

APPENDIX "C"

Faculty Peer Assessment Instrument

(Faculty)

Name of Faculty (Being Evaluated): _____ Department/College _____

Please circle the number that corresponds to your observation about your peer according to the

following items:

1. Participates highly in:

a) Instruction

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

b) Extension

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

c) Production

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

d) Research

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

2. Joins social activities that promote camaraderie and teamwork in the workplace.

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

3. Attends office meetings regularly.

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

4. Needs to be always reminded on the objectives of the team.

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

5. Involves in any irregular transactions/activities that tarnish his/her moral integrity on:

a) Financial matters

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

b) Social affairs

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

6. Reminds colleagues of the goals of the team.

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

7. Demonstrates positive attitude towards work.

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

8. Performs skills, other than but related to teaching.

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

9. Demonstrates competence in his/her field of expertise.

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

10. Can work effectively with the team.

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

11. Produces expected team output on time.

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

Observed or known behavioral patterns other than the items mentioned in this instrument: _____

Peer Evaluator : _____ Dept./College _____ Date: _____

Evaluator's Signature: _____

Coding:

The scores equivalent: This also applies in MODE central tendency analysis.

- 1- 86% probable that this person does not represent the statement.
The faculty member is most of the time not a representation of this item.
- 2- 71% probable that this person does not represent the statement.
The faculty member is frequently not a representation of this item.
- 3- 57% probable that this person does not represent the statement.
The faculty member is sometimes not a representation of this item.
- 4- 43% probable that this person does not represent the statement.
The faculty member is relatively not a representation of this item.
- 5- 29% probable that this person does not represent the statement.
The faculty member is barely not a representation of this item.
- 6- 14% probable that this person does not represent the statement.
The faculty member is rarely not a representation of this item.
- 7- 0.0% probable that this person does not represent the statement.
The statement is true most of the time to the person evaluated.

Recommendation: Needs to call the attention of the Faculty

Positively worded statement - Reprimands and/or demerits

Negatively worded statement -Appreciations and/or rewards

Coding when scores are averaged

13-30 – Faculty member has very unsatisfactory rating.

31-46 – Faculty member has unsatisfactory rating.

47-62 – Faculty member has satisfactory rating.

63-78 – Faculty member has a very satisfactory rating.

79-91 – Outstanding

References:

- Ohland, Matthew L., et. al. *Developing a Peer Evaluation Instrument that is simple, reliable, and valid*. American Society for Engineering Education Annual Conference & Exposition. American Society for Engineering Education. 2005.
- Bucci, Hillary P. The value of Likert Scales in Measuring Attitudes of Online Learners. 2003.
<http://www.hkadesigns.co.uk/websites/msc/reme/likert.htm>

Supervisor Evaluation of Faculty Performance

Name of Faculty (Being Evaluated): _____ Department/College _____

Please circle the number that corresponds to your observation about your peer according to the following items:

1. Prepares project/ program proposals for department, college and /or University concerning:

a) Instruction

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

b) Extension

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

c) Production

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

d) Research

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

2. Participate in activities like anniversaries and similar celebrations at.

a) Department Level

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

b) College Level

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

c) University Level

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

3. Attends meetings regularly.

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

4. Involves in any irregular transactions/activities that tarnish his/her moral integrity on:

a) Financial matters

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

b) Social affairs

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

5. Can work independently with minimal supervision.

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

6. Shows tolerance and respect on others' views, ideas, and opinions.

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

7. Demonstrates positive attitude towards work.

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

8. Performs skills, other than but related to teaching.

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

9. Demonstrates competence in his/her field of expertise.

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

10. Can work effectively in group assignments.

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

11. Produces expected team output on time.

Strongly Disagree---1---2---3---4---5---6---7---Strongly Agree

Observed or known behavioral patterns other than the items mentioned in this instrument: _____

Supervisor Evaluator: _____ Dept./College _____ Date: _____

Evaluator's Signature: _____



UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
Philippines

FACULTY PERFORMANCE EVALUATION (STUDENT)

Faculty Code Number _____ Semester/Year _____ Subject _____

Answer each of the following items as honestly as possible. **Encircle the number at the right column.** corresponding to your answer choice of assessment as either.

4 = SA = Strongly Agree
3 = A = Agree
2 = D = Disagree
1 = SD = Strongly Disagree

= This statement is true most of the time.
= This statement is true to some extent
= This statement is not true to some extent.
= This statement is not true most of the time.

Important:

- 1 Be honest in your answer.
- 2 Results of this evaluation will be given to your professor/instructor only after the semester ends.
- 3 Do not write any identifying mark in this questionnaire that would reveal your identity.

No.	Item	No.	SA	A	D	SD	
1	Introduces the topic objectives clearly	1	4	3	2	1	
2	Demonstrates fairness in dealing with students.	2	4	3	2	1	
3	The instructor/Professor has never been late in the class.	3	4	3	2	1	
4	Gives clear test instructions for me to answer test independently	4	4	3	2	1	
5	Gives the students the opportunity to participate in the class discussion.	5	4	3	2	1	
6	Dismisses the class earlier by 15 minutes or more, before the required time.	6	4	3	2	1	
7	Shows expertise of the subject-matter/course.	7	4	3	2	1	
8	Explain course outline at the beginning of the semester.	8	4	3	2	1	
9	Gives topic examples which are highly related to the lessons being discussed	9	4	3	2	1	
10	Introduces different/various learning exercise related to the subject matter.	10	4	3	2	1	
11	Gives problem solving activities related to the topics being discussed.	11	4	3	2	1	
12	Explains the lessons all the time without student participation.	12	4	3	2	1	
13	Allocates time for course/topic consultation during vacant period/s.	13	4	3	2	1	
14	Uses supplemental learning materials in order to increase learning opportunity.	14	4	3	2	1	
15	Demonstrates lesser confidence in teaching the subject/topic.	15	4	3	2	1	
16	Inform students of the results of their quizzes and exams not later than two Weeks.	16	4	3	2	1	
17	Has the tendency to shift from the topics and discuss unimportant issues	17	4	3	2	1	
18	Most of the time the instructor/professor is absent in the class.	18	4	3	2	1	
19	Summarize the main ideas in the lessons and discussions.	19	4	3	2	1	
			O	VS	S	P	VP
20	All things considered what is your over –all rating for the faculty's performance as University Lecture in this subject/course?	20	5	4	3	2	1
for question 20: 5=Outstanding 4=Very Satisfactory 3=Satisfactory 2=Poor 1=Very Poor							

Comments:



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Philippines

SUBJECT INSTRUCTION PERFORMANCE RATING

NAME OF FACULTY:

COLLEGE:

DEPARTMENT:

SEMESTER/SCHOOL YEAR:

SUBJECT:

OF EVALUATORS:

#	PARTICULARS	RATINGS
1	Introduce Topic Objectives	
2	Shows Fairness	
3	Never been late	
4	Clear Instructions	
5	Encourage participation	
6	Doing undertime	
7	Knows the course well	
8	Explains course outline	
9	Examples related to lessons	
10	Introduce additional exercises	
11	Administer problem solving	
12	Does not encourage class participation	
13	Gives time for consultation	
14	Uses various learning materials	
15	Not a master in the course	
16	Returns quiz results in less than 2 weeks	
17	Discuss irrelevant issues	
18	Always absent in the class	
19	Summarizes the lessons	
20	General appraisal of the Faculty	

FINAL RATING		
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Attested by:

Director, HRMDO



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SUBJECT INSTRUCTION PERFORMANCE RATING

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