

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: TEOFANES A. PATINDOL

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
<b>1. Instruction</b>			
a. Head/Dean (50%)		$4.77 \times 50\% = 2.37$	
b. Students (50%)		$5 \times 50\% = 2.5$	
<b>Total for Instruction</b>	50%	4.87	2.44
<b>2. Research</b>			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
<b>Total for Research</b>	-	-	-
<b>3. Extension</b>			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
<b>Total for Extension</b>	10%	4.74	0.43
<b>4. Administration</b>	40%	4.63	1.85
<b>5. Production</b>	-	-	-
<b>TOTAL</b>			4.72

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.72


ADJECTIVAL RATING:

OUTSTANDING


Prepared by:

  
**TEOFANES A. PATINDOL**  
Name of Faculty


Reviewed by:

 1/25/20  
**DENNIS P. PEQUE**  
Department Head

Recommending Approval:

 1/25/20  
**DENNIS P. PEQUE**  
Dean

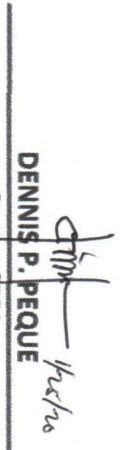
Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **TEOFANES A. PATINDOL**, Faculty of the Department of Forest Science commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period August-December, 2019.

  
**TEOFANES A. PATINDOL**  
 Ratee

  
**DENNIS P. PEQUE**  
 Dean, DFES

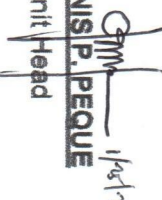
MFO's/PAPs	Success Indicators	Assigned Task	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Advanced & Higher Education Services	Full Time Equivalent (FTE)		0.75	8.1/0.75 (1080%)	5	5	5	5	Envi 111n, Fsci 143, Forv 224, Forv 227
	Full Time Equivalent (FTE)								
Higher Education Services	Vacation/Sick Leave Status	Teaching							
	Number of Instructional Materials Developed/Revised and Utilized								
	Course Syllabi prepared (revised)	Lecturer	1	1/1 (100%)	4	4	4	4	Fsci 143
	Laboratory manual prepared (revised)	Laboratory instructor	1	1/1 (100%)	5	5	4	4.67	Fsci 143
	Handouts distributed	Lecturer	5	7/5 (140%)	5	5	5	5	Envi 111n, Fsci 143, Forv 224, Forv 227
	Hours/week spent in student consultation	Adviser, lecturer	20	25/20 (125%)	5	5	5	5	Every vacant time
<b>Research Services</b>									
	Number of project study conducted	As co-study leader	1	N/A					
	Number of research reports submitted	As co-study leader	2	N/A					
<b>Extension Services</b>									
	Number of trainings/seminars conducted	As resource person	2	3/2 (150%)	4	5	5	4.67	
	Number of trainings/seminars attended	As participants	3	2/3 (66.67%)	4	4	4	4	
<b>Administration</b>									
	Number of meetings attended	Faculty meetings, regular & emergency meetings	3	3/3 (100%)	4.5	4.5	4.5	4.5	CFES/DFS Faculty Meeting



MFO's/PAPs	Success Indicators	Assigned Task	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
	Number of project meetings attended	Proposal preparation and in project implementation	1	1/1 (100%)	4.5	4.5	4.5	4.5	
	Number of committee meetings conducted	Chairman, CFES Socio-cultural and Sports Committee, CFES Finance Committee	3	4/3 (133.33%)	5	5	5	5	VSU Sportfest, Sustained yield project
	Number of socio-cultural and sport activities organized	Chairman, CFES Socio-Cultural and Sports Committee College Graduate Advisory	2	2/2 (200%)	4.5	4.5	4.5	4.5	
	Number of committee meetings attended	Committee, CFES Finance Committee, DFS Instruction Committee, VSUFA	5	5/5 (100%)	5	5	4	4.67	
<b>Total Over-all Rating</b>					<b>4.57</b>				

Average Rating (Total Over-all rating divided by 4)	4.61	<b>Comments &amp; Recommendations for Development Purpose:</b> Start making publications.
Additional points:		
Punctuality		
Approved Additional Points (with copy of the approval)	4.62	
<b>FINAL RATING</b>		
<b>ADJECTIVAL RATING</b>	OUTSTANDING	

Evaluated by:

  
**DENNIS P. PEQUE**  
 Unit Head

Date: \_\_\_\_\_

Recommending Approval:

  
**DENNIS P. PEQUE**  
 Dean, CFES

Date: \_\_\_\_\_

Approved by:

  
**BEATRIZ S. BELONIAS**  
 Vice President

Date: \_\_\_\_\_

- 1 - Quality
- 2 - Efficiency
- 3 - Timeliness
- 4 - Average

**PERFORMANCE MONITORING FORM**

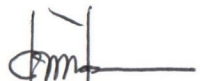
Name of Employee: **TEOFANES A. PATINDOL**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-All Assessment Of Output**	Remarks/Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grades sheets within prescribed period, makes himself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Impressive	July 1, 2019	December 14, 2019	December 31, 2019	Very Impressive	Outstanding	
2	Attends trainings, seminars and workshops.	Very Impressive	July 1, 2019	December 14, 2019	December 31, 2019	Impressive	Very Satisfactory	
3	Attends meetings and workshops as per instructed by Immediate Head.	Very Impressive	July 1, 2019	December 14, 2019	December 31, 2019	Very Impressive	Outstanding	
4	Performs other functions such as; CFES Fund Sourcing and Financial Management Chairman and etc.	Very Impressive	July 1, 2019	December 14, 2019	December 31, 2019	Impressive	Outstanding	

\*Either very impressive, impressive, needs improvement, poor, very poor

\*\*Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

 1/25/20  
**DENNIS P. PEQUE**  
 Unit Head

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee : Dr. Teofanes A. Patindol  
Performance Rating : 4.72 (Outstanding) July – December 2019

Aim: To improve research capability of faculty member

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 2019

Target Date: September 2019

First Step:

Required Dr. Patindol to conduct research.

Result:

Actively lead in the conduct of research of wildlife

Date: October 2019

Target Date: December 2019

Next Step:

Draft scientific articles for possible publication in scientific journals.


Outcome:

Dr. Patindol has drafted articles related to his study on wildlife resources in Biliran.

Final Step/Recommendation:

Dr. Patindol may write more research proposal especially on the topic wildlife management being his major field of interest after his sabbatical leave .

Prepared by:

 11/25/20  
DENNIS P. PEQUE  
Unit Head

Conforme:

  
TEOFANES A. PATINDOL  
Ratee