

**UNIVERSITY OF SANTO TOMAS**  
**OFFICE OF THE VICE RECTOR FOR ACADEMIC AFFAIRS**  
**OFFICE FOR FACULTY EVALUATION AND DEVELOPMENT**  
**COMPETENCE EVALUATION RESULTS**  
**2nd Term, A.Y. 2020-2021**  
**COLLEGE OF EDUCATION**

Faculty Name	NIBALVOS, IAN MARK POMPAC	Faculty Code	1076
College	COLLEGE OF EDUCATION	Employment Status	Non Tenured
No. of Raters:	1		

**DEAN'S EVALUATION**

<b>A. INSTITUTIONAL/ COLLEGE COMMITMENT</b>	<b>20 %</b>
1. Support to the Mission-Vision of the University and the faculty/college/institute/department	4.000
2. Assistance to colleagues to ensure effectiveness in their functions	4.000
3. Membership in local or international professional, civic and/or religious organizations.	3.000
4. Academic advancement	3.000
	<b>14.000    3.500    .700</b>
<b>B. INSTITUTIONAL/ COLLEGE PARTICIPATION</b>	<b>20 %</b>
5. Attendance in university activities such as school opening rites, general convocations, baccalaureate mass, "Dangal ng UST Awards" and Paskuhan.	N/A
6. Attendance in faculty/college/institute/department such as general faculty meetings, retreats, seminars/fora, graduation rites, etc. organized by the faculty/college/ institute/department	4.000
7. Committee Participation in the University/College/Faculty/Institute/Department	4.000
	<b>8.000    4.000    .800</b>
<b>C. PERFORMANCE OF DUTIES</b>	<b>30 %</b>
8. Class Attendance (including proctoring)	4.000
9. Tardiness in Class	4.000
10. Timely submission of documents required by the university or by the faculty/college/institute/department	4.000
11. Compliance with university/college policies	4.000
	<b>16.000    4.000    1.200</b>
<b>D. PERSONAL AND PROFESSIONAL QUALITIES</b>	<b>30 %</b>
12. Conduct and Behavior - Refers to the appropriateness of the teacher's deportment befitting his/her status as a professional consistent with the Code of Ethics, the University's norm of discipline, and sound moral standards.	4.000
13. Loyalty to the University	4.000
14. Professional Conduct	4.000
15. General behavior	4.000
16. Relationship with administrators, peers, students and staff	4.000
17. Attire and Proper Grooming	4.000
	<b>24.000    4.000    1.200</b>

**Total Mean Rating**  
**3.900**

**FINAL RESULTS**  
**Total Equivalent Points**  
**19.500**

**Qualitative Rating**  
**VERY SATISFACTORY**

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**2nd Term, A.Y. 2020-2021**  
**COLLEGE OF EDUCATION**

Faculty Name	NIBALVOS, IAN MARK POMPAC	Faculty Code	1076
College	COLLEGE OF EDUCATION	Employment Status	Non Tenured

No. of Raters: 1

**DEAN'S EVALUATION**

	Scale for Total Mean Ratings			Scale for Total Equivalent Points		
VERY SATISFACTORY	3.500	-	4.000	17.500	-	20.000
SATISFACTORY	2.500	-	3.499	12.500	-	17.499
UNSATISFACTORY	1.500	-	2.499	7.500	-	12.499
VERY UNSATISFACTORY	1.000	-	1.499	5.000	-	7.499

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2nd Term, A.Y. 2020-2021  
COLLEGE OF EDUCATION**

Faculty Name	NIBALVOS, IAN MARK POMPAC	Faculty Code	1076
College	COLLEGE OF EDUCATION	Employment Status	Non Tenured
No. of Raters:	4		

**DEAN'S COUNCIL EVALUATION**

<b>A. INSTITUTIONAL/ COLLEGE COMMITMENT</b>	<b>20 %</b>
1. Support to the Mission-Vision of the University and the faculty/college/institute/department	4.000
2. Assistance to colleagues to ensure effectiveness in their functions	4.000
3. Membership in local or international professional, civic and/or religious organizations.	3.000
4. Academic advancement	3.000
	<b>14.000 3.500 .700</b>
<b>B. INSTITUTIONAL/ COLLEGE PARTICIPATION</b>	<b>20 %</b>
5. Attendance in university activities such as school opening rites, general convocations, baccalaureate mass, "Dangal ng UST Awards" and Paskuhan.	N/A
6. Attendance in faculty/college/institute/department such as general faculty meetings, retreats, seminars/fora, graduation rites, etc. organized by the faculty/college/ institute/department	4.000
7. Committee Participation in the University/College/Faculty/Institute/Department	4.000
	<b>8.000 4.000 .800</b>
<b>C. PERFORMANCE OF DUTIES</b>	<b>30 %</b>
8. Class Attendance (including proctoring)	4.000
9. Tardiness in Class	4.000
10. Timely submission of documents required by the university or by the faculty/college/institute/department	4.000
11. Compliance with university/college policies	4.000
	<b>16.000 4.000 1.200</b>
<b>D. PERSONAL AND PROFESSIONAL QUALITIES</b>	<b>30 %</b>
12. Conduct and Behavior - Refers to the appropriateness of the teacher's deportment befitting his/her status as a professional consistent with the Code of Ethics, the University's norm of discipline, and sound moral standards.	4.000
13. Loyalty to the University	4.000
14. Professional Conduct	4.000
15. General behavior	4.000
16. Relationship with administrators, peers, students and staff	4.000
17. Attire and Proper Grooming	4.000
	<b>24.000 4.000 1.200</b>

**Total Mean Rating**  
**3.900**

**FINAL RESULTS**  
**Total Equivalent Points**  
**24.375**

**Qualitative Rating**  
**VERY SATISFACTORY**

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College	COLLEGE OF EDUCATION	Employment Status	Non Tenured

No. of Raters: 4

**DEAN'S COUNCIL EVALUATION**

	Scale for Total Mean Ratings			Scale for Total Equivalent Points		
VERY SATISFACTORY	3.500	-	4.000	21.870	-	25.000
SATISFACTORY	2.500	-	3.499	15.620	-	21.869
UNSATISFACTORY	1.500	-	2.499	9.370	-	15.619
VERY UNSATISFACTORY	1.000	-	1.499	6.250	-	9.369

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Faculty Name	NIBALVOS, IAN MARK POMPAC	Faculty Code	1076
College	COLLEGE OF EDUCATION	Employment Status	Non Tenured
No. of Raters:	4		

**ADHOC COMMITTEE EVALUATION**

<b>A. KNOWLEDGE OF THE SUBJECT MATTER</b>	<b>25 %</b>		
1. Follows a syllabus/ course outline as guide for the lessons.	4.000		
2. Delivers the lessons confidently and with mastery.	4.000		
3. Relates subject matter to life situations and world of work.	3.750		
	<b>11.750</b>	<b>3.916</b>	<b>.979</b>
<b>B. TEACHING PERFORMANCE (Methods/ Strategies, Classroom Management and Evaluation)</b>	<b>50 %</b>		
4. Integrates Christian values in teaching whenever relevant.	3.750		
5. Communicates clearly and correctly.	3.750		
6. Presents lessons in a clear and well-organized manner. In the case of laboratory or clinical classes/ on-the-job training, provides clear and well-organized pre-lab/pre-conference and post-lab/post-conference discussions.	3.750		
7. Uses varied teaching methods/ strategies to effect learning.	3.500		
8. Shows effectiveness in the use of teaching strategies.	3.500		
9. Provides appropriate learning activities/ practical applications to suit individual/ group interests and capabilities and to enhance their academic and personal development. In the case of laboratory or clinical classes/ on-the-job training, encourages leadership skills toward independent practice.	3.750		
10. Uses alternative teaching aids such as films, illustrations, modules, eLeAP and internet information, when applicable.	3.750		
11. Assigns research/library works whenever relevant.	3.750		
12. Uses classroom and instructional resources effectively.	3.750		
13. Asks questions that promote critical and creative thinking skills.	3.500		
14. Encourages maximum student participation in the learning activities.	3.750		
15. Maintains a receptive and disciplined classroom/ laboratory atmosphere.	<b>N/A</b>		
16. Provides adequate feedback mechanism and applications to enhance learning.	3.750		
17. Evaluates students' progress regularly and fairly (using valid and reliable tests and grading system).	3.750		
18. Optimizes the use of classroom time.	3.500		
	<b>51.500</b>	<b>3.678</b>	<b>1.839</b>
<b>C. PERSONAL AND PROFESSIONAL QUALITIES</b>	<b>25 %</b>		
19. Shows genuine concern towards students.	3.750		
20. Manifests openness to suggestions and criticisms.	3.750		
21. Exhibits fairness and impartiality in dealing with students.	3.750		
22. Observes proper teaching attire and grooming.	3.750		
23. Cooperates with and supports the goals and objectives, policies, programs and activities of the College/ Faculty, Institute/ Department.	3.750		
24. Cooperates with and supports the goals and objectives, policies, programs and activities of the University.	3.750		

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**COLLEGE OF EDUCATION**

Faculty Name	NIBALVOS, IAN MARK POMPAC	Faculty Code	1076
College	COLLEGE OF EDUCATION	Employment Status	Non Tenured

No. of Raters: 4

**ADHOC COMMITTEE EVALUATION**

25. Is committed to academic advancement and scholarly (research/creative) pursuits.	3.000		
26. Shows behavior consistent with the Code of Ethics, the University's norm of discipline, and sound moral standards.	3.750		
27. Relates professionally and harmoniously with Administrators.	3.750		
28. Relates professionally and harmoniously with Colleagues.	3.750		
29. Relates professionally and harmoniously with Students.	3.750		
30. Relates professionally and harmoniously with Support Staff.	N/A		
	<b>40.500</b>	<b>3.681</b>	<b>.920</b>

<b>FINAL RESULTS</b>		
<b>Total Mean Rating</b>	<b>Total Equivalent Points</b>	<b>Qualitative Rating</b>
<b>3.738</b>	<b>23.362</b>	<b>VERY SATISFACTORY</b>

	Scale for Total Mean Ratings			Scale for Total Equivalent Points		
VERY SATISFACTORY	3.500	-	4.000	21.870	-	25.000
SATISFACTORY	2.500	-	3.499	15.620	-	21.869
UNSATISFACTORY	1.500	-	2.499	9.370	-	15.619
VERY UNSATISFACTORY	1.000	-	1.499	6.250	-	9.369

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**COLLEGE OF EDUCATION**

Faculty Name	NIBALVOS, IAN MARK POMPAC	Faculty Code	1076
College	COLLEGE OF EDUCATION	Employment Status	Non Tenured
No. of Raters:	343		

**STUDENTS' EVALUATION**

<b>A. KNOWLEDGE OF THE SUBJECT MATTER</b>	<b>25 %</b>
1. Follows a syllabus/ course outline as guide for the lessons.	3.916
2. Delivers the lessons confidently and with mastery.	3.893
3. Relates subject matter to life situations and world of work.	3.908
	<b>11.717 3.905 .976</b>
<b>B. TEACHING PERFORMANCE (Methods/ Strategies, Classroom Management and Evaluation)</b>	<b>50 %</b>
4. Provides students with a hard/soft copy of course syllabus and orients them on the course requirements and specific class rules and regulations.	3.893
5. Communicates clearly and correctly.	3.899
6. Presents lessons in a clear and well-organized manner. In the case of laboratory or clinical classes/ on-the-job training, provides clear and well-organized pre-lab/pre-conference and post-lab/post-conference discussions.	3.901
7. Uses varied teaching methods/ strategies to effect learning.	3.844
8. Shows effectiveness in the use of teaching strategies.	3.836
9. Provides appropriate learning activities/ practical applications to suit individual/ group interests and capabilities. In the case of laboratory or clinical classes/ on-the-job training, encourages leadership skills toward independent practice.	3.858
10. Uses alternative teaching aids such as films, illustrations, modules, eLeAP and internet information, when applicable.	3.841
11. Assigns research/library works whenever relevant.	3.849
12. Uses classroom and instructional resources effectively.	3.873
13. Asks questions that promote critical and creative thinking skills.	3.877
14. Encourages maximum student participation in the learning activities.	3.875
15. Maintains a receptive and disciplined classroom/ laboratory atmosphere.	3.878
16. Maintains a clean classroom/laboratory environment.	3.863
17. Provides adequate feedback to enhance learning.	3.851
18. Evaluates students' progress fairly and regularly.	3.868
19. Explains clearly the system and criteria for grading students' performance.	3.884
20. Shows the results of the tests and reports within a reasonable time.	3.873
21. Uses class time meaningfully and productively.	3.878
22. Integrates Christian values in teaching whenever relevant.	3.885
	<b>73.526 3.869 1.934</b>
<b>C. PERSONAL AND PROFESSIONAL QUALITIES</b>	<b>25 %</b>
23. Shows genuine concern towards students.	3.890
24. Manifests openness to suggestions and criticisms.	3.899
25. Exhibits fairness and impartiality in dealing with students.	3.908
26. Dresses neatly and appropriately and observes proper grooming.	3.905
27. Adheres to the policies of the University and the college.	3.916

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No. of Raters: 343

**STUDENTS' EVALUATION**

28. Shows behavior consistent with the Code of Ethics, the University's norm of discipline, and sound moral standards.	3.913
29. Maintains professional and harmonious relationship with students.	3.919
30. Attends classes regularly and punctually.	3.916

**31.266    3.908    .977**

<b>FINAL RESULTS</b>		
<b>Total Mean Rating</b>	<b>Total Equivalent Points</b>	<b>Qualitative Rating</b>
<b>3.887</b>	<b>29.152</b>	<b>VERY SATISFACTORY</b>

	Scale for Total Mean Ratings			Scale for Total Equivalent Points		
VERY SATISFACTORY	3.500	-	4.000	26.250	-	30.000
SATISFACTORY	2.500	-	3.499	18.750	-	26.249
UNSATISFACTORY	1.500	-	2.499	11.250	-	18.749
VERY UNSATISFACTORY	1.000	-	1.499	7.500	-	11.249