

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 (2 x 3)
1. Instruction			
a. Head/Dean (50%)		2.48	2.48
b. Students (50%)		2.415	2.415
TOTAL for Instruction	100%		
2. Research			
3.Extension			
TOTAL RATING			4.895

EQUIVALENT NUMERICAL RATING: 4.895

Add: Additional Points, if any:

TOTAL NUMERICAL RATING 4.895

ADJECTIVAL RATING:

Prepared by:

Reviewed by:


FRETZELJANE O. POGADO
Name of Faculty


ANALYN M. MAZO
Head

Recommending Approval:


CANDELARIO L. CALIBO
CAS, Dean

Approved:


BEATRIZ S. BELONIAS
Vice President

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Visayas State University
DEPARTMENT OF BIOLOGICAL SCIENCES
Visca, Baybay City, Leyte
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

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 July to December, 2018.


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 Zool 21 lab, Zoo 11 lec and lab, Biol 125 lab, SCTS 11 lec	30.00	32.45	5	4.5	5	4.83	Handled Biol 125- 4.5, Zool 21 lab-8.1, Zool 11 lec- 8.6, Zoo 11 lab-5.55, and ScTS 11-5.7	
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		
	Number of research related awards (research conducted by student or student with faculty)		1	1	5	5	5	5.00		
	Number of research articles submitted for publications									

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 2018 Target Date: end of 2018-2019

First Step: Look for possible seminar/academic fora

Result: Was able to attend a scientific fora

Date: _____ Target Date: September-December _____

Next Step:

Look for seminar on teaching effectiveness/strategies and reduce teaching load

Outcome:

To intensify effort in searching for training

Will reduce teaching load by the following semester

Final Step/Recommendation:

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


FRETZELJANE O. POGADO
Ratee

CONFIDENTIAL