

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Ms. Lovely Mae J. Estor

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.38	
b. Students (50%)		2.50	
TOTAL for Instruction	85%	4.88	4.14
2. Research	0%	0	0
3. Extension	0%	0	0
4. Support of Operation	10%	4.67	0.47
5. Administration	5%	5.00	0.25
TOTAL			4.86

EQUIVALENT NUMERICAL RATING: 4.86

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.86

ADJECTIVAL RATING: Outstanding

Prepared by:

LOVELY MAE J. ESTOR  
Name of Faculty

Reviewed by:

CLIMACO D. ESPINA, JR.  
Head, DMP

Recommending Approval:

CANDELARIO L. CALIBO  
Dean, CAS

Approved by:

BEATRIZ S. BELONIAS  
Vice President for Instruction



Visayas State University  
College of Arts and Sciences  
**DEPARTMENT OF MATHEMATICS AND PHYSICS**  
Visca, Baybay City, Leyte



**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **LOVELY MAE J. ESTOR**, of the **DEPARTMENT OF MATHEMATICS AND PHYSICS, Colleges of Arts and Sciences** commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period July 1, 2019 to December 31, 2019

**LOVELY MAE J. ESTOR**

Substitute Instructor

Date: 2/5/20

**CLIMACO D. ESPINA, JR**

Head, DMP

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

Rating Equivalents:

5 - Outstanding

4 - Very Satisfactory

3 - Satisfactory

2 - Fair

MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Quality	Efficiency	Timeliness	Average	
Higher Education Services	<b>PI 1.</b> Number of FTE	Teaches: 1st sem. SY 2019-2020= Math 11n (7 lecs.), Math 115 (1 lec)	18	50.25	5	5	5	5.00	Teacher's leave
	<b>PI 2.</b> Number of instructional materials developed							0.00	
	<i>New Course Outline</i>	Prepares new course	1	1	5	5	4	4.67	Math 115
	<i>New syllabi OBE</i>	Prepares new syllabi	1	1	5	5	4	4.67	Math 115
	<i>Revised syllabi</i>	Revised syllabi	1	1	5	5	4	4.67	Math 11n
	<i>New Lecture manual</i>	Prepares new manual	1	1	5	5	4	4.67	Math 115
	<i>New Powerpoint lecture presentation (per course)</i>	Prepares powerpoint	1	8	5	5	5	5.00	Teaches: 1st sem. SY 2019-2020= Math 11n (7 lecs.), Math 115 (1 lec)
	<b>PI 3.</b> Additional outputs							0.00	

	Numbers of hours checking papers per week	Checked papers	2	5	5	5	4	4.67	1st sem. SY 2018-2019= Math 11n (7 lecs.), Math 115 (1 lec)
	Numbers of hours class preparation per week	Prepared class preparation	2	5	5	5	4	4.67	1st sem. SY 2018-2019= Math 11n (7 lecs.), Math 115 (1 lec)
				<b>Total points</b>				38.00	
<b>Support to Operations</b>	Pl.2 Number of hours spent for student consultation	Entertained students	30	60	5	5	5	5.00	regarding subject matters, grades
	P.3 Additional Outputs								
				<b>Total points</b>				5.00	
<b>General Admin. &amp; Support</b>									
Efficient & Constumor Friendly	Zero percent complaint from clients served	Entertains clients	0%	0% no complaint	5	5	5	5.00	Students, Parents, Faculty & Staff
				<b>Total points</b>				5.00	
<b>Total Over-all Rating</b>								48.00	
<b>Average Rating</b>								4.80	
<b>Adjectival Rating</b>								0	

Average Rating (Total Over-all rating divided by 4)	4.80	Comments & Recommendations for Development Purpose:
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		Needs to pursue graduate studies
FINAL RATING	4.80	
ADJECTIVAL RATING		

Evaluated and Review:

CLIMACO D. ESPINA, JR.  
Head, DMP

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

Recommending Approval:

CANDELARIO L. CALIBO

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

Approved:

BEATRIZ S. BELONIAS  
Vice President for Instruction

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

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

**"Exhibit I"**

**PERFORMANCE MONITORING FORM**

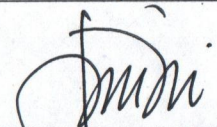
Name of Employee: **MS. LOVELY MAE ESTOR**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1.	Teaches: 1st sem. SY 2019-2020= Math 11n (7 lecs.), Math 115 (1 lec)	Regular attendance in the assigned classes, grade sheet per courses taught, and good result of student performance evaluation	July 2019	Aug. 2019	Aug. 2019	Impressive	Outstanding	Improve performance with respect to students' comments on TPES.
2.	Assist students through advising and students consultation	Improved student performance	July 2019	Aug. 2019	Aug. 2019	Impressive	Outstanding	Provide more interventions for the improvement of students
3.	Develop/Revise syllabi	Copy of teaching manuals in Math 11n	July 2019	Aug. 2019	Aug. 2019	Impressive	Outstanding	Follow the format prescribed by OVPI
4.	Submission of midterm grades and final grades	Grades submitted to registrar	July 2019	Aug. 2019	Aug. 2019	Impressive	Outstanding	
5.	Perform other functions assign by the head	Reports	July 2019	Aug. 2019	Aug. 2019	Impressive	Outstanding	Perform functions duly assigned to her

\* Either very impressive, impressive, needs improvement, poor, very poor

\*\* Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

  
**CLIMACO D. ESPINA, JR.**  
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LOVELY MAE J. ESTOR

Performance Rating: Outstanding

Aim: Encourage her to make research/extension project proposals.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

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

Target Date: One year from date of intervention

First Step:

Endorsed her to the Scholarship Committee for study leave with pay.

Result: She will be able to pursue the MS Mathematics Program .

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


Target Date: End of first semester

Next Step: To continue giving her moral support in her studies until targeted date of full completion of studies in June 2023.

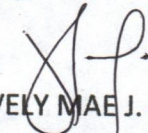
Outcome: Good grades

Final Step/Recommendation:

Prepared by:

  
CLIMACO D. ESPINA JR.  
DMP Head

Conforme:

  
LOVELY MAE J. ESTOR  
Ratee