

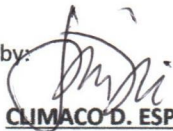
SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

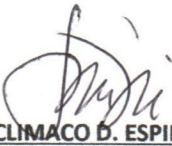
Name of Faculty Member: Prof. Climaco D. Espina Jr.


Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.50	
b. Students (50%)		2.38	
TOTAL for Instruction	60%	4.88	2.93
2. Research	0%	0.00	0.00
3. Extension	10%	5.00	0.50
4. Support to students	10%	5.00	0.50
5. Support to Operations	10%	5.00	0.50
5. Administration	10%	4.83	0.48
TOTAL			4.91

EQUIVALENT NUMERICAL RATING: 4.91  
Add: Additional Points, if any: \_\_\_\_\_  
TOTAL NUMERICAL RATING: 4.91

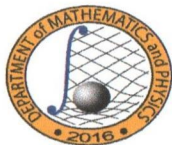
ADJECTIVAL RATING: Outstanding

Prepared by:   
CLIMACO D. ESPINA, JR.  
Name of Faculty

Reviewed by:   
CLIMACO D. ESPINA JR.  
Department Head

Recommending Approval:   
CANDELARIO L. CALIBO  
Dean, CAS

Approved by:   
BEATRIZ S. BELOMAS  
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, **CLIMACO D. ESPINA JR.**, of the DEPARTMENT OF MATHEMATICS AND PHYSICS, **College of Arts and Sciences** commit to the deliver and agree to be rated on the attainment of of the following accomplishments in accordance with the indicated measures for the period **January 1, 2019 to June 30, 2019**

**CLIMACO D. ESPINA JR.**

Associate Professor

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

**CANDELARIO L. CALIBO**

Dean, CAS

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

Rating Equivalents:

5 - Outstanding

4 - Very Satisfactory

3 - Satisfactory

2 - Fair

1 - Poor

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Details of Actual Accomplishment	Rating				Remarks
							Quality	Efficiency	Timelines	Average	
MF01	Higher Education Services	PI 1. Number of FTE	Instruction	Teaches: Math 114 (1 lec), Math 122 (1 lec), Math 141 (1 lec) , Math 113e = 2nd sem SY 2018-2019; Math 114 (1 lec), Math 141 (1 lec) = Summer 2018	8	29.19	5	5	5	5.00	Vacation/Sick Leave
		PI 2. Number of instructional materials developed	Preparation/ Revising/ Encoding/								
		New Syllabi	Instruction	Prepares new syllabi	1	1	5	5	5	5.00	Math 141
		Revised Syllabi	Instruction	Revised new syllabi	1	1	5	5	5	5.00	Math 114
		Revised course outline	Instruction	Prepares and compiles one (1) course outline	1	2	5	5	5	5.00	Math 114, Math 141
		New Powerpoint lecture presentation (per	Instruction	Prepares powerpoint	2	2	5	5	5	5.00	2nd sem SY 2018-2019 courses

		<b>PI 3. Additional outputs</b>									
		<i>Curricular proposal reviewed</i>	Instruction	Submit BS Math proposal for approval	1	1	5	5	5	5.0	Submit to UAC, CHED
		<i>Numbers of hours checking papers</i>		Checks papers	8	24	5	5	5	5.0	2nd Sem SY 2018-2019 subjects
		<i>Numbers of hours class preparation</i>		Prepares class preparation	8	24	5	5	5	5.0	2nd Sem SY 2018-2019 subjects
		<b>Total points</b>								<b>40.0</b>	
MF03	<b>Extension Services</b>	PI.1 Number of research/extension submitted	Extension services	Dept. Head, HRAbad, ERLina Jr. NQRamos	1	1	5	5	5	5.00	Enhancing Junior and Senior High School Teachers' competencies in Teaching Sciences Mathematics, Statistics and English in the Baybay City Division (CAS Extension)
		PI.2 Numbers of meetings/conducted in Biliran and Maasin City superintendent	Exztension Sevices	Dept. Head, DMP Faculty & Staff	1	1	5	5	5	5.00	Enhancement Training on Math & Physics High School Teachers. DenEd
				Dept. Head, DMP Faculty & Staff	8	16	5	5	5	5.00	
							<b>Total points</b>			<b>15.00</b>	



MFO 5-	Support to Students	P.1 Student advising and consultation services									
		PI.2 Number of hours spent for student consultation & thesis									
		On consultation	Consultation	Consulting student's of subjects taught courses	20	60	5	5	5	5.00	regarding subject matters, grades.
		P.3 Additional Outputs									
							Total points			5.00	
MFO 6	Support to Operations										
	MOF1. Faculty Development Services										
		PI.1 Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted	Recommended for pursuing study leave	ISCoco, JHSidaya, CLAbas, RRAure, JSValenzona, DLValenzona & JLLCagande,	6	6	5	5	5	5.00	PhD in Mathematics in UP Diliman, PhD in Physics in USC, PhD in Math. In PNU
		PI.2 Number of faculty pursuing PhD in Physics recommend	Recommended for pursuing study leave	HRFABad	1	1	5	5	5	5.00	PhD in Physics effective August 2018
		PI.3 Number of faculty recommend permanentt	Recopmmend for permanency	Head, DMP, FAOArmada	1	1	5	5	5	5.00	
		PI.3 Number of faculty sent to attend trainings/ seminars/conferences/ conventions	Recommended for attendance to trainings/ seminars/ conferences/								
	MOF2. Faculty Recruitment/Hiring Services										
		PI.1 Number of faculty hired	Recommended 3 substitute	Three (3) substitute instructor	3	3	5	5	5	5.00	Teaches service courses in Mathematics and Physics and Senior High School subjects

	<b>MOF3. Faculty Evaluation Services</b>										
		PI.1 Percentage of faculty rated by students with at least VS rating in 50% of the subjects evaluated		All Mathematics and Physics faculty	50%	100%	5	5	5	5.00	All regular faculty obtained at least VS rating
		PI.2 Additional Output									
		<i>Percentage of subjects assisted student evaluation</i>	Evaluation Facilitator	Head, AA Guinipaan	50%	100%	5	5	5	5.00	Every semester
							<b>Total Points</b>			<b>30</b>	
<b>MFO 7</b>	<b>General Admin. &amp; Support Services (GASS)</b>										
	<b>MFO1. Administrative and Facilitative</b>										
		PI.1 No. of units/sections supported, supervised, monitored and coordinated	Mathematics and Physics	Faculty and staff	2	2	5	5	5	5.00	Mathematics Section and Physics Section
		PI.2 No. of management meetings conducted		Faculty and staff	3	6	5	5	5	5.00	
		PI.3 No of documents signed and approved			100	200	5	5	5	5.00	
		PI.4 No of requests for materials and apparatus/equipment, and office supplies prepared and submitted		Dept. Head, AAGuinipaan	2	10	5	5	5	5.00	Submitted to SPMD
		PI.5 No. of academic rooms (lab and lecture) maintained		WSoriano, HGMazo	5	5	5	5	4	4.67	EB 105, EB 106, EB 204, EB 205, EB 206
		PI.6 Percentage of lab apparatus and office equipment maintained		W Soriano, AA Guinipaan, HMazo	50%	100%	5	4	4	4.33	RISO, laptop, LCD projector, Physics Laboratory Apparatus
							<b>Total Points</b>			<b>29.00</b>	

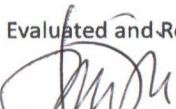
MFO 8.	General Admin. & Support Services (GASS)										
	Efficient & Constumor Friendly	Zero percent complaint from clients served		Entertains clients	0% complain t	0% no complaint	5	5	5	5.00	Students, Parents, Faculty & Staff
							Total points			5.00	
	Total Over-all Rating									124.00	
	Average Rating									4.96	
	Adjectival Rating									0	

Average Rating (Total Over-all rating divided by 4)	4.96
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.96
ADJECTIVAL RATING	

Comments & Recommendations for Development Purpose:

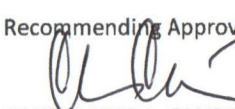
Motivate faculty to submit RDE Papers for Professional Dev't

Evaluated and Review:



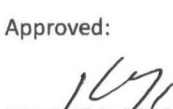
CLIMACO B. ESPINA, JR.  
Dept. Head/Unit Head  
Date:

Recommending Approval:



CANDELARIO L. CALIBO  
Dean, CAS  
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: **PROF. CLIMACO D. ESPINA, JR.**

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: Math 122e (1 lec), Math 114 ((1 lec), Math 141 (21 lec req), Math 113e = 2nd sem SY 2018-2019	Regular attendance in the assigned classes, grade sheet per courses taught, and good result of student performance evaluation	January 2019	June 2019	June 2019	Impressive	Outstanding	Improve performance to students' with respect to students' comments on TPES.
2.	Assist students through students consultation	Improved student performance	January 2019	June 2019	June 2019	Impressive	Outstanding	Provide more interventions for the improvement of students
3.	Prepares course syllabi! updates	Approved course syllabi in Math 122e	January 2019	February 2019	February 2019	Impressive	Outstanding	Follow OBE format as prescribed
4.	Develop/Revise instructional manual	Copy of teaching manual in Math 114	January 2019	March 2019	March 2019	Impressive	Outstanding	Follow the format prescribed by MMDC
5.	Submission of midterm grades and final grades	Grades submitted to registrar	January 2019	June 2019	July 2019	Impressive	Outstanding	
6.	Conduct extension project	Progress report	January 1, 2019	July 30, 2019		Impressive	Outstanding	Follow-up on the effectiveness of training conducted




7.	Participate in all activities conducted by the department, college and the university	Attendance, certificates if applicable	January 2019	January 2019	April 2019	Impressive	Outstanding	Participates actively in all activities
8.	Perform other functions assign by the Dean, and the university	BSM proposal approved by DMP curriculum committee	January 2019	May 2019	May 2019	Impressive	Outstanding	Submit BOR for approval

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

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

Prepared by:

  
**CANDELARIO L. CALIBO**  
 Dean, CAS



**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: PROF. CLIMACO D. ESPINA JR.

Performance Rating: Outstanding

Aim: Encourage him to make research proposals and 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:

Send him to trainings/seminars/workshops/fora related to research and extension activities.

Result:

Attendance in research and extension related trainings/seminars/workshops/fora. This will expose and motivate him to do research/extension projects.

Date: Throughout the school year

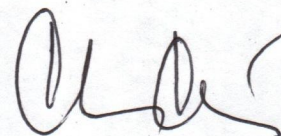
Target Date: End of SY 2019-2020

Next Step: Advise him to draft research proposal or extension project proposal.

Outcome: research/project proposal

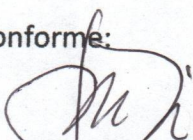
Final Step/Recommendation: Instruct him to submit the research/project proposal to the OVPRE for approval and possible funding.

Prepared by:



CANDELARIO L. CALIBO  
Dean, CAS

Conforme:



CLIMACO D. ESPINA, JR.

Ratee