



**CENTRAL PHILIPPINE UNIVERSITY**  
**Iloilo City, Philippines**  
**HUMAN RESOURCE DEVELOPMENT OFFICE**

**PEER, SELF, and SUPERVISOR'S EVALUATION**  
 (APPROVED BY THE ACADEMIC COUNCIL ON OCTOBER 5, 2001)

Sem \_\_\_\_\_ School Year \_\_\_\_\_

Name of Faculty: \_\_\_\_\_

College or Department: \_\_\_\_\_

<b>Pls. check one only:</b> <input type="checkbox"/> Self Evaluation <input type="checkbox"/> Peer Evaluation <input type="checkbox"/> Supervisor's Evaluation
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Note: Please read the questionnaire and evaluate with care.

**The points in the scale are to be interpreted as follows:**

- |                                    |                                     |
|------------------------------------|-------------------------------------|
| 5 - Very good/Highly satisfactory  | 2 - Poor/Unsatisfactory             |
| 4 - Good/Moderately satisfactory   | 1 - Very poor/Highly Unsatisfactory |
| 3 - Average/Fair/Needs Improvement | NA - Not applicable                 |

**I. Teaching Competencies: Total Points ÷ 12 =**  **Average**

	<b>RATING</b>					
	NA	1	2	3	4	5
1. Sets precise, practical, and achievable objectives within a given period.	NA	1	2	3	4	5
2. Syllabus/lesson plans reflects knowledge on the subject matter.	NA	1	2	3	4	5
3. Utilizes appropriate and adequate teaching materials and devices, and shows resourcefulness in acquiring them.	NA	1	2	3	4	5
4. Utilizes appropriate evaluation tools.	NA	1	2	3	4	5
5. Utilizes varied resources for the course content.	NA	1	2	3	4	5
6. Allows flexibility in the implementation of lesson plans/syllabus.	NA	1	2	3	4	5
7. Relates concepts and theory effectively to real life situations.	NA	1	2	3	4	5
8. Explains with clarity and speaks with confidence.	NA	1	2	3	4	5
9. Comes to class prepared and shows a great range of knowledge of the subject matter.	NA	1	2	3	4	5
10. Responds to students' questions and endeavors to see their relevance in the subject.	NA	1	2	3	4	5
11. Applies skillfully innovative teaching approaches and strategies.	NA	1	2	3	4	5
12. Maintains class atmosphere conducive to learning.	NA	1	2	3	4	5

**II. Teacher's Personality & Interpersonal Relations: Total Points ÷ 12 =**  **Average**

1. Relates well with others and shows capacity to transcend personal considerations in dealing with issues.	NA	1	2	3	4	5
2. Approachable, honest, friendly, fair, sincere, patient.	NA	1	2	3	4	5
3. Accepts limitations and welcomes constructive criticisms.	NA	1	2	3	4	5
4. Actively participates in activities of the department and the University that enrich academic life and stimulates intellectual inquiry.	NA	1	2	3	4	5

- |   |    |   |   |   |   |   |
|---|----|---|---|---|---|---|
| 5. Enjoys his/her role as a teacher.  | NA | 1 | 2 | 3 | 4 | 5 |
| 6. Enjoys his/her role as a counselor.  | NA | 1 | 2 | 3 | 4 | 5 |
| 7. Contributes one's expertise in a given field to enable a committee and peers to attain its/their goals and objectives. | NA | 1 | 2 | 3 | 4 | 5 |
| 8. Renders willingly extra time/service for the good of the department and of the University even without compensation.   | NA | 1 | 2 | 3 | 4 | 5 |
| 9. Contributes to the collective efforts to foster collegial relationship within one's department/college.                | NA | 1 | 2 | 3 | 4 | 5 |
| 10. Shows liking for students/pupils and genuine concern for their progress.  | NA | 1 | 2 | 3 | 4 | 5 |
| 11. Accepts limitations and deficiencies of self.   | NA | 1 | 2 | 3 | 4 | 5 |
| 12. Accepts limitations and deficiencies of others.   | NA | 1 | 2 | 3 | 4 | 5 |

**III. Leadership**      **Total Points ÷ 14 =**

**Average**

- |   |    |   |   |   |   |   |
|---|----|---|---|---|---|---|
| 1. Is fully aware and dedicated in the discharge of his/her duties, functions and responsibilities.   | NA | 1 | 2 | 3 | 4 | 5 |
| 2. Commands the respect and inspires confidence among peers.  | NA | 1 | 2 | 3 | 4 | 5 |
| 3. Is decisive and makes appropriate decisions.   | NA | 1 | 2 | 3 | 4 | 5 |
| 4. Effectively manages work/assignments.  | NA | 1 | 2 | 3 | 4 | 5 |
| 5. Accomplishes work targets.   | NA | 1 | 2 | 3 | 4 | 5 |
| 6. Conforms to and accepts group standards.   | NA | 1 | 2 | 3 | 4 | 5 |
| 7. Abides by the policies, rules, and regulations of the University. (Including wearing of ID, school uniform, non-smoking on campus, etc.) | NA | 1 | 2 | 3 | 4 | 5 |
| 8. Respects group decisions and recognizes and encourages contributions of peers to group goals.  | NA | 1 | 2 | 3 | 4 | 5 |
| 9. Has a sense of personal dignity and self worth.  | NA | 1 | 2 | 3 | 4 | 5 |
| 10. Exercises fairness in dealing with students and peers, and is sensitive to and perceptive of their feelings.                            | NA | 1 | 2 | 3 | 4 | 5 |
| 11. Gladly shares ideas, materials and pleasures with the group.  | NA | 1 | 2 | 3 | 4 | 5 |
| 12. Upholds and protects the integrity of the school.   | NA | 1 | 2 | 3 | 4 | 5 |
| 13. Submits reports and other requirements on time.   | NA | 1 | 2 | 3 | 4 | 5 |
| 14. Shows willingness to improve himself/herself by attending seminars, conferences, lectures, symposia, graduate studies, etc.             | NA | 1 | 2 | 3 | 4 | 5 |

**GENERAL AVERAGE:**      **Average of I + II + III ÷ 3 =**

**Final Rating**

**Interpretations:**

**4.51 - 5.0** - Very good/Highly satisfactory      **2.0 - 2.99** - Poor/Unsatisfactory  
**4.0 - 4.5** - Good/Moderately satisfactory      **1.99 - & below** - Very Poor/Highly unsatisfactory  
**3.0 - 3.99** - Average/Fair/Needs improvements

COMMENTS / SUGGESTIONS / RECOMMENDATIONS:

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\_\_\_\_\_  
Evaluator's Printed Name and Signature

\_\_\_\_\_  
Teacher's Printed Name and Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date