

Exhibit K

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: Irish C. Sidaya

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.85	
b. Student (50%)			
Total for Instruction	80%	4.85	3.88
2. Research			
a. Client/Dir. For Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. For Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension			
4. Support to Operations	10%	5.00	0.50
5. Gen. Admin & Support Services	10%	5.00	0.50
TOTAL			4.88


EQUIVALENT NUMERICAL RATING: 4.88

Add: Additional points, if any:


TOTAL NUMERICAL RATING: 4.88

ADJECTIVAL RATING: Outstanding

Prepared by:


IRISH C. SIDAYA
Name of Faculty

Reviewed by:


EUSEBIO R. LINA, JR.
Head, DMath

Recommending Approval:


MA. THERESA P. LORETO
Dean, CAS

Approved:


BEATRIZ S. BELONIAS
VP for Academic Affairs



VISAYAS
STATE UNIVERSITY



DEPARTMENT OF
MATHEMATICS


"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Irish C. Sidaya, a faculty member of the DEPARTMENT OF MATHEMATICS delivered and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January - June 2023.

Approved:


IRISH C. SIDAYA
Assistant Professor II
Date: July 7, 2023


EUSEBIO R. LINA, JR.
Department Head
Date: 7/19/2023


MA. THERESA P. LORETO
College Dean
Date: July 20, 2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan.-Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timelines	Average	
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	36	15.75	5	4.5	5	4.83	Teacher's Leave
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	4	5	5	5	5.00	Math 11n, Math 128n, Math 131n, Math 162
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	0					
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	8	9	5	5	4	4.67	Math 11n (2 exams), Math 128n (3 exams), Math 131n (2 exams), Math 162 (2 exams)

		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	12	12	5	5	4	4.67	Math 11n (2 quizzes), Math 128n (5 quizzes), Math 131n (3 quizzes), Math 162 (2 quizzes)
	PI 8: Number of students advised: *	A16. Number of students advised:	<i>Acts as academic advisor to students</i>	N/A						
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	10	5	5	5	5.00	
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	1	0					
		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	3	4	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	5	5	5	5	5.00	
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using Moodle	1	1	4	4.5	4	4.17	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Number of Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0	1	5	5	5	5.00	COPC for BS Mathematics
		Number of OBE course syllabus prepared and approved for use		1	4	5	5	5	5.00	Math 11n, Math 128n, Math 131n, Math 162
		Number of TOS prepared and submitted within prescribed period		4	7	5	5	5	5.00	

UMFO 5. SUPPORT TO OPERATIONS									
OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity	zero non-conformity	5	5	5	5.00
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	100% compliant	5	5	5	5.00
		On program accreditations							
		On institutional accreditations							
UMFO 6. General Admin. & Support Services (GASS)									
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	0% complaint	5	5	5	5.00
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice	0	0				
		No. of meetings attended	Attended departmental meetings.	6	4	5	5	5	5.00
	Total Over-all Rating					73.33			
	Average Rating					4.89			
	Adjectival Rating					Outstanding			

Average Rating (Total Over-all rating divided by 15)	4.89
Additional Points:	
Approved Additional points (with copy of approval)	
FINAL RATING	4.89
ADJECTIVAL RATING	Outstanding

Comments & Recommendations for Development Purpose:

Deliver some accomplishments under research and extension services.

Evaluated & Rated by:

Eusebio R. Lina, Jr.
EUSEBIO R. LINA, JR.

Department Head

Date: 7/19/2023

Recommending Approval

MA. Theresa P. Loreto
MA. THERESA P. LORETO
Dean, College of Arts and Sciences
Date: July 20, 2023

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: July 21, 2023

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2nd	
	3rd	
	4th	

Name of Office: Department of Mathematics


Head of Office: Eusebio R. Lina, Jr.

Number of Personnel: 15 – (Irish C. Sidaya)

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring <ul style="list-style-type: none">Conduct class observationMonitor the progress of her Ph.D. study	April 2023 Jan-June 2023	Jan-June 2023			
Coaching <ul style="list-style-type: none">Advise faculty to continue working on his dissertationInclude a discussion on teaching effectiveness and sharing of best class practices during monthly meetingsAdvise the faculty to set targets under research and extension services	Casual conversations Jan-June 2023	Monthly			Plan in-house activities to capacitate faculty to perform research and extension activities.

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


EUSEBIO R. LINA, JR.
 Head, DMath

Noted by:


MA. THERESA P. LORETO
 Dean, CAS

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Irish C. Sidaya

Performance Rating: Outstanding

Aim:

1. Gain competence and qualification to assume higher responsibilities
2. Improve the RDE involvement of the faculty

Proposed Interventions to Improve Performance:

Date: July 2023

Target Date: One year from the date of intervention

First Step:

1. Encourage her to work on his dissertation to complete his Ph.D. study
2. Monitor the progress of his Ph.D. study

Result: Completion of her Ph.D. study.

Date: August 2023

Target Date: One year from the date of intervention

Next Step:


Encourage her to do research, extension, and innovation activities.

Outcome: Approved research or extension project

Final Step/Recommendation:

Advise her to continue engaging in research activities to build a research culture at DMath.

Prepared by:


EUSEBIO R. LINA, JR.
Head, DMath

Conforme:


IRISH C. SIDAYA
Ratee/Faculty