

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Rating Period: July-December, 2017

Name of Faculty Member: DINAH M. ESPINA

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	50.00	4.99	2.50
	b. Student (50%) from Teaching Performance Eval'n. By-Students	50.00	4.33	2.17
Total for Instruction		70%	4.67	3.27
2.	Research	5%	5.00	0.25
3.	Extension	5%	5.00	0.25
4.	Administration	20%	5.00	1.00
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.77

EQUIVALENT NUMERICAL RATING:

4.77

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.77

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:



DINAH M. ESPINA

Assoc. Prof. I and Head, DAS-CAFS

Reviewed by:



VICTOR B. ASIO

Dean, CAFS

Approved:



EDGARDO E. TULIN

President

RATING SCALE: 4.6-5.0 Outstanding
3.8-4.5 Very Satisfactory
3.0-3.7 Satisfactory
2.2-2.9 Unsatisfactory
2.1- & below Poor

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, DINAH M. ESPINA, of the Department of Animal Science, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July, 2017 to December, 2017.

DINAH M. ESPINA
Ratee

VICTOR B. ASIO
Dean, CAFS

MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)
					Q ¹	E ²	T ³	A ⁴	
Advanced Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Status)	10	16.48	5	5	5	5.00	
	Student Research Advising, Grad Outlines/Manuscripts								
	Graduate outlines approved/submitted	Chairman	2	2	5	5	4	4.67	
	Graduate manuscripts approved	Chairman	0	1	5	5	5	5.00	
	Graduate Advisory Committee								
	Number of graduate advisees graduated within prescribe period	Chairman	0	1	5	5	5	5.00	
Higher Education Services	IM's Developed/Revised for Graduate Program								
	New	Graduate faculty	1	4	5	5	5	5.00	
	Number of Instructional Materials Developed/ Revised and Utilized:								
	New IM's	Developed New IM	0	1	5	5	5	5.00	
	Revised IM's within the last 3 years	Revised IMs/Course Outlines	0	1	5	5	5	5.00	
	Number of degree programs compliant to CMO supervised and implemented	Department Head	1	1	5	5	5	5.00	
	Number of Students advised on consultation and thesis or field practice	Department Head and Adviser	10	135	5	5	5	5.00	
	Number of student organization assisted	Department Head	2	2	5	5	5	5.00	
	Number of Field Practice Reports Checked/Approved	Department Head	10	15	5	5	5	5.00	
	Student Advising and Consultation Services:								
	Number of hours spent on student consultation/field practice reports/advising	Attended to student consultation during consultation schedules	150	359	5	5	5	5.00	

Research Services	Number of R&D Projects/Studies Conducted/ Completed:										
	Job Placement of Graduates of BSA, BSFT, BSDC, and BAS of CAFS VSU Main Campus, Visca, Baybay City Leyte.	Study Leader	1	1	5	5	5	5	5	5.00	
Extension Services	Number of Linkages: Regional	Member	1	1	5	5	5	5	5	5.00	
	Number of person-days trained	Served as Poultry Production specialist for Farmer Leaders, Ag'l Extension Agents, Social Workers, Disabled People at ATI, VSU	10	30	5	5	5	5	5	5.00	
	Number of trainings conducted	Animal Production Specialist for Outstanding of School Youth and AEWs in coordination with ATI for NC II Certification	0	2	5	5	5	5	5	5.00	
	Number of beneficiaries served:										
	Private individuals/groups	Served as Animal Science Specialist/consultant to walk-in individuals/beneficiaries	10	50	5	5	5	5	5	5.00	
General Administration and Support Services	Commodity teams	Member of RRDC-Livestock	1	1	5	5	5	5	5	5.00	
	Resource person	Served as Resource Person in Organic Poultry Production to Farmer Leaders, Ag'l Extension Agents, Social Workers, Disabled People at ATI, VSU and Agriculturist Board Reviewer	0	2	5	5	5	5	5	5.00	
	Number of extension project	Enhancing Agricultural Productivity in the City of BaybayUsing the BIDANI Strategy	1	2	5	5	5	5	5	5.00	
	Number of faculty/staff/Animal caretakers/GTA managed	Department Head	22	24	5	5	5	5	5	5.00	
	Number of academic lec/lab rooms/facilities maintained	Department Head/Lab. In-charge	7	15	5	5	5	5	5	5.00	
	Number of animal projects monitored and assisted	Department Head	3	4	5	5	5	5	5	5.00	

	Number of university meetings (execom and university committees)	Department Head	6	5	5	5	5	5.00	
	Percent time for AACUP Accreditation Level IV Preparation	Department Head, Over-all Chairman	10%	15%	5	5	5	5.00	
	Areas in DAS AACUP Level IV, Phase II Area IV	Chairman	1	1	5	5	5	5.00	
	AACUP areas in MS & MAGDev AACUP	Member	0	1	5	5	5	5.00	
	AACUP Areas (1-10) in PhD Ansci PSV	Over-all Chairman	1	1	5	5	5	5.00	
	AACUP Areas (3) in PhD Ansci PSV	Chairman	1	1	5	5	5	5.00	
	Number of University/college committees	Member	3	4	5	5	5	5.00	
	Number of DAS Committees	Member	2	3	5	5	5	5.00	
	Number of DAS Committees	Chairman	5	5	5	5	5	5.00	
	Percentage attendance to dept meetings	Department Head	100%	100%	5	5	5	5.00	
	Number of other DAS rooms monitored (DAS Library, Conference room, Store rooms, SASS Office, Admin. Office, Faculty rooms, toilets, sala, head office)	Department Head	8	15	5	5	5	5.00	
	Number of hours spent on monitoring	Department Head	80	154	5	5	5	5.00	
	Number of hours on coaching	Department Head	65	122	5	5	5	5.00	
	Number of hours spent on performance	Department Head	75	110	5	5	5	5.00	
	Number of meeting prepared/minutes corrected	Department Head	6	6	5	5	5	5.00	
	Number of documents signed	Department Head	150	452	5	5	5	5.00	
	Total Over-all Rating								194.67

Average Rating (Total Over-all Rating/No. of A ⁴ Entries)		4.99
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING	4.99	
ADJECTIVAL RATING	OUTSTANDING	

Comments & Recommendation for Development Purpose:

Received by:


TERESITA L. QUINAVOLA
PRPEO

Date: _____

Calibrated by:


REMBERTO A. PATINDOL
PMT Chair

Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS
Vice-President for Instruction

Date: _____

Approved by:


EDGARDO E. YUHIN
President

Date: _____

Legend:

Q¹ - Quality
E² - Efficiency
T² - Timeliness
A⁴ - Average

Rating Scale:

4.6 - 5.0 Outstanding
3.8 - 4.5 Very Satisfactory
3.0 - 3.7 Satisfactory
2.2 - 2.9 Unsatisfactory
2.1 - & below Poor

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

Teacher: Espina, Dinah M.

First Semester 2017 - 2018

No. of Raters: 6

Subject: 4 - ANSC 253 - Endocrinology

Class Type: Lecture

7-10Th

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester					5	1	4.0
2 Always prepared and organized in class				1	5		4.0
3 Uses appropriate and updated instructional materials					4	2	4.0
4 Gives clear instructions/guidelines in accomplishing tasks				1	4	1	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				1	4	1	4.0
6 Makes classroom activities interesting and lively				1	3	2	4.0
7 Encourages students to ask questions and welcomes comments and suggestions					5	1	4.0
8 Has mastery of the subject matter				1	3	2	4.0
9 Available for student consultation even outside class time					4	2	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully					5	1	4.0
11 Gives relevant assignments, course requirements				1	3	2	4.0
12 Returns quizzes, exams, homework, assignments and exercises				1	4	1	4.0
13 Fair in giving grades					3	3	4.5
14 Wears clean and appropriate clothes/attire in class					2	4	5.0
15 Firm in implementing policies yet approachable and understanding					3	3	4.5
16 Commands respect of students					1	5	5.0
17 Exercises decency in speech and actions					2	4	5.0
Median Rating		4.0					
		Very Satisfactory					
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

1. Other positive points of the teacher and his/her teaching	
1 Explains the lessons well	16.67%
2 Mastery of the subject	16.67%
3 No comment	83.33%
2. Suggestions for teaching improvement	
1 Give consideration	16.67%
2 No comment	83.33%

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

Teacher: Espina, Dinah M.

First Semester 2017 - 2018

No. of Raters: 6

Subject: 4 - ANSC 221 - Advance Poultry Production

Class Type: Laboratory

2-5W

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						6	5.0
2 Always prepared and organized in class					1	5	5.0
3 Uses appropriate and updated instructional materials						6	5.0
4 Gives clear instructions/guidelines in accomplishing tasks					3	3	4.5
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable					3	3	4.5
6 Makes classroom activities interesting and lively					2	4	5.0
7 Encourages students to ask questions and welcomes comments and suggestions					1	5	5.0
8 Has mastery of the subject matter						6	5.0
9 Available for student consultation even outside class time						6	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully					3	3	4.5
11 Gives relevant assignments, course requirements					2	4	5.0
12 Returns quizzes, exams, homework, assignments and exercises					2	4	5.0
13 Fair in giving grades						6	5.0
14 Wears clean and appropriate clothes/attire in class						6	5.0
15 Firm in implementing policies yet approachable and understanding						6	5.0
16 Commands respect of students					1	5	5.0
17 Exercises decency in speech and actions					2	4	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					
1. Other positive points of the teacher and his/her teaching							
1 Interesting class						16.67%	
2 No comment						83.33%	
2. Suggestions for teaching improvement							
1 No comment						100.00%	

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

Teacher: Espina, Dinah M.

First Semester 2017 - 2018

No. of Raters: 20

Subject: 4 - AnSc 121 - Poultry Production and Management

Class Type: Lecture

10-11MW

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester				3	11	6	4.0
2 Always prepared and organized in class				4	9	7	4.0
3 Uses appropriate and updated instructional materials				1	10	9	4.0
4 Gives clear instructions/guidelines in accomplishing tasks				4	11	5	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				3	7	10	4.5
6 Makes classroom activities interesting and lively			1	7	9	3	4.0
7 Encourages students to ask questions and welcomes comments and suggestions			1	3	7	9	4.0
8 Has mastery of the subject matter				2	3	15	5.0
9 Available for student consultation even outside class time		1		3	10	6	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully			1	1	9	9	4.0
11 Gives relevant assignments, course requirements			1	7	7	5	4.0
12 Returns quizzes, exams, homework, assignments and exercises				5	7	8	4.0
13 Fair in giving grades				2	10	8	4.0
14 Wears clean and appropriate clothes/attire in class				2	3	15	5.0
15 Firm in implementing policies yet approachable and understanding				2	10	8	4.0
16 Commands respect of students				5	8	7	4.0
17 Exercises decency in speech and actions				3	10	7	4.0
Median Rating		4.0					
		Very Satisfactory					
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

1. Other positive points of the teacher and his/her teaching	
1. Good in teaching	10.00%
2. No comment	90.00%
2. Suggestions for teaching improvement	
1. Explain further the lesson	5.00%
2. Give a quiz every meeting	5.00%
3. No comment	85.00%
4. Speak louder	5.00%