

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: FRETZELJANE O. POGADO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
Head/Dean (50%)		4.97x50%= 2.48	
Students (50%)		5x50% = 2.50	
Total for Instruction	90%	4.98	4.482
2. Research			
Client/Dir. for Research (50%)			
Dept. Head/Center Director (50%)			
Total for Research	10%	5x10%	0.50
3. Extension			
c. Client/Dir. for Extension (50%)			
d. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.982

EQUIVALENT NUMERICAL RATING: 4.982

Add: Additional Points, if any: none

TOTAL NUMERICAL RATING: 4.982

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

Reviewed by:


FRETZELJANE O. POGADO

Name of Faculty


ANALYN M. MAZO

Department Head

Recommending Approval:


CANDELARIO L. CALIBO

Dean/Director

Approved:


BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, FRETZELJANE O. POGADO, of the Department of Biological Sciences 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 to December 2020.

FRETZELJANE O. POGADO
Ratee

Approved:

ANALYN M. MAZO
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
1: Advanced Education Services									
DBS MFO 1. Graduate Degree Program									
DBS MFO 2. Graduate Student									
UMFO 2. Higher Education Services									
DBS MFO 1. Curriculum Program									
	PI 1: Total FTE monitored	To handle MarB 15 Lab and Lec, Biol 125 Lab, Zool 11 Lec, Zool 11 Lab and ScTS 11 Lec	20.00	22.85	5	5	4.5	4.83	Handled 1 MarB 15 Lab-3.30, 1 Marb 15Lec- 1.65, 1 Biol 125 Lab-2.55, 1 Zool 11 Lec-7.70, 1 Zool 11 Lab-2.85, and 1 ScTS Lec-4.80
DBS MFO 3. RESEARCH									
	PI 2: Number of research outputs presented in local/regional/national /international fora/conferences		1	1	5	5	5	5.00	Oral presenter of the study Survey of Macrobenthic organisms in Apo Reef Natural Park, Sablayan Occidental Mindoro during the 2nd Internation Natural Resources and Environmental Management (INREM) held at Philippine Internation Convention Center (PICC) on November 20-22, 2019
	PI 3. Number of research project/study conducted		1	1	5	5	5	5.00	Species composition, abundance and succession of


	and/or completed on schedule								Macroinvertebrates (including Meiofauna) in Artificial and Natural Reefs
DBS MFO 4. Extension services									
	Number of seminars/workshops/trainings attended	To attend seminar/workshops	1	2	5	5	5	5.00	Refresher on How to make Table of Specifications and Course Syllabus held at Department of Biological Sciences, Visayas State University
OVPI MFO 1. Faculty Development Services									
	Number of management meetings attended	To attend DBS monthly meetings	5.0	5	5	5	5	5.00	Attended DBS monthly meetings
Total Over-all Rating								24.83	

Average Rating (Total Over-all rating divided by 4)		4.97
Additional Points:		
Approved Additional points (with copy of approval)	NA	
FINAL RATING		4.97
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

Needs to finish her masteral degree.

Evaluated & Rated by:


ANALYN M. MAZO
Dept/Unit Head


Date: _____

Recommending Approval:


CANDELARIO L. CALIBO
Dean/Director

Date: _____

Approved by:


BEATRIZ S. BELONIAS
Vice President

Date: _____

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Fretzeljane O. Pogado

Performance Rating: Outstanding

Aim: Improve further the teaching performance to obtain outstanding rating by students in all subjects taught

Proposed Interventions to Improve Performance: Reduce teaching load and attend trainings on teaching effectiveness/strategies as well as attend scientific fora

Date: July 2018 Target Date: 2020

First Step: Look for possible seminar/academic fora

Result: Was able to attend a scientific fora

Date: _____ Target Date: January _____

Next Step:

Look for seminar on teaching effectiveness/strategies and reduce teaching load

Outcome:

To intensify effort in searching for training

Will reduce teaching load by the following semester

Final Step/Recommendation:

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


FRETZELJANE O. POGADO
Instructor I