



**S.1.3. supervision,
monitoring and
evaluation of
faculty
performance.**

the laws on government service, for the furtherance and protection of their interests. They can also form work council and other forms of worker participation schemes.

Chapter 5. WORKING HOURS

General Policy

Faculty members, except those covered by special laws, shall render not less than eight (8) hours of work a day for five (5) days a week or a total of forty (40) hours a week, exclusive of time for lunch. The forty hours a week may include time for teaching, student consultation, research and extension work, and other activities relevant to teaching, e.g. preparation of lessons, checking of papers, etc., which shall be left to the discretion of the governing board.

POLICIES

- 1 The Surigao State College of Technology shall prescribe its own rules and regulations governing working hours and attendance of its faculty members.
- 2 It shall be the duty of the head of the department in the Surigao State College of Technology to require all members of the faculty under him/her to strictly observe the prescribed office hours, which may be apportioned to teaching hours per week, student consultation per week, lesson preparation per week, and research and extension services
- 3 When the head of the department, in the exercise of his/her discretion, allows members of the faculty to leave the office during office hours not for official business, but to attend social events/functions and/or wakes/interments, the same shall be reflected in their daily time record and charged against their leave/service credits

V. **PROGRAM ON AWARDS AND INCENTIVES FOR SERVICE EXCELLENCE (PRAISE)**

In line with the Revised Policies on Employee Suggestions and Incentive Awards System (ESIAS) provided under CSC Resolution No. 010112 and CSC MC No. 01, s. 2001, the Surigao State College of Technology, Surigao City, adopts the herein Program on Awards and Incentives for Service Excellence (PRAISE) to be referred to as **AGENCY PRAISE**.

I. Policies

- 1.1 The Surigao State College of Technology (SSCT) shall establish its own employee suggestions and incentive awards system
- 1.2 The system shall be designed to encourage creativity, innovativeness, efficiency, integrity and productivity in the public service by recognizing and rewarding officials and employees, individually or in groups for their suggestions, inventions, superior accomplishments and other personal efforts which contribute to the efficiency, economy, or other improvement in government operations, or for other extraordinary acts or services in the public interest.
- 1.3 The PRAISE shall adhere to the principle of providing incentives and awards based on performance innovative ideas and exemplary behavior.
- 1.4 The PRAISE shall give emphasis on the timeliness of giving award or recognition. Aside from conferment or awards during the traditional or planned awarding ceremonies, the spirit of on-the-spot grant of recognition shall be institutionalized.
- 1.5 The PRAISE shall provide both monetary and non-monetary awards and incentives to recognize, acknowledge and reward productive, creative, innovative, and ethical behavior of employees through formal and informal mode.

Meets and discusses with clientele to assess quality of services provided
Involves clientele in planning processes for intended educational services
Adopts and implements a system that is supportive of realizing clientele satisfaction

II. Leadership (To be rated by the immediate supervisor)

Participates in quality initiatives undertaken by the college/university
Provides/share with colleagues, students and parents information relative to the latest development in quality practices.
Encourages participation in all of the decision making process
Develops new ways of responding to clientele request that improve response time and clientele satisfaction
Develops/promotes processes that prevent/resolve problems

**III. Partnership Development (To be rated by the stakeholders
In the completed projects/activities)**

Involves students, colleagues, parents in planning, implementing, evaluating quality standards and plans
Regularly meets concerned sectors to discuss ways in which departments and the colleges can create learning and working environment
Establishes alliances with local residents, business and other government functionaries
Develops community support system through the alliance for sustaining effective Learning and working environment
Works with members of the faculty, staff, and community to identify and implement Ways to improve quality of education and educational processes.

IV. Community Responsibility (To be rated by the parties from the external and internal communities)

Strive to create safe learning and working environment
Makes everyone aware of their responsibility to the community
Focuses on helping staff, students and colleagues understand community needs
Supports community initiative to improve environment

(SGD) ELDIGARIO D. GONZALES
President, PASUC

(SGD) CARLITO S. PUNO
Chairman, CHED

RANK	INSTRUCTION	RESEARCH	EXTENSION	PRODUCTION
Professor	0.35	0.50	0.10	0.05

N B.: For placement or entry performance for the last five years shall be considered, while for promotion, only the performance during the period of evaluation shall be considered.

- B. A common evaluation instrument is prepared by a joint committee of CHED and PASUC. The evaluation is done by the ratee's client, by the direct supervisor, by the stakeholders in the completed projects, and by his internal and external communities.
- C. Each area of assessment has a number of criteria and allotted a total of 25 points. The total raw points for the assessment areas is multiplied by the corresponding weight.
- D. In rating using the criteria, the scale of 1 to 5 is used, with the 5 as the highest.
- E. The faculty should be evaluated regularly at the end of every academic school year and the average rating is obtained for the particular CCE implementation.
- F. The total weighted points (maximum being 100) shall have the equivalent points corresponding to the sub-ranks under Full Professor ranks as follows:

RANK	QCE Weighted points	
	MINIMUM	MAXIMUM
Full Professor		
1	61	65
2	66	70
3	71	75
4	76	80
5	81	85
6	86	90
College Professor	91	95
University Professor	96	100

EVALUATION INSTRUMENT

I. Clientele Satisfaction (To be rated by the clientele)

The needs for the clientele are reflected in the plan. Processes and procedures adopted enable him to respond quickly to changing requirements of the clientele.

and methods guide activities and decisions of the college or university and encourage participation and creativity by all.

F. Partnership Development (PD)

The college or university should seek to build internal and external partnerships that promote cooperation/collaboration serving mutual and larger community interests. These should consider longer-term objectives as well as short-term needs, thereby creating a basis for mutual investments. The building of partnerships should address means of regular communication, approaches to evaluating progress, means of modifying objectives, and methods to accommodate changing conditions.

G. Community Responsibility (CR)

Education quality objectives should reflect areas of community citizenship and responsibility. These include ethics in education, support for public safety, environmental safety, and sharing of quality-related information with business, industry and government agencies within the community and the country. Community responsibility also includes responsiveness to community needs and process to develop and maintain public trust.

II. GENERAL GUIDELINES

- A. In addition to the common criteria for evaluation (CCE), promotion to higher rank and sub-rank of Professor shall be subject to the QCE of Professor.
- B. Continuous improvement toward excellence shall include well-defined and well-executed approach(es) aimed at enhancing the value of collegiate/education to the clientele the SU/C pledges to serve. The improvement must be in all four (4) functional areas of the SU/C, namely: instruction, research, extension, and production.
- C. For those seeking promotion to the Professor rank, the QC shall be in the three (3) functional areas chosen by the candidate prior to any assessment year.
- D. The research, extension and production components of the QCE shall be mandatory to full-pledged professors at 50% benchmark.

III. SPECIFIC GUIDELINES

- A. In each of the self-selected functional areas, the candidates qualitative contribution shall be assessed based on clientele satisfaction, leadership, partnership development, and community responsibility. The weights applicable to the different ranks are as follows:

Qualitative Contribution Evaluation (QCE) for Research, Production, Extension

I. DEFINITION

A. Qualitative Contribution (QC)

This is the distinctive contribution by a faculty member seeking promotion to a higher rank or sub-rank and which generally accrues to the enhancement and sustenance in their constant endeavors towards excellence.

B. Qualitative Contribution Evaluation (QCE)

QCE is the process of determining the eligibility of a faculty candidate for the particular rank and sub-rank indicated by result of the application of the common criteria for evaluation (CCE).

C. Common Criteria for Evaluation (CCE)

The CCE is a set of factors of services and achievements which establish the relative performance of a faculty in the state university or college for the period of evaluation.

This refers to a faculty member's deep sense of responsibility to render service for the development of the student's well-being and for the advancement of his/her discipline.

D. Clientele Satisfaction (CS)

This is a strategic concept for the overall institutional image as the SUC seeks continuous improvement toward excellence. It is based on the belief that the quality of education will improve as the clientele (i.e. students, parents, community) assume more responsibility for the value of education they draw from the institution. This demands constant sensitivity to clientele requirements and measurements of the factors that drive clientele satisfaction. Equally, this demands awareness of the latest developments in education and rapid response to the clientele requirements thereby improving both the quality of education and the relationship with students, parents and community.

E. LEADERSHIP (L)

Professors (including board members and administrators) must create clear and visible quality values within the educational system. Reinforcement of these values and expectations requires personal commitment and involvement. Professors in collaboration with administrators and instructors or board members, must create strategies, systems and methods for achieving educational excellence. These systems

INSTRUMENT OF EVALUATION

I. COMMITMENT

Demonstrate sensitivity to students' ability to absorb content information.
Integrates sensitivity his learning objectives with those of the students in a collaborative process.

Makes himself available to students beyond official teaching hours.

Coordinates student needs with internal and external enabling groups

Supplements available resources

II. KNOWLEDGE OF SUBJECT

Explains the subject matter without completely relying on the prescribed reading.

Explains subject matter with depth

Integrates topics discussed in the lesson and relates the topic being discussed to concepts previously learned by the students in the same course

Relates the subject matter to other pertinent topics

Raises problems and issues relevant to the topic(s) of discussion

III. TEACHING FOR INDEPENDENT LEARNING

Creates teaching strategies that allow students to practice using concepts

They need to understand (interactive discussion)

Provides exercises which develop analytical thinking among the students

Enhances students' self-esteem through the proper recognition of their abilities

Allows students to create their own course with the use of well-defined

Objectives and realistic student-professor rules.

Allows students to make their own decisions and be accountable for their performance

IV. MANAGEMENT OF LEARNING

Creates opportunities for extensive contribution of students (e.g. breaks

Class into dyads, triads or buzz/task groups)

Assumes roles as facilitator, resource, coach, inquisitor, integrator, referee in drawing students to contribute to knowledge and understanding of the concepts at hand

Designs and implements learning conditions and experience that promote healthy exchange and/or confrontations

Structures/re-structures learning and teaching-learning context to enhance

Attainment of collective learning objectives

Stimulates students' desire and interest to learn more about the subject matter.

III. SPECIFIC GUIDELINES

A. The Teaching Effectiveness of Instructors and assistant professors is evaluated using the following assessment areas with the corresponding weighted points:

- | | |
|--------------------------------------|------|
| 1. Commitment | 0.20 |
| 2. Knowledge of Subject | 0.20 |
| 3. Teaching for Independent Learning | 0.30 |
| 4. Management of Learning | 0.30 |

B. A common evaluation instrument is prepared by a joint committee of CHED, PASUC, and TESDA. The evaluation is done by the faculty concerned, his peers, his supervisor, and his student beneficiaries.

C. Each area of assessment has a number of criteria and allotted a total of 25 points. The total raw points for the assessment areas is 100. The raw points garnered in each of the four assessment areas is multiplied by the corresponding weight.

D. In rating using the criteria, the scale of 1 to 5 is used, with 5 as the highest.

E. Associate Professors with expertise in research, extension and production shall be given add-on points on their relevant outputs categorized in 3.1.1 and 3.1.2. of the Specific Guidelines.

F. The faculty shall be evaluated regularly and the average rating is obtained for the particular CCE implementation.

G. The following are the minimum points required under the QCE so that a faculty with the appropriate CCE can be promoted.

	SUB RANK	MINIMUM POINTS
Instructor	II	81-90 (9)
	III	91-100(9)
Assistant Professor	I	81-85 (4)
	II	86-90 (4)
	III	91-95(4)
	IV	96-100 (4)
Associate Professor	I	81-85 (4)
	II	86-89 (3)
	III	90-93 (3)
	IV	94-97 (3)
	V	98-100 (2)

B. Qualitative Contribution Evaluation (QCE)

QCE is the process of determining the eligibility of a faculty candidate for the particular rank and sub-rank indicated by result of the application of the common criteria for evaluation. (CCE).

C. Commitment

This refers to a faculty member's deep sense of responsibility to render service for the development of the student's well-being and for the advancement of his/her discipline.

D. Knowledge of subject

This includes the faculty member's scholarship and expertise in his/her chosen field or discipline.

E. Teaching for Independent Learning

This pertains to the faculty member's ability to organize teaching-learning processes to enable students to maximize their learning potentials.

F. Management of learning

This refers to the faculty member's ability to create and manage a conducive learning environment and at the same time guide, monitor and evaluate student learning.

II. GENERAL GUIDELINES

- A. In addition to the common criteria for evaluation (CCE), promotion to a higher rank and sub-rank of Instructor, Assistant Professor and Associate Professor shall be subject to Qualitative Contribution Evaluation (QCE).
- B. Continuous improvement toward excellence shall include well-defined and well-executed approach(es) aimed at enhancing the value of collegiate/university education to the clientele the SU/C pledges to serve. The improvements must be in all four (4) functional areas of the SU/C, namely: instruction, research, extension, and production.
- C. For those seeking promotion to the higher sub-ranks of the Instructor, Assistant Professor and Associate Professor positions, the QC shall be in the Teaching Effectiveness.

**Specialization/profession and/or assignment
Of the faculty concerned.**

- a. International
- b. National
- c. Local

1.5 Community outreach (max. 5 pts.)

1.5.1 for every year of participation service oriented projects in community

1.6 Professional Examination

1.6.1 For every relevant licensure and other Professional examination passed (max. of 10 pts)

- a. Engineering Accounting, Medicine, Law, Teacher's Board, etc.
- b. Marine Board/seaman Certificate;
Plumber Certificate, etc;
Plant Mechanic Certificate;
Professional Radio Operator Certificate;
- c. Other trade skill Certificate

A. The NBC 461 Qualitative Contribution Evaluation (QCE)

- 1) The QCE is an integral and effective component of total quality assurance in public tertiary education. (Vision). Its goals are: 1) to make an effective motivator for the department of culture of excellence in instruction, research, extension and production:
- 2) Make QCE as an effective and reliable measure for faculty ranking among the public tertiary institution in the zone; and 3) Ensure regularity and timelessness in the conduct of the QCE

**Qualitative Contribution Evaluation (QCE) for
Teaching Effectiveness**

1. DEFINITION

A. Qualitative Contribution Evaluation (QCE)

This is the distinctive contribution by a faculty seeking promotion to a higher rank or sub-rank and which generally accrues to the enhancement and sustenance of the overall image of the state universities and colleges in their constant endeavor towards excellence.

Section 8. Freedom of Expression

The faculty members have the right to express their ideas in either words or signs in speeches during meetings or in prints not contrary to existing laws.

ARTICLE IV

MERIT SYSTEM FOR FACULTY MEMBERS

SECTION 1. The Merit System.

The MERIT SYSTEM shall be established pursuant to the provision of Item No. 2, Section 7, Book V of Executive Order No. 292, otherwise known as the Administrative Code of 1987; Memorandum circular No. 38, s. 1993 dated September 10, 1993; and Memorandum Circular No.40, s. 1998 dated December 14, 1998 and in consonance with CHED Circulars, DBM Circulars and the SUC charter, this Merit System for Faculty Members of the Surigao State College of Technology, Surigao City, for guidance.

SECTION 2. ACADEMIC RANK

a. The Merit System for Academic Ranks of faculty of Surigao State College of Technology shall adopt the criteria set forth by the National Budget Circular No 461 (Appendix A)

b. The Academic Ranks of the faculty are as follows:

FACULTY RANK	SUB RANKS
Instructor	I-III
Assistant Professor	I-IV
Associate Professor	I-V
Professor	I-VI
College Professor/University Professor	

Faculty Manual

86	MALCAY	LEONIELYN	C	26.70	30.80	28.75	26.40	22.40	24.25	22.70	28.20	25.45	28.15
87	MANGCA	DAEWIN	C		9.00	18.05	23.40	20.73	19.68	21.95	20.82	20.77	20.77
88	MATURAN	JOCELYN	T	26.20	28.20	27.20	26.90	26.70	26.60	28.10	25.90	27.00	27.00
89	MENOR	ELIZABETH	L	28.90	28.04	27.47	23.70	29.70	28.70	27.00	27.15	27.08	27.08
90	MIRANDA	JONAS ROBERT	S	25.90	26.40	26.85	30.00	24.20	21.80	22.00	24.60	25.78	25.78
91	MONTIÑO	AMOR	C	25.68	22.80	24.24	23.70	24.47	24.05	25.08	26.85	26.97	24.76
92	MONTIÑO	LEO	B	23.45	27.40	25.45	29.95	29.90	29.92	28.33	30.00	29.17	28.17
93	MORALES	EDUARDO	C	23.60	22.90	23.05	18.40	27.90	21.95	24.40	21.90	29.15	22.72
94	MORTE	ANALYN	R	26.96	25.54	26.25	22.90	25.01	23.66	20.60	22.68	23.85	23.85
95	NALA	RENE	A	24.95	25.60	25.28	24.20	21.70	23.00	22.75	27.75	25.25	24.51
96	NAVARRO	MARILITO	P	24.95	29.25	28.61	25.80	18.75	23.28	28.92	22.14	28.53	24.80
97	NUMEROZO	ALINE	R	30.00	29.90	29.95	34.70	30.00	32.10	30.00	30.00	30.00	30.68
98	NOZUEBA	CRISTIN, JR	P	21.70	17.25	20.48	21.95	23.45	22.70	22.45	21.41	23.93	21.70
99	OSORIO	RICKY	T	20.68	19.90	20.25	23.39	24.60	28.90	18.11	15.12	23.95	22.70
###	PAGLIARWAN	BERNANZA	F	18.00	17.34	17.87	21.12	15.78	18.48	18.11	15.12	18.62	17.93
###	PALMABAR	HANNAH	T	23.80	21.10	22.45	25.80	25.00	25.40	23.10	23.30	23.20	23.68
###	PARDUES	JUDEE	C	22.84	22.83	22.84	26.73	24.50	25.68	22.24	25.87	24.06	24.17
###	PARONIA	ARCHIE	M	21.90	24.15	23.93	15.90	24.75	20.83	20.55	18.45	19.90	20.95
###	PARCUIA	GRACIEBEL	M	18.70	17.20	17.95	20.00	17.60	18.80	23.60	21.60	25.06	19.78
###	PATAC	ANDRIANO, JR	P	30.00	20.23	25.12	26.20	21.65	23.93	26.80	25.90	22.60	25.06
###	PATAC	LOUIDA	P	26.40	26.34	26.37	21.50	25.70	24.10	26.70	30.00	28.35	26.27
###	PATULIN	ELVINS	P	28.90	29.82	29.36	29.15	27.00	28.13	29.92	27.84	28.62	28.92
###	PAULINBS	MIGNONETTE	M	12.54	11.70	12.12	11.10	10.95	11.03	16.48	14.74	15.61	12.92
###	PAYMALAN	RMALYN	B	26.30	27.10	28.95	27.80	26.90	28.15	24.10	25.90	24.80	25.89
###	PEREZ	ALGIA	L	28.00	28.70	28.95	27.80	28.60	28.20	28.70	26.30	27.90	28.02
###	PLANNO	IRENEO, JR	C	22.92	26.70	24.81	34.00	30.00	30.00	30.00	30.00	30.00	28.27
###	PONGGOL	EDEN GILFF	B	27.60	27.60	27.60	26.20	25.38	24.94	28.07	28.00	28.03	26.86
###	PORRUGUES	VIRNIE	P	22.30	22.90	22.90	26.20	20.90	23.85	26.60	28.90	28.95	24.87
###	POSSANO	GEORGINO	G	21.90	16.70	19.90	22.90	20.40	21.35	19.99	19.99	20.33	24.90
###	QUILCHON	MADONIE	T	22.10	24.90	23.20	25.70	25.30	25.50	27.20	24.70	26.00	28.90
###	REYNA	RITCHIE	A	24.95	26.80	25.93	24.05	24.30	25.18	25.60	28.43	27.82	28.21
###	RUAYA	RANDEL	A	19.91	18.43	19.17	18.05	24.88	21.87	22.31	19.41	20.85	20.47
###	RUAYA	PERFECTO, JR	R	28.65	23.29	28.73	28.65	28.60	28.63	28.28	28.42	28.93	24.45
###	SABRON	EVANGELINE	P	24.00	23.99	23.95	25.05	23.79	24.82	23.10	25.75	24.43	24.15
###	SAL	HERCUL	B	24.55	28.10	26.18	26.89	26.70	28.80	27.23	25.90	26.87	26.90
###	SALVADOR	DONALD	C	24.45	23.99	24.19	29.55	30.00	29.78	30.00	29.40	29.70	27.89
###	SALVADOR	EMANUEL	R	28.90	29.50	28.20	28.90	30.00	29.15	25.10	23.80	24.45	27.60
###	SEPTIMO	TERESITA	R	27.85	25.45	25.70	27.48	28.10	27.84	27.11	28.35	27.13	27.42
###	SERDAN	GERALDINE	A	37.50	25.40	26.45	25.98	25.98	25.98	27.16	25.29	26.43	26.02
###	SUBANG	REYNALDO	M	23.32	14.60	18.98	21.40	21.60	21.90	21.90	16.20	18.75	19.74
###	SULAMA	ROLAN	A	27.40	25.40	26.40	28.90	17.20	27.75	27.70	24.60	26.15	26.17
###	SULAMA	FLORENCIA	T	21.50	19.00	20.25	24.90	18.80	21.85	21.90	22.60	22.20	21.43
###	SULAMA	JOSEWARREN	R	28.98	29.75	28.82	29.78	28.92	29.35	26.76	26.81	26.79	28.92
###	SUNGARD	ANGELITO	A		0.00	0.00	30.00	28.90	29.25	27.70	27.70	27.70	28.48
###	TALINGTING	GAVERO, JR	B	24.90	29.10	27.00	26.29	21.90	27.10	28.49	28.95	27.72	27.27
###	TALINGTING	RONITA	E	27.30	25.80	28.55	23.74	27.89	25.72	23.14	23.40	23.40	25.18
###	TAN	JULITO	C	22.07	24.91	23.44	23.70	24.93	24.12	21.27	21.27	23.73	23.78
###	TANGUBAN	BENNER	Q	29.55	29.70	29.63	29.70	29.70	29.70	29.55	29.55	29.63	29.63
###	TOLIBO	LUCILIB	G	24.90	25.80	23.93	28.90	27.60	27.95	28.60	27.90	20.05	27.12
###	TOLIBO	TERESITA	L	29.40	29.10	29.25	18.10	19.70	18.90	29.34	28.40	29.37	25.94
###	TORIO	GLORINA	R	28.00	20.90	0.00	23.80	19.80	21.80	24.70	21.20	22.95	22.67
###	TIRAY	ROLLY JOYCE	Q		0.00	0.00	26.16	26.40	26.23	25.02	24.80	24.81	26.60
###	UBIS	MARLAYS	H	25.58	24.96	25.07	28.44	21.90	24.97	27.78	26.83	27.33	24.79
###	URBIZTONDO	ARCHIE	P	24.60	21.10	22.95	24.40	23.60	24.60	27.10	25.40	24.40	24.40
###	VASQUEZ	MA CRISTANTA	B	28.40	26.70	27.60	27.00	26.60	20.80	28.20	26.90	27.65	27.82
###	VELARDE	VANESSA	E	23.80	24.90	24.53	20.44	23.90	21.87	21.70	24.90	23.10	23.17
###	VILLACRIGIO	CLARISSA	B	27.83	22.90	25.17	28.20	28.08	28.14	26.55	28.44	27.60	28.83
###	VILLARAL	TIITA	P	23.00	22.10	22.93	23.90	23.60	23.60	22.90	26.10	24.50	24.48
###	VILLARAL	BEM PRICIOSO	A	23.01	22.28	22.85	23.95	23.60	24.78	23.13	25.69	24.28	24.28
###	YANGSON	CATHERINE	L	20.85	23.64	22.25	22.80	22.35	22.53	17.36	18.45	17.91	20.91
###	YIAYA	VERLAN JAY	V	21.57	25.43	23.48	26.25	25.37	25.81	25.78	26.84	26.21	25.17
###	YUOCO	MICHAEL	P	26.51	27.41	26.96	27.77	23.33	28.93	24.91	26.33	26.69	26.69

Prepared by 
 ELVINS A. PALATIN, PhD, BAID
 ChIEF, QCE



Surigao State College of Technology
Surigao City

STUDENT (30%)				AY 2013-2014			AY 2014-2015			AY 2015-2016			Total Mean
No.	Faculty	Name	Sec.	1 st	2 nd	Mean	1 st	2 nd	Mean	1 st	2 nd	Mean	
1	ADLAON	MAURICIO	S.	27.40	30.00	28.70	29.20	28.10	28.65	27.90	28.10	28.00	28.45
2	ALABA	PORFERIO	P.	25.50	27.50	26.55	28.40	28.50	28.45	25.80	27.10	26.45	27.15
3	ALVAREZ	ALEX	P.	24.54	26.79	25.67	20.85	24.90	22.88	22.99	21.81	22.20	23.58
4	ANDALIZ	ROBANNE	E.	28.92	29.10	29.01	24.10	20.80	22.45	29.51	29.06	29.29	26.92
5	ARCON	CECILIA	E.	23.60	25.74	24.67	20.53	21.80	21.07	18.68	20.95	19.82	21.85
6	ARCON	MANUEL	R.	25.23	24.42	24.83	26.35	30.00	28.18	28.14	28.30	28.22	27.97
7	BADIOLA	RICHARD	A.	28.40	26.50	27.50	25.20	21.50	23.55	24.40	23.20	23.80	24.88
8	BABAS	RHEA MAE	C.	23.92	21.51	22.72	22.50	20.40	21.45	28.04	26.45	27.25	23.80
9	BAGAPO	BERNADETTE	P.	27.77	26.51	27.14	22.91	23.95	23.44	25.37	24.11	24.74	25.11
10	BATAAN	DAN ANTHONY	Y.			0.00	24.00	23.40	23.70	25.93	23.87	24.90	24.90
11	BAYANG	ELIZA	E.	29.30	17.00	23.15	28.50	29.90	29.20	29.00	28.50	28.75	27.03
12	BESINIO	LEOPOLDO JR.	G.	28.53	28.30	28.42	29.18	25.10	27.14	29.40	25.34	27.37	27.64
13	BORJA	EMMYLOU	A.	23.70	27.70	25.70	28.60	26.80	27.70	29.80	26.50	28.35	27.25
14	BORJA	LUCILYN	C.	25.67	24.75	25.21	24.12	24.22	24.17	22.72	27.48	25.10	24.83
15	BUBA	RUEL	T.	24.10	22.13	23.12	24.60	21.30	22.55	25.50	22.60	24.05	23.57
16	BUCTUAN	RENZ	M.	22.90	22.60	22.75	16.40	15.30	15.85	15.80	14.00	14.90	17.53
17	BUENAFLO	BLESA	B.	22.40	27.40	24.90	24.30	25.50	24.90	26.10	25.10	25.60	25.13
18	BUENAFLO	ROBERTO	C.	27.00	28.80	27.90	28.40	29.00	28.70	29.30	29.50	29.40	28.67
19	CAADAN	JULIUS	G.	21.12	21.56	21.34	18.34	17.91	18.13	20.05	17.70	18.88	19.45
20	CABA	AILYN	B.	26.57	20.19	23.38	25.11	25.50	25.31	27.55	21.99	24.78	24.49
21	CABITANA	GRACELINO	A.	22.80	28.20	25.50	21.10	22.90	22.00	24.20	26.00	25.10	24.20
22	CAGAS	UNIFE	U.	26.80	23.60	25.20	27.20	27.30	27.25	25.10	24.70	24.90	25.78
23	CANDA	MERDOLYN	B.	25.23	25.88	25.55	26.87	23.57	25.22	24.30	26.53	25.42	25.39
24	CARNICER	MARLOU	B.	24.60	26.50	25.55	18.30	21.60	19.95	22.20	22.20	22.20	22.57
25	CATACUTAN	MARIVEL	M.	24.70	22.45	23.58	24.85	28.00	26.43	24.34	26.82	25.58	25.19
26	CATACUTAN	ROGELIO	R.	24.80	19.40	22.10	20.90	22.50	21.70	17.80	27.30	22.55	22.12
27	CAUSING	FLYMORE	M.	28.10	25.32	26.71	28.30	29.00	28.65	30.00	28.30	29.15	28.17
28	CAVITE	IRYN	E.	23.40	22.95	23.18	24.30	24.90	24.60	23.48	24.90	24.19	23.99
29	CHUA	RUEL	G.	25.38	24.18	24.78	21.90	22.44	22.17	29.64	25.29	27.47	24.81
30	CODILLA	LOPE	U.	19.97	22.09	21.03	20.10	28.91	24.51	19.09	27.00	23.05	22.86
31	COLETO	FLORENIE	S.	27.78	24.90	26.34	25.92	25.92	25.92	25.68	24.60	25.14	25.80
32	CORDITA	AMEPIEL	C.	19.40	21.70	20.55	22.68	21.20	21.94	22.40	24.72	23.56	22.02
33	CORDITA	NONITO	G.	29.40	30.00	29.70	22.50	25.98	24.24	29.10	22.70	25.90	26.81
34	CORTINA	LEONARDO	A.	23.60	27.93	25.77	21.70	27.90	24.60	27.38	27.23	27.31	25.82
35	CORVERA	LEVI	A.	19.80	20.70	20.25	21.50	22.70	22.10	23.20	24.50	23.85	22.07
36	DALAYGON	CASAS	D.	24.00	25.60	24.80	27.20	28.10	27.65	25.70	25.50	25.60	25.02
37	DEGAMON	LOUELLA	S.	28.65	28.65	28.65	21.90	29.20	26.05	27.24	28.75	28.00	27.57
38	DELA CERNA	MONALEE	A.	28.25	20.70	24.48	24.80	17.20	21.90	24.60	22.10	23.85	22.94
39	DELA CRUZ	ROMEL	C.	27.80	28.20	28.05	27.60	27.50	27.55	26.20	27.70	26.95	27.52
40	DELITO	ELEANORE MITSU	S.	25.40	24.80	25.10	25.50	26.10	25.80	26.20	24.60	25.40	25.43
41	DELOSA	CONRADO, JR.	B.	18.12	28.50	23.31	19.20	23.50	21.35	17.70	20.30	19.00	21.22
42	DESCARTEN	RANDY	O.	23.44	27.58	26.50	30.00	28.11	29.05	24.90	27.90	26.40	27.32
43	DIVINAGRACIA	ARNE	M.	21.75	23.03	22.39	19.43	26.70	23.07	28.73	23.40	26.07	23.94
44	DIAZ	ANNABELLE	N.	26.60	27.90	27.25	25.70	25.80	25.75	24.20	27.80	26.00	26.33
45	DOCOY	LUCIHIDA	M.	19.76	21.90	20.83	27.40	24.90	26.15	29.94	28.75	29.85	25.44
46	DOCOY	RUDY	C.	27.90	30.00	28.95	27.40	25.60	26.50	29.80	28.60	29.20	28.22
47	DONOSO	WEBSTER	A.	23.58	24.77	24.18	26.71	20.70	23.71	19.50	26.13	22.82	23.57
48	DONOSO	CARLOS	H.	29.50	29.48	29.49	29.50	29.78	29.64	29.50	29.33	29.42	29.52
49	DUMAGUIT	JAMES	M.	21.09	23.19	22.14	25.30	24.90	25.10	27.00	23.40	25.20	24.15
50	DUMAICOS	TRASHY	P.	29.10	24.95	27.03	24.15	25.75	24.95	23.55	25.07	24.31	25.43
51	ECHIN	ELMA	C.	27.41	28.45	27.93	28.80	28.80	28.80	27.95	25.74	26.85	27.86
52	ESCULTOR	GRAMMA	R.	24.80	24.80	24.80	24.50	24.80	24.65	22.90	21.90	22.40	23.95
53	ESPALDON	ALEXIS	P.	27.78	29.16	28.47	27.60	27.00	27.30	22.80	29.70	26.25	27.34
54	ESPALDON	JUDITA	R.	25.40	24.70	25.05	22.70	23.90	23.30	24.20	25.70	24.95	24.48
55	ESPAÑOLA	RAYMON	P.	27.75	27.06	27.41	28.50	27.51	28.01	28.10	27.15	27.63	27.88
56	ESPENIDO	ESTEBAN	A.	21.24	21.96	21.60	19.95	21.13	20.54	17.70	20.00	18.85	20.33
57	FABROA	HAYDE	D.	27.00	28.20	27.60	28.74	29.64	29.19	26.17	28.65	27.41	28.07
58	FELICIO	CARMENCHITA	P.	21.70	26.04	23.87	23.60	23.60	22.40	24.50	28.45	23.64	23.64
59	FEROL	KENNETH CHARLS	E.			0.00	27.50	27.50	27.50	28.60	24.40	26.50	27.00
60	FRANCISCO	VIRNILLE	C.	26.30	26.35	26.33	23.65	26.95	25.30	22.32	21.30	21.81	24.48
61	GALIDO	ELSIE	P.	25.70	25.35	25.53	27.05	24.95	26.00	26.14	26.81	26.48	26.00
62	GINGO	VERNA	L.	18.94	17.87	18.41	27.11	22.59	24.85	25.84	27.98	26.91	23.39
63	GONO	QUINTINA	D.	27.70	24.80	26.25	28.10	28.20	28.15	23.80	25.70	24.75	26.38
64	GOMEZ	VENCHITA	B.	27.00	26.90	26.95	26.18	24.42	26.30	24.45	25.17	24.81	25.69
65	GUERRA	MARIA FE	C.	29.40	26.50	27.95	24.60	25.10	24.85	25.30	28.00	26.65	26.48
66	GUILLEN	ANGELIE	E.	22.10	22.90	22.50	28.10	27.40	27.75	28.08	27.60	27.83	26.03
67	GUIRAL	FROILAN JAY	E.	21.13	20.78	20.96	26.85	24.40	25.63	23.96	27.47	23.72	24.10
68	GUMATO	EDWIN	C.	16.20	21.10	18.65	19.50	18.00	18.75	16.50	16.80	16.65	18.02
69	JABONERO	IHANE	R.	18.10	20.45	19.28	23.30	21.37	22.34	13.80	18.76	16.28	19.30
70	JOVERO	MARIJUL	B.	28.24	28.31	28.28	23.95	27.30	23.33	24.87	26.07	25.47	26.36
71	JUANITE	MILA	P.	18.90	23.70	21.30	22.10	22.10	22.10	22.20	22.30	22.25	21.88
72	LAD	ROBERTO	M.	28.20	26.20	27.20	28.90	29.40	29.15	28.70	29.30	29.00	28.45
73	LEONG	GRACELINO	H.	24.10	23.50	23.80	21.70	21.20	21.45	24.30	27.90	26.10	23.78
74	LIBAY	JHONNY REY	A.	25.90	28.30	27.10	28.30	28.90	28.60	25.70	28.20	26.95	27.55
75	LITANG	LEONDISA	S.	21.50	24.30	22.90	20.04	18.60	19.32	12.50	15.10	13.80	18.67
76	LLASOS	GABRIEL	P.	26.60	22.30	24.45	26.40	26.70	26.55	26.60	26.60	26.60	25.87
77	LUMINTAC	MARIA TAVITA	G.	17.75	21.00	19.38	17.34	16.15	16.75	21.48	20.85	21.17	19.10
78	MACABODBOD	JONATHAN	C.	23.30	25.30	24.30	22.00	24.20	23.10	25.80	22.40	24.10	23.93
79	MACALAM	RHODA MAE	B.	24.86	24.10	24.48	27.21	25.24	26.28	26.25	24.86	25.56	25.42
80	MADELO	AUREA	M.	28.27	28.03	28.15	23.70	24.42	24.06	23.20	23.83	23.52	25.24
81	MADELO	CRISTINE	P.	26.74	24.64	25.69	26.05	26.53	26.29	24.35	27.13	25.74	25.91
82	MAGHUYOP	ALICIA	Z.	24.60	22.54	23.57	26.44	21.34	23.89	28.80	28.80	28.80	25.42
83	MAGNO	PERLITA	S.	21.26	22.71	21.99	26.31	19.11	22.71	21.64	22.63	22.14	22.28
84	MAGNO	ALEJANDRO	B.	27.80	27.20	27.55	24.90	28.90	26.90	25.10	26.10	25.60	26.68
85	MAG USARA	ARVIN	E.	25.20	26.50	25.85	21.80	23.10	22.45	24.60	22.80	23.70	24.00



Surigao State College of Technology Surigao City

PEER (20%)		AY 2013-2014		AY 2014-2015		AY 2015-2016		Mean	Total Mean
Faculty		1 st	2 nd	1 st	2 nd	1 st	2 nd		
1	ADLAON	S.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
2	ALABA	P.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
3	ALVAREZ	A.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
4	ANDALIZ	E.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
5	ARCON	B.	20.00	19.80	19.90	20.00	20.00	20.00	20.00
6	ARCON	R.	19.80	19.80	19.80	20.00	20.00	20.00	19.93
7	BADILLA	A.	19.70	19.70	19.70	19.60	19.60	19.60	19.63
8	BABAS	C.	19.50	19.80	19.65	20.00	20.00	20.00	19.88
9	BAGAFO	P.	20.00	20.00	20.00	20.00	20.00	19.40	19.73
10	BATAAN	Y.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
11	BAYANG	E.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
12	BESINIO	G.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
13	BORJA	A.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
14	BORJA	C.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
15	BUBA	R.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
16	BUCTUAN	R.	20.00	20.00	20.00	20.00	20.00	20.00	19.97
17	BUENAFLO	B.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
18	BUENAFLO	R.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
19	CAADAN	G.	19.80	19.00	19.40	19.60	18.60	19.10	16.92
20	CABA	B.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
21	CABITANA	A.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
22	CAGAS	U.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
23	CANDA	B.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
24	CARNICER	B.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
25	CATACUTAN	M.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
26	CATACUTAN	R.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
27	CAUSING	M.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
28	CAVITE	E.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
29	CHUA	U.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
30	CODILLA	L.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
31	COLETO	S.	19.80	19.80	19.80	20.00	20.00	20.00	19.93
32	CORDITA	C.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
33	CORDITA	G.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
34	CORTINA	A.	16.40	18.30	17.95	20.00	18.00	19.20	17.78
35	CORVERA	A.	20.00	19.80	19.90	20.00	20.00	20.00	19.97
36	DALAYGON	C.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
37	DEGAMON	L.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
38	DELA CERNA	A.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
39	DELA CRUZ	R.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
40	DELITO	S.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
41	DELOSA	B.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
42	DESCARTEN	O.	18.60	19.00	18.80	19.60	19.98	19.79	19.51
43	DIVINAGRACIA	M.	18.80	19.20	19.00	20.00	20.00	18.80	19.47
44	DIAZ	N.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
45	DOCOY	M.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
46	DOCOY	C.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
47	DONOSO	A.	17.00	17.00	17.00	18.50	19.25	17.00	18.08
48	DONOSO	H.	19.60	19.60	19.60	19.60	19.60	19.60	19.67
49	DUMAGUIT	M.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
50	DUMACOS	P.	19.20	19.20	19.20	19.20	19.20	19.80	19.40
51	ECHIN	E.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
52	ESCUOTOR	R.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
53	ESPALDON	P.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
54	ESPALDON	R.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
55	ESPAOLA	P.	19.60	19.60	19.60	19.60	19.60	19.50	19.62
56	ESPENIDO	A.	16.80	18.00	17.40	19.00	18.80	18.40	16.13
57	FABROA	D.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
58	FELICIO	P.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
59	FEBOL	E.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
60	FRANCISCO	C.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
61	GALIDO	P.	19.50	20.00	19.75	20.00	19.90	20.00	19.88
62	GINGO	L.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
63	GONO	D.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
64	GOMEZ	B.	19.80	20.00	19.90	20.00	20.00	20.00	19.97
65	GUERRA	C.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
66	GUILLEN	S.	18.80	18.80	18.80	20.00	19.80	19.50	19.25
67	GURAL	E.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
68	GUMATO	C.	20.00	20.00	20.00	20.00	20.00	20.00	19.83
69	JABONERO	R.	19.60	20.00	19.80	20.00	20.00	20.00	19.93
70	JOVERO	B.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
71	JUANITE	P.	18.80	18.80	18.80	20.00	20.00	20.00	19.60
72	LAID	M.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
73	LEONG	H.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
74	LIBAY	A.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
75	LITANG	S.	20.00	20.00	20.00	20.00	20.00	20.00	20.00
76	LLASOS	P.	19.70	19.70	19.70	18.40	18.40	20.00	19.37