

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

Name of Faculty Member: Candelario L. Calibo

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)	50%	4.99	2.495
b. Students (50%)	50%	5.0	2.500
TOTAL for Instruction	50%	4.995	2.50
2. Research	15%	5.00	0.75
3. Extension	5%	5.0	0.25
4. Support to Operations	10%	5.0	0.50
5. Administration	20%	4.97	0.99
6. Production	0%		0.00
	100%		4.991

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

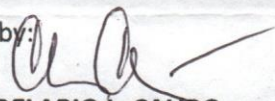
TOTAL NUMERICAL RATING:

4.991

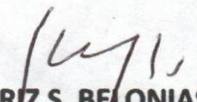
ADJECTIVAL RATING:

Outstanding

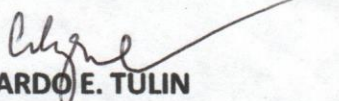
Prepared by:


CANDELARIO L. CALIBO
CAS Dean & DoPAC Head

Recommending Approval:


BEATRIZ S. BELONIAS
VP for Instruction

Approved by:


EDGARDO E. TULIN
President

-June 30, 2017

Approved:

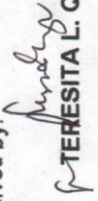
BEATRIZ S. BELONIAS

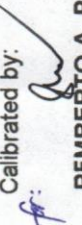
VP/for Instruction

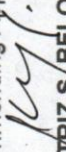
		Ratee		V for Instruction				Rating				Remarks	
MFO No.	MFO & PAPs	Success/Performance Indicators(PI)	Program/ Activities Projects	Tasks Assigned	Target	Details of Actual Accomplishment	Q ¹	E ²	T ³	A ⁴			
MFO: 1	Advanced Education Services	PI 1. Full Teaching Equivalent (FTE)	Instruction								Vacation-Sick leave; DoPAC Head & CAS Dean		
		PI 2. Number of graduate students advised		Advise Master in Education major In Chemistry Students	1	2	5	5	5	5	MED students		
		PI 3: Number of GAC membership to graduate students		Acted as GAC member	1	1	5	5	5	5			
		P1.4 Drafted & submitted MS proposal		submitted MS proposal	1	1	5	5	5	5	MS Chemistry		
				submitted OJT proposal	1	1	5	5	5	5	for BSChem & BSAC		
MFO: 2	Higher Education Services	PI 1. Full Teaching Equivalent (FTE)	Instruction	Teaches Chem 190 lec, Chem 31 lec, Chem 113 lec	8	14.35	5	5	5	5	Vacation-Sick leave; DoPAC Head & CAS Dean		
		PI 2. Number of students advised											
		academic adviser		Advises students	40	50	5	5	5	5	BSChem/BSAC (3rd yr); shifters/transferees		
		thesis adviser		Advises thesis students	2	10	5	5	5	5			
		PI 3.Number of instructional materials developed											
		PI. 4 Additional Output		drafted & submitted OJT proposal	1	1	5	5	5	5	for BSChem & BSAC		
MFO: 3	Research Services			Award received									
		PI.1. Number of Awards received by student advisee	Research										
		PI.2. Number of research paper presented	Research	Research output presentation									
		PI 3. Number of research project conducted	Research	Conducted approved and funded research	2	2	5	5	5	5	1. Chitin and Chitosan Extractions from Crustacean Exoskeleton: Evaluation of their Potential Together with Chitin- 2. Biochemical Alterations and Yield Loss in Cassava Infected with Phtoplasm		
				PI.4 Number of research accomplishment submitted on time	Research	Completed research	1	1	5	5	5	5	Chitin/Chitosan completed in May
		PI 5. Number of research proposal submitted	Research	No. of research proposal submitted for funding	1	4	5	5	5	5			
		PI 6. Number of research paper published in journals or proceedings	Research	Published research output									
		PI.6 Number of trainings/seminars attended, conducted/facilitated											
		international		Attended research seminar									

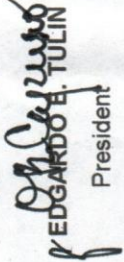
Average Rating (Total Over-all rating divided by 6)	4.99
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.99
ADJECTIVAL RATING	O

Comments & Recommendations for Development Purpose:

Received by:

TERESITA L. QUIÑANOLA
PRPEO

Calibrated by:

REMBERTO A. PATINDOL
Chair, PMT

Recommending Approval:

BEATRIZ S. BELONIAS
VP for Instruction

Approved by:

EDGARDO E. TULÍN
President

Date: _____

Date: _____

Date: _____

Date: _____

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

Teacher: Calibo, Candelario L.

Second Semester 2016 - 2017

No. of Raters: 74

Subject: 4 - Chem 31 - Biochemistry

Class Type: Lecture

4-5:30 TTh

Work Performance		NA	1 Poor	2 Below Satis- factory	3 Satis- factory	4 Very Satis- factory	5 Out- standing	Median
1	Explains course objectives, requirement and grading system at the beginning of the semester				8	26	40	5.0
2	Always prepared and organized in class				4	28	42	5.0
3	Uses appropriate and updated instructional materials				5	23	46	5.0
4	Gives clear instructions/guidelines in accomplishing tasks				11	30	33	4.0
5	Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			1	8	32	33	4.0
6	Makes classroom activities interesting and lively			2	12	31	29	4.0
7	Encourages students to ask questions and welcomes comments and suggestions			2	7	30	35	4.0
8	Has mastery of the subject matter			1	5	14	54	5.0
9	Available for student consultation even outside class time				6	35	33	4.0
10	Holds class regularly, starts and dismisses class on time and utilizes class period fully				6	20	48	5.0
11	Gives relevant assignments, course requirements				7	23	44	5.0
12	Returns quizzes, exams, homework, assignments and exercises			1	6	24	43	5.0
13	Fair in giving grades			1	5	32	36	4.0
14	Wears clean and appropriate clothes/attire in class				4	16	54	5.0
15	Firm in implementing policies yet approachable and understanding				6	28	40	5.0
16	Commands respect of students				3	31	40	5.0
17	Exercises decency in speech and actions				5	27	42	5.0
Median Rating					5.0			Outstanding
Median Rating (nearest whole number)		Rating Description						
1		Poor						
2		Fair						
3		Satisfactory						
4		Very Satisfactory						
5		Outstanding						

Suggestions of students for the improvement of their teachers' teaching performance

1: Discuss the lesson in a more understandable way	14.86%
2: Add more class activities	4.05%
3: Allow students to know their class standing	8.11%
4: Always have eye contact with students when discussing the lesson	4.05%
5: Avoid degrading students especially on social media	1.35%
6: Avoid discussing matters not related to the lesson	4.05%
7: Avoid favoritism	8.11%
8: Avoid giving requirements that are not related to the subject	1.35%
9: Avoid insulting the students	1.35%
10: Be energetic/enthusiastic when discussing	5.41%
11: Be more approachable	4.05%
12: Be sensitive to slow learners	9.46%
13: Be sensitive to student needs & feelings	4.05%
14: Be well-organized in discussing the topic	5.41%
15: Discipline the students	2.70%
16: Dismiss the class 10 minutes before the time	6.76%
17: Do not get angry easily	1.35%
18: Don't be always absent or late	1.35%
19: Don't be too bookish	1.35%
20: Don't be too serious. Crack jokes sometimes.	2.70%
21: Don't discourage the students	1.35%
22: Don't flirt with your students	1.35%
23: Don't interfere with students' personal life	1.35%
24: Don't just be sitting the whole time while having class	1.35%
25: Don't just read the handouts or the powerpoint slides. Discuss them.	1.35%
26: Don't keep changing your decisions/instructions	2.70%
27: Don't talk too fast	6.76%
28: Emphasize the important points of the lesson	6.76%
29: Explain further lessons that are difficult to understand	18.92%
30: Give more examples and activities	10.81%
31: Give more problem sets & assignments	6.76%
32: Give reasonable time allotment during exams	4.05%
33: Give time for students to copy notes in class	13.51%
34: Have well-prepared powerpoint presentations	5.41%
35: Improve teaching & communication skills	4.05%
36: Improve teaching strategies/techniques	6.76%
37: Improve your knowledge about the subject	2.70%
38: Inform the students ahead if you can't come to class	2.70%
39: Lessen talking about your personal life	1.35%
40: Make voice louder	24.32%

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

Teacher: Calibo, Candelario L.

Second Semester 2016 - 2017

No. of Raters: 7

Subject: 3 - Chem 113 - Inorganic Chemistry II

Class Type: Lecture

5-6 MWF

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

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Suggestions of students for the improvement of their teachers' teaching performance

1: Allow students to know their class standing	14.29%
2: Be sensitive to slow learners	14.29%
3: Be well-organized in discussing the topic	14.29%
4: Dismiss the class 10 minutes before the time	14.29%
5: Don't discourage the students	14.29%
6: Don't talk too fast	14.29%
7: Explain further lessons that are difficult to understand	14.29%
8: Give more examples and activities	14.29%
9: Give more problem sets & assignments	14.29%
10: Inform the students ahead if you can't come to class	14.29%
11: Make voice louder	14.29%
12: Smile often	14.29%

13: Allow students to know their class standing	10	5.0
14: Be sensitive to slow learners	10	5.0
15: Be well-organized in discussing the topic	10	5.0
16: Dismiss the class 10 minutes before the time	10	5.0
17: Don't discourage the students	10	5.0
18: Don't talk too fast	10	5.0
19: Explain further lessons that are difficult to understand	10	5.0
20: Give more examples and activities	10	5.0
21: Give more problem sets & assignments	10	5.0
22: Inform the students ahead if you can't come to class	10	5.0
23: Make voice louder	10	5.0
24: Smile often	10	5.0

Median Rating

5.0

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Rating Instructions:
Poor
Fair
Good
Very Good
Outstanding

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

Teacher: Calibo, Candelario L. Second Semester 2016 - 2017 No. of Raters: 10

Subject: 4 - Chem 190 - Special Topics Class Type: Lecture 4-5 F

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

Suggestions of students for the improvement of their teachers' teaching performance

- | Suggestion | Percentage |
|---|------------|
| 1: Allow students to know their class standing | 10.00% |
| 2: Emphasize the important points of the lesson | 10.00% |
| 3: Have well-prepared powerpoint presentations | 10.00% |

Teacher's Name	No.	Class Type					Overall Rating
		NK	1	2	3	4	
1. Teacher's class is well organized and orderly.					8	26	5.8
2. Material is properly and organized in class.					4	28	5.6
3. Teacher's presentation and instruction is clear.					5	23	5.8
4. Teacher's presentation is well organized and clear.					11	30	5.8
5. Teacher's presentation is well organized and clear.				1	8	32	4.8
6. Teacher's presentation is well organized and clear.				2	12	31	4.8
7. Teacher's presentation is well organized and clear.				2	7	30	4.8
8. Teacher's presentation is well organized and clear.				1	5	14	3.8
9. Teacher's presentation is well organized and clear.					6	33	4.8
10. Teacher's presentation is well organized and clear.					5	20	4.8
11. Teacher's presentation is well organized and clear.					3	23	5.8
12. Teacher's presentation is well organized and clear.				1	6	21	3.8
13. Teacher's presentation is well organized and clear.				1	3	32	4.8
14. Teacher's presentation is well organized and clear.					1	16	3.8
15. Teacher's presentation is well organized and clear.					6	28	5.8
16. Teacher's presentation is well organized and clear.					3	31	5.8
17. Teacher's presentation is well organized and clear.					4	30	5.8

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