1                                         |                                 | 5                                        | 6                              | 4.5           |
| 4 Gives clear instructions/guidelines in accomplishing tasks                                                     |           |                          |                                           | 1                               | 7                                        | 4                              | 4.0           |
| 5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable |           |                          |                                           | 1                               | 6                                        | 5                              | 4.0           |
| 6 Makes classroom activities interesting and lively                                                              |           |                          |                                           | 6                               | 3                                        | 3                              | 3.5           |
| 7 Encourages students to ask questions and welcomes comments and suggestions                                     |           |                          |                                           | 1                               | 6                                        | 5                              | 4.0           |
| 8 Has mastery of the subject matter                                                                              |           |                          |                                           |                                 | 2                                        | 10                             | 5.0           |
| 9 Available for student consultation even outside class time                                                     |           |                          |                                           | 3                               | 5                                        | 4                              | 4.0           |
| 10 Holds class regularly, starts and dismisses class on time and utilizes class period fully                     |           |                          |                                           | 5                               | 1                                        | 6                              | 4.5           |
| 11 Gives relevant assignments, course requirements                                                               |           |                          |                                           |                                 | 4                                        | 8                              | 5.0           |
| 12 Returns quizzes, exams, homework, assignments and exercises                                                   |           |                          | 1                                         | 2                               | 4                                        | 5                              | 4.0           |
| 13 Fair in giving grades                                                                                         |           |                          |                                           | 1                               | 5                                        | 6                              | 4.5           |
| 14 Wears clean and appropriate clothes/attire in class                                                           |           |                          |                                           |                                 | 7                                        | 5                              | 4.0           |
| 15 Firm in implementing policies yet approachable and understanding                                              |           |                          |                                           | 1                               | 5                                        | 6                              | 4.5           |
| 16 Commands respect of students                                                                                  |           |                          |                                           | 1                               | 4                                        | 7                              | 5.0           |
| 17 Exercises decency in speech and actions                                                                       |           |                          |                                           | 2                               | 5                                        | 5                              | 4.0           |
| <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              |                                           |                                 |                                          |                                |               |

|                                                                     |         |
|---------------------------------------------------------------------|---------|
| <b>1. Other positive points of the teacher and his/her teaching</b> |         |
| 1 Considerate                                                       | 5.00%   |
| 2 Funny                                                             | 5.00%   |
| 3 Makes lesson more understandable                                  | 5.00%   |
| 4 No comment                                                        | 80.00%  |
| 5 Teaches lab techniques                                            | 5.00%   |
| <b>2. Suggestions for teaching improvement</b>                      |         |
| 1 No comment                                                        | 100.00% |

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

Teacher: Ramal, Allan A.

First Semester 2017 - 2018

No. of Raters: 20

Subject: 1 - Chem 11 - General Chemistry 1

Class Type: Laboratory 10-1F

| <i>Work Performance</i>              |                                                                                                                | <i>NA</i> | <i>1<br/>Poor</i>             | <i>2<br/>Below<br/>Satis-<br/>factory</i> | <i>3<br/>Satis-<br/>factory</i> | <i>4<br/>Very<br/>Satis-<br/>factory</i> | <i>5<br/>Out-<br/>standing</i> | <i>Median</i> |
|--------------------------------------|----------------------------------------------------------------------------------------------------------------|-----------|-------------------------------|-------------------------------------------|---------------------------------|------------------------------------------|--------------------------------|---------------|
| 1                                    | Explains course objectives, requirement and grading system at the beginning of the semester                    |           |                               |                                           |                                 | 3                                        | 17                             | <b>5.0</b>    |
| 2                                    | Always prepared and organized in class                                                                         |           |                               |                                           | 1                               | 1                                        | 18                             | <b>5.0</b>    |
| 3                                    | Uses appropriate and updated instructional materials                                                           |           |                               |                                           |                                 | 3                                        | 17                             | <b>5.0</b>    |
| 4                                    | Gives clear instructions/guidelines in accomplishing tasks                                                     |           |                               |                                           |                                 | 1                                        | 19                             | <b>5.0</b>    |
| 5                                    | Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable |           |                               |                                           | 1                               |                                          | 19                             | <b>5.0</b>    |
| 6                                    | Makes classroom activities interesting and lively                                                              |           |                               |                                           |                                 | 2                                        | 18                             | <b>5.0</b>    |
| 7                                    | Encourages students to ask questions and welcomes comments and suggestions                                     |           |                               |                                           |                                 | 6                                        | 14                             | <b>5.0</b>    |
| 8                                    | Has mastery of the subject matter                                                                              |           |                               |                                           |                                 | 1                                        | 19                             | <b>5.0</b>    |
| 9                                    | Available for student consultation even outside class time                                                     |           |                               |                                           |                                 | 5                                        | 15                             | <b>5.0</b>    |
| 10                                   | Holds class regularly, starts and dismisses class on time and utilizes class period fully                      |           |                               |                                           |                                 | 5                                        | 15                             | <b>5.0</b>    |
| 11                                   | Gives relevant assignments, course requirements                                                                |           |                               |                                           |                                 | 3                                        | 17                             | <b>5.0</b>    |
| 12                                   | Returns quizzes, exams, homework, assignments and exercises                                                    |           |                               |                                           | 1                               | 3                                        | 16                             | <b>5.0</b>    |
| 13                                   | Fair in giving grades                                                                                          |           |                               |                                           | 1                               | 3                                        | 16                             | <b>5.0</b>    |
| 14                                   | Wears clean and appropriate clothes/attire in class                                                            |           |                               |                                           |                                 | 6                                        | 14                             | <b>5.0</b>    |
| 15                                   | Firm in implementing policies yet approachable and understanding                                               |           |                               |                                           |                                 | 2                                        | 18                             | <b>5.0</b>    |
| 16                                   | Commands respect of students                                                                                   |           |                               |                                           |                                 | 3                                        | 17                             | <b>5.0</b>    |
| 17                                   | Exercises decency in speech and actions                                                                        |           |                               |                                           |                                 | 3                                        | 17                             | <b>5.0</b>    |
| <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                   |                                           |                                 |                                          |                                |               |

|                                                                     |         |
|---------------------------------------------------------------------|---------|
| <b>1. Other positive points of the teacher and his/her teaching</b> |         |
| 1 Can teach well                                                    | 5.00%   |
| 2 Good teacher                                                      | 10.00%  |
| 3 Jolly                                                             | 5.00%   |
| 4 Kind                                                              | 10.00%  |
| 5 Make sure students understands his discussion                     | 5.00%   |
| 6 Makes the class active                                            | 5.00%   |
| 7 Makes the class interesting                                       | 10.00%  |
| 8 Nice teacher                                                      | 5.00%   |
| 9 No comment                                                        | 45.00%  |
| <b>2. Suggestions for teaching improvement</b>                      |         |
| 1 No comment                                                        | 100.00% |

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

Teacher: Ramal, Allan A.

First Semester 2017 - 2018

No. of Raters: 20

Subject: 3 - Chem 145 - Analytical Chemistry I

Class Type: Lecture

10-11:30TTh

| <i>Work Performance</i>                                                                                          | <i>NA</i> | <i>1<br/>Poor</i>        | <i>2<br/>Below<br/>Satis-<br/>factory</i> | <i>3<br/>Satis-<br/>factory</i> | <i>4<br/>Very<br/>Satis-<br/>factory</i> | <i>5<br/>Out-<br/>standing</i> | <i>Median</i> |
|------------------------------------------------------------------------------------------------------------------|-----------|--------------------------|-------------------------------------------|---------------------------------|------------------------------------------|--------------------------------|---------------|
| 1 Explains course objectives, requirement and grading system at the beginning of the semester                    |           |                          |                                           | 1                               | 10                                       | 9                              | <b>4.0</b>    |
| 2 Always prepared and organized in class                                                                         |           |                          |                                           | 1                               | 9                                        | 10                             | <b>4.5</b>    |
| 3 Uses appropriate and updated instructional materials                                                           |           |                          |                                           | 2                               | 7                                        | 11                             | <b>5.0</b>    |
| 4 Gives clear instructions/guidelines in accomplishing tasks                                                     |           |                          |                                           | 1                               | 9                                        | 10                             | <b>4.5</b>    |
| 5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable |           |                          |                                           | 4                               | 6                                        | 10                             | <b>4.5</b>    |
| 6 Makes classroom activities interesting and lively                                                              |           |                          | 1                                         | 2                               | 9                                        | 8                              | <b>4.0</b>    |
| 7 Encourages students to ask questions and welcomes comments and suggestions                                     |           |                          |                                           | 2                               | 11                                       | 7                              | <b>4.0</b>    |
| 8 Has mastery of the subject matter                                                                              |           |                          | 1                                         |                                 | 6                                        | 13                             | <b>5.0</b>    |
| 9 Available for student consultation even outside class time                                                     |           |                          |                                           | 2                               | 10                                       | 8                              | <b>4.0</b>    |
| 10 Holds class regularly, starts and dismisses class on time and utilizes class period fully                     |           |                          |                                           | 1                               | 10                                       | 9                              | <b>4.0</b>    |
| 11 Gives relevant assignments, course requirements                                                               |           |                          |                                           | 3                               | 7                                        | 10                             | <b>4.5</b>    |
| 12 Returns quizzes, exams, homework, assignments and exercises                                                   |           |                          | 1                                         | 5                               | 8                                        | 6                              | <b>4.0</b>    |
| 13 Fair in giving grades                                                                                         |           |                          |                                           | 1                               | 13                                       | 6                              | <b>4.0</b>    |
| 14 Wears clean and appropriate clothes/attire in class                                                           |           |                          |                                           | 3                               | 8                                        | 9                              | <b>4.0</b>    |
| 15 Firm in implementing policies yet approachable and understanding                                              |           |                          |                                           | 1                               | 10                                       | 9                              | <b>4.0</b>    |
| 16 Commands respect of students                                                                                  |           |                          |                                           | 1                               | 9                                        | 10                             | <b>4.5</b>    |
| 17 Exercises decency in speech and actions                                                                       |           |                          |                                           | 1                               | 9                                        | 10                             | <b>4.5</b>    |
| <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              |                                           |                                 |                                          |                                |               |

**1. Other positive points of the teacher and his/her teaching**

|                                    |        |
|------------------------------------|--------|
| 1 Considerate                      | 5.00%  |
| 2 Funny                            | 5.00%  |
| 3 Makes lesson more understandable | 5.00%  |
| 4 No comment                       | 80.00% |
| 5 Teaches lab techniques           | 5.00%  |

**2. Suggestions for teaching improvement**

|              |         |
|--------------|---------|
| 1 No comment | 100.00% |
|--------------|---------|