SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: BETHLEHEM A. PONCE

Program Involvement	Percentage	Numerical Rating	Equivalent
(1)	Weight of	(Rating x %)	Numerical
	Involvement		Rating
(1)	(2)	(3)	(2x3)
1. Instruction			<u> </u>
a. Faculty (70%)	30%	4.89	1.47
b. Students (30%)	70%	5.00	3.50
TOTAL for Instruction	90%		4.47
2. Research	2.5%	5.00	0.13
3. Extension	2.5%	5.00	0.13
4. Production	2.5%	5.00	0.13
5. Administration/Other Services	2.5%	5.00	0.13
TOTAL			4.845

EQUIVALENT NUMERICAL RATING: Add: Additional Points, if any:	4.845
TOTAL NUMERICAL RATING:	4.845
ADJECTIVAL RATING:	OUTSTANDING
Prepared by:	Reviewed by:
BETHLEHEM A. PONCE	GUIRALDO C. FERNANDEZ, JR.
Name of Faculty	/ Department/Head
	Recommentaing Approval:

CANDELARIO L. CALIBO

Dean, CAS

Approved by:

Vice President for Instruction

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

DETHLEHEM A. PONCE

Equivalent	Numerical Ranny	Percentage	Program Involvement
Numerical	(Kating x %)	Weight of	(1)
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<u>(2x3)</u>	(5)	(5)	(1)
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14.1	98.4	30%	; - no millor programmento de la companida entre de mente en de mande en la companida de la companida en la compa
3.50	5.00	70%	b. Studeurs (30%)
(h.)		90%	FOFAL for Instruction
(1.0	5.00	1 500	Research
610	5.00	2.5%	. Extension
210	5.00	2.5%	. Production
\$1.0	5.06	2.5%	. Administration/Other Services
31.8 L	t and an extension of the contract of the cont	1	TOTAL

EQUIVALENT NUMERICAL RATING: Add: Additional Points, if any: 3 CTAL NUMERICAL RATING:

.

OUISTANDING

4.845

4.345

Prepared by:

ADJECTIVAL RATING:

Reviewed by:

Curando o Pernandeo

BETFILEHEM A. PONCENonte of Faculty

Recommending Approval:

<u>CANDÉLABIO L' CALIFC</u> Dean, CAS

Approved by.

<u>PEATRIZ S. BSLONIAS</u> Vice President for instruction

"Exhibit B"

I, <u>BETHLEHEM A. PONCE</u>, of the <u>Department of Liberal Arts and Behavioral Sciences</u> _commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>JANUARY-JUNE 2018.</u>

BETHLEHEM A. PONCE

Approved:

GUIRALDO C PERNANDEZ, JR.

Head of Unit

	Description		Program/			Actual		I	Rating		Remarks
	of MFO &	G	Activities/	mo a Austria	, n	Accompli	Q^1	E ²	T ³	\mathbf{A}^{4}	
MFO No.	PAPs	Success/Performance Indicators	Projects	Tasks Assigned	Target		<u> </u>				
MFO1	Higher Education	Full Time Equivalent	Teaching	Teaches Social Science subjects	18.00	14.10	5	5	5	5.00	Deloaded - approved by APB
		Number of Instructional Materials									
		Developed/Revised and Utilized					<u> </u>		<u> </u>		
	· ·	* Revised IMs within the last 3 years	Author/Compi	Revises course syllabi in Anth 11, Sosc 11	1	3	5	5	5	5	
		Student Advising and Consultation Services									
		* Number of hrs per week spent on student									
		consultation	Consultation		3	5	4	5	5	4.667	
				SUB-TOTAL						14.67	
MF02	Research	Number of research conducted	Research	Co-Component Leader	1	1	5	5	5	5.00	Gender Sensitivity and Gender Role Differences Among Rainforestation Farming Adopters in the Philippines under the project Mainstreaming of Rainforestation in the Philippines
		Number of Outputs Presented in Regional/National/International For a/Conferences		Paper Presenter	1	3	5	5	5		1. 2018 World Interdisciplinary Research Conference "Research and Innovation in a Knowledge-Driven Environment", April 5-7, 2018 Bangkok, Thailand; 2nd International 2. Conference on Philippine and Asian Studies, May 3-5, 2018 Visayas State University, Baybay City Leyte 3. DLSU-VSU Research Publication Writeshop, June 18-19 2018 at Visayas State University, Baybay City Leyte
				SUB-TOTAL						10.00	

"Exhibit 61"

1, <u>BETMLENERAL PONCE</u>, of the <u>Department of Liberal Ars and Behavioral Sciences</u> _commiss to deliver and agree to be rated on me attainment of the following targets in accordance with the indicated measures for the period JANUARY-JUNE 2018.

SETHLEHEW A. PONCE Ratee

Approved:

CURALDO'C PERNANDEZ JR.

Head of Unit

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		}				<u> </u>			Saudent Advising and Consultation Services	}	
			i						* Number of his per week speak on stadent		
	4,667	1	3	4		3		Consultation	noitethemoo		
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Genfer Sensificity and Gender Rose Fallibrences Among Italianoresaution Falling Adontors in the Philippines tunder the prejuct Mainsarvanning of Rainforestation in the Philippines			2	()		e de la companya de consequencia de consequenc	Co-Component Loader	Koscarch	Number of research conducted	i recoesii	WENZ
1. 2018 World Interdisciplinary Research Conference "Research and Innovation in a Kirc whodge-Driven tim ironment". April 5-7, 2018 Banglack, Thinland; 2nd International 2. Conference on Philippine International 2. Conference on Philippine and Asian Studies, May 3-5, 2018 Visayas State University, Baybay City ixyte 3. DLSU-VSU Research Publication Writeshop, June 18-19 2018 at Visayas State University, Baybay City Leyte			2	() () () () () () () () () ()			Paper Prosemer		Number of Outputs Presented in Regional/Notional/International For afficiences		
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MF04	Extension	Number of trainings/seminars attended	Training	Resource Person	1	2	5	5	5		1. Re-Echo Training on the New CHED General Education Courses: "Understanding the Self" March 1-3, 2018 at Visayas State University, Baybay City Leyte 2. ATI Sensing Journey June 11-15, 2018 at St. Bernard Southern Leyte
				Participant	1	2	5	5	5	5.00	Research Capability Writeshop for the Social Science and Philosophy Teachers, January 4-6, 2018 at Visayas State University, Visca, Baybay City Leyte Re-Echo Training on the New CHED General Education Courses: "Contemporary World", March 8-10, 2018 at Visayas State University, Visca, Baybay City Leyte
		Award Received	International Conference	Paper Presenter (BEST CONFERENCE PAPER)		1	5	5	5	5.00	Top 1 Best Conference Paper in the Social Science Track for the paper entitled "Speck in the Vast World of Economy and Politics: An Economic Anthropological Study of the Mamanwa in Brgy. Pinamudlan, San Francisco Southenr Leyte
				SUB-TOTAL						15.00	
MF04	Support to	Number of quizzes prepared and checked			10	20	5	5	5	5.00	
	Students/ Production	Number of midterm and final exams preapred and checked.		Anth 11, Sosc 11	4	4	5	5	5	5.00	
	ł	Number of oral recitations graded/evaluated		Anth 11, Sosc11	4	none	5	4	5	4.67	
		Number of midterm and final gradesheets submitted		Anth 11, Sosc11	2	2	5	5	5	5.00	
				SUB-TOTAL					<u></u>	19.67	
MF05	General Admin &	Number of participation on the events/program in the dept, college, univ. and other offices		Participant	1	1	5	5	5	5.00	CAS Anniversary
	Support Services	Number of committees served		Member & Chair	1	4	5	5	5	5.00	DLABS Academic Personnel Committee (July 3-6 Interview and Demonstration of DLABS Applicants; July 16, 2018 Deliberation of Applicants' documents); Curriculum Committee; RDE Committee; Sports Committee; DLABS Museum and Lierary Bulletin Committee

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Harfish Training on the New CHED		÷ .	8	1 6	\$.	1	Resource Person	gands (f.	Number of trainings/sounitars attended	Extension	1.1914
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"Understanding the Self" March 1-3.	; }		1	i							
2018 at Visayas Sinte University, Baybayl	1			į				•			
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1. ATT Sonsing Course, June 11-13, 2018			1	Ì				2			
at St. Benned Southern Level	•										
Research Capability Weiteshop for the		7 3	č	i č		i	Participant	Ì			
Social Science and Philosophy Terchers.	į		ļ		1					į	
January 4-6, 2018 at Viseyas State			1		1	1		}		į	
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Ho-Fland Training on the Mew CHED			1	i.		<u> </u>				į.	
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childed "Speek in the Vast World of		<u> </u>		•			PAPER)	Jana Wanger			
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in Brye. Pinamudian, San Francisco		<u> </u>	•	•	1	i		· 1/A02		•	
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CAS Anniversory	5,00	1 3	7 6	E			Participant		Number of participation on the events/program in the	General	BOAW
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DLABS Academic Personnel Committee July	5,00	2		1 5		 	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	THE CONTROL OF THE CO	ិឌខួបបារ	1
3-6 Interview and Demonstration of DLAIS		1 -				1	Member & Chair	I	Number of committees sorved	Services	ĺ
Applicants, July 16, 2018 Deliberation of		1				Ì				COPURE ACTIVE	
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		Number of meetings attended	Meetings		2	3	5	5	5		January 3, 2018 Meeting and Orientation for the Writeshop January 17, 2018 Meeting for the coming GE Training February 27, 2018 Extension Project
											Planning March 13, 2018 Meeting with the LGU from Baybay City March 16, 2018 Department Meeting March 20, 2018 APC Meeting
											April 30, 2018 Department Meeting May 30, 2018 Meeting for the coming Research fieldwork June 7, 2018 APC Meeting (Hiring Policy)
				SUB-TOTAL						15.00	
Total Ov	er-all Rating								<u> </u>	74.34	

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

Evaluated & Rated by:	Recommending Approval:	Approve
GUIRALDO C. FERNANDEZ, JR.	CANDELARIO L. CALIBO	BEATR
Department Head	College Dean	Vice-Pye
Date:	Date:	Date: <u>(</u>

Comments & Recommendations for Development
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outstand in student Evolution
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RIZ S. BELONIAS esident for Instruction

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Approved Additional points (with copy of approval)		nari ya makiliki wa masani ilikuwa kata kata wa makiliki kata wa makili (dina kata i kata kata i kata i kata k
INALRATING	The Court Wiley is seen of A A community of a Court Special Court	00.4
ADJECTIVAL RATING	THE REPORT OF THE PROPERTY OF	OUISTANDING

Evaluated & Rated by:

GURALDO CATRINÁRISEE, IR. Deplarancy Head

Recommending Approval;

CANDELARDY. CALIBO

College Donn

Purposes Mist of Manuella an every mental of the first of

Comments & Recommendations for Development

Approved:

BEATENES ACTOMAS

Vice-Py**éside**nt for Instruction

PERFORMANCE MONITORING FORM

Name of Employee: Bethlehem A. Ponce

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 two (2) courses subjects (Anth11, SoSc11)	Attendance sheets of the assigned classes, grade sheet per courses taught, and good result of student performance evaluation	January 2018	July 2018	July 2018	Impressive	Outstanding	Improve performance with respect to students' comments on TPES.
2	Assist students' concerns through students consultation	Improved student performance	January 2018	July 2018	July 2018	Impressive	Outstanding	Provide more interventions for the improvement of students
3	Prepares course syllabi updates	Approved course syllabi in Anth11 and SocSc11	January 2018	February 2018	February 2018	Impressive	Outstanding	Follow OBE format as prescribed
4	Submission of midterm grades and final grades	Grades submitted to registrar	January 2018	July 2018	July 2018	Impressive	Outstanding	
5	Conduct research	Progress report	January 1, 2018	July 30, 2018		Impressive	Outstanding	On-going
6	Participate in all activities conducted by the department, college and the university	Attendance, certificates if applicable	January 2018	January 2018	April 2018	Impressive	Outstanding	Participates actively in all activities
7	Perform other functions assign by the Dean, and the university	BSM proposal approved by DMP curriculum committee	January 2018	May 2018	May 2018	Impressive	Outstanding	Submit BSAP, BSM proposals to CAS curriculum committee
8	Paper presentations in various conferences	Certificate of appearance, certificate of attendance and certificate of recognition	January 2018	July 2018	July 2018	Very Impressive	Outstanding	One paper got published and was awarded as the Best Conference Paper
9	Conduct trainings	Certificate of recognition, written report	January 2018	July 2018	July 2018	Very Impressive	Outstanding	Follow CHED's requirement for the New GE Courses as prescribed

^{*} Either very impressive, impressive, needs improvement, poor, very poor ** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

GUIRALDOC. FERNANDEZ, JR. Department Head

The second of th

FERNORACE MONTORING FORM

Name of Employees: Beinichen & Ponce

Task No.	Task Poscription	Expected Output	Pa4e Assigned	Expected Date to	Artual Date accomplishing	Quality of Output*	Over-all assessment	Remarks/ Recommendation
				Accomplish	1		of output**	
1	Teaches two (2) courses subjects (Anthi1, SpSc11)	Attendance sheets of the assigned classes, grade sheet per courses taught, and good result of student performance evaluation.	January 2018	July 2018	July 2018	impressive	Outstanding	improve performance with respect to students' comments on TPES.
3	Assist students' concerns through students consultation	improved student performance	Jenu ar y 2018	July 2018	July 2016	Impressiva	Outstanding	Provida mone interventions for the improvement of students
3	Prepares course syllabi updates	Approved course syllabl in Antin11 and SocSc11	Januery 2018	February 2018	February 2018	impressive	Outstanding	Follow CBE formal as prescribed
- 1	Submission of infoterm grades and final grades	Grades submitted to registrar	January 2018	July 2018	July 2018	impressive	Out s tanding	
5	Conduct research	Progress report	January 1, 2018	July 30, 2018		Impressive	Outstanding	On-going
ę	Participate in all activities conducted by the department, college and the university	Altendance, certificates if ap plicable	Jenuary 2018	January 2018	April 2018	Impressive	Outstanding	Participates actively in all activities
7	Perform other functions assign by the Dean, and the university	BSM proposal approved by DMP curriculum committee	January 201 8	May 2013	May 2013	Impressive	Outstanding	Submit BSAP, BSM proposals to CAS curriculum committee
0	Paper presentations in various conferences.	Certificate of appearance, certificate of appearance, certificate of recognition	Januery 2018	2018 view	July 2018	Very impressive	Outstanding	One paper got published and was awarded as the Best Conference Paper
ò	Conduct trainings	Certificate of recognition, written report	January 2043 	JULY 2018	1017 2046	Very Impressive	Outstacking	Follow CHED's gquirement for the New GE Courses as prescribed

Either very impressive, impressive, needs improvement, poor, very poor ** Outstanding, very natisfied my, salisfactory, unsalisfactory, poor

Lisburg pl.:

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Bethlehem A. Ponce

Performance Rating: Very Satisfactory

Aim: To continue writing her Dissertation for the degree PhD in Anthropology, engage in research

or extension projects and improve teaching strategies

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume

higher responsibilities:

Date: July 15, 2018

Target Date: One year from today

First Step:

a) Encouraged her to strive and keep working on her dissertation despite hectic schedules because of teaching duties

b) Required her to be involved on research or extension projects which the Department has started to work on.

c) Advised her to simplify her discussions more in order for the students with different levels of intellectual abilities to comprehend

Result:

She has finished the main chapters of her dissertation, done preliminary fieldwork for a

prospect research of the department.

Date: December 15, 2019 Target Date: End of first semester

Next Step:

He was advised to finally finish her dissertation. And employ more teaching strategies based

on the evaluation of the students

Outcome: NA

Final Step/Recommendation: NA

Prepared by:

Conforme:

BETHLEHEM A Name of Ratee/Faculty/Staff

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Bethlehein A. Ponce

Performance Rating: Very Satisfactory

Aim: To continue writing her Dissertation for the degree PhD in Anthropology, engage in research or extension projects and improve teaching strategies

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

Date: July 15, 2018

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Date: December 15, 2019

Target Date: End of first semester

Next Step:

He was advised to finally finish her dissertation. And employ more teaching strategles besed on the evaluation of the students

Outcome: NA

Final Step/Recommendation: NA.

Prepared by:

GUIRALDO C. FERNANDEZ, 3R. Treparquent Mead

Conforme:

<u>8ETHLEHEM A. PONCE</u>
Name of Ratee/Faculty/Staff