

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

Name of Faculty Member: Crisanto L. Abas

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		2.46	
b. Student (50%)		2.00	
Total for Instruction	70%	4.46	3.12
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		4.83	
Total for Research	5%	4.83	0.24
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)		4.83	
Total for Extension	5%	4.83	0.24
4. Support to Operations	10%	5.00	0.50
5. Gen. Admin. & Support Services	10%	5.00	0.50
<b>TOTAL</b>			<b>4.60</b>

EQUIVALENT NUMERICAL RATING: 4.60

Add: Additional points, if any:


TOTAL NUMERICAL RATING: 4.60

ADJECTIVAL RATING: Outstanding


Prepared by:

  
**CRISANTO L. ABAS**  
Name of Faculty

Reviewed by:

  
**EUSEBIO R. LINA, JR.**  
Head, DMATH

Recommending Approval:

  
**MA. THERESA P. LORETO**  
Dean, CAS

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President of Academic Affairs



DEPARTMENT OF  
**MATHEMATICS**

"Exhibit B"

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

I, **CRISANTO L. ABAS**, a faculty member of the DEPARTMENT OF MATHEMATICS delivered and agreed to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January - June 2023.

**CRISANTO L. ABAS**

Assistant Professor III

Date: 07/19/23

Approved:

*Eusebio R. Lina, Jr.*

**EUSEBIO R. LINA, JR.**

Department Head

Date: 7/19/2023

**MA. THERESA P. LORETO**

College Dean

Date: July 20, 2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	36	20.75	5	5	5	5.00	TL (2nd Sem., AY 2022-2023)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	3	5	5	5	5.00	1st sem. AY 2022-2023 (2 sections-Math 17 & Math 121s)
		A 11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	5	6	5	5	5	5.00	
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5.00	2023 MSP Annual Convention
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	12	5	5	5	5.00	



		<b>A14 . Number of quizzes administered and checked</b>	Prepares and checks quizzes for lec and lab		10	5	5	5	5.00	I have decided to include quizzes in the grading system.
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	<i>Acts as academic adviser to students</i>							
		<b>A18 . Number of students entertained for consultation purposes</b>	Entertains students consulting on subject taught, thesis and grades	15	10	5	4	5	4.67	
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19 . Number of Student organizations advised</b>	<i>Advises student organizations recognized by USSO</i>	2	2	5	4.5	5	4.83	
		<b>A20 . Number of Student organizations assisted on student related activities</b>	<i>Assists student organizations in implementing student related activities</i>	4	3	5	4.5	5	4.83	
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	6	10	5	5	5	5.00	
		<i>Assessment tools</i>	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	10	5	5	5	5.00	
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	4	3	4	5	4	4.33	
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation		1	5	5	5	5.00	COPC required documents
		Number of OBE course syllabus prepared and approved for use		2	2	5	5	5	5.00	Math 112s & Math 114s
		Number of TOS prepared and submitted within prescribed period		2	3	5	5	5	5.00	Math 112s & Math 114s
<b>UMFO 3 . RESEARCH SERVICES</b>										

	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora/conferences							
		<i>In nat'l/regional fora/conferences</i>			1	4.5	5	5	4.83	2023 MSP Annual Convention Presenter: "On the application of a river/stream water quality model to the Pasig River"
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
		<i>Peer reviewers/Panelists</i>			1	5	4.5	5	4.83	BSEd Math Action Research Panelist
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
	<b>PI 8.</b> Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	<b>A 44.</b> Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity	zero non-conformity	5	5	5	5.00	
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
		On program accreditations		100% compliant	100% compliant	5	5	5	5.00	Certificate of Program Compliance
		On institutional accreditations								
<b>UMFO 6. GENERAL ADMIN. &amp; SUPPORT SERVICES (GASS)</b>										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	0 % complaint	5	5	5	5.00	
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							
		No. of meetings attended	Attends departmental meetings.	6	4	5	5	5	5.00	



	Total Over-all Rating					103.33	
	Average Rating					4.92	
	Adjectival Rating					Outstanding	

Average Rating (Total Over-all rating divided by 21)		4.92
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.92
ADJECTIVAL RATING		Outstanding

**Comments & Recommendations for Development Purpose:**

Improve accomplishments under research and extension services.

Evaluated & Rated by:

*Eusebio R. Lina, Jr.*  
**EUSEBIO R. LINA, JR.**  
 Department Head  
 Date: 7/19/2023

Recommending Approval

*Ma. Theresa P. Loreto*  
**MA. THERESA P. LORETO**  
 Dean, CAS  
 Date: July 20, 2023

Approved by:

*Beatriz S. Belonias*  
**BEATRIZ S. BELONIAS**  
 Vice President for Academic Affairs  
 Date: July 21, 2023

# PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2nd	
	3rd	
	4th	

**Name of Office:** Department of Mathematics


**Head of Office:** Eusebio R. Lina, Jr.

**Number of Personnel:** 15 – (Crisanto L. Abas)

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<b>Monitoring</b> <ul style="list-style-type: none"><li>• Monitor the progress of his Ph.D. study</li><li>• Conduct class observation</li><li>• Discuss the TPES result for the 1st semester, SY 2022-2023</li></ul>	Jan – June 2023   April 2023  May 2023	Jan-June 2023			Wait for the specific comments from the TPES for further intervention.
<b>Coaching</b> <ul style="list-style-type: none"><li>• Advise faculty to continue working on his dissertation</li><li>• Request faculty to spearhead a lecture series on possible research topics</li><li>• Include a discussion on teaching effectiveness and sharing of best class practices during monthly meetings</li></ul>	casual conversations	During monthly meeting   Monthly			Request him to draft a proposal.

*Note: Please indicate the date in the appropriate box when the monitoring was conducted.*

Conducted by:

  
**EUSEBIO R. LINA, JR.**  
 Head, DMath

Noted by:

  
**MA. THERESA P. LORETO**  
 Dean, CAS

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Crisanto L. Abas

Performance Rating: Outstanding

Aim:

1. Gain competence and qualification to assume higher responsibilities
2. Improve the RDE involvement of the faculty

Proposed Interventions to Improve Performance:

Date: July 2023

Target Date: One year from the date of intervention

First Step:

1. Encourage him to work on his dissertation to complete his Ph.D. study
2. Monitor the progress of his Ph.D. study

Result: Completion of his Ph.D. study.

Date: July 2023

Target Date: December 2023

Next Step:

1. Encourage him to do research, extension, and innovation activities.
2. Recommend him to attend training, seminar, and conference.
3. Encourage him to conduct in-house training in relation to research proposal writing.


Outcome:

Approved research or extension project


Final Step/Recommendation:

Advise him to continue engaging in research activities to build a research culture at DMath.

Prepared by:

  
**EUSEBIO R. LINA, JR**  
Head, DMath

Conforme:

  
**CRISANTO L. ABAS**  
Ratee/Faculty