

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS  
July-Dec 2021**

Name of Faculty Member: **CHARLINDO S. TORRION**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
11. Instruction			
e. Head/Dean (50%)		4.71x50%= 2.36	
f. Students (50%)		4.25x50% = 2.13	
Total for Instruction	80%	4.48	3.81
12. Research			
g. Client/Dir. for Research (50%)			
h. Dept. Head/Center Director (50%)			
Total for Research			
13. Extension			
g. Client/Dir. for Extension (50%)			
h. Dept Head/Center Director (50%)			
Total for Extension	15%	4.75	0.71
14. Administration	5%	5.00	0.25
15. Production			
TOTAL			4.55

EQUIVALENT NUMERICAL RATING: 4.55  
Add: Additional Points, if any: 0.00  
TOTAL NUMERICAL RATING: 4.55

ADJECTIVAL RATING: **Outstanding**

Prepared by:

**CHARLINDO S. TORRION**  
Name of Faculty

Reviewed by:

**DANIEL C. LOR**  
Department Head

Recommending Approval:

**JANNET C. BENCURE**  
Dean, CET

Approved:

**BEATRIZ S. BELONIAS**  
Vice President, Academic Affairs



MFO No.	Success/Performance Indicator (PI)	Units/Persons Resp	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight	
				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average			
MFO 1	ADVANCED EDUCATION SERVICES (20%)											
	OVPI MFO 1. Graduate Degree Program Management Services											
	1	PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following:	Dept. Head & Faculty								Not yet applicable	4%



MFO No.	Success/Performance Indicator (PI)			Units/Persons Resp	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
		a.	pursuing advanced research degree program (Ph.D) *										
		b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)										
		c.	producing technologies for commercialization or livelihood improvement										
		d.	whose research resulted in an extension program										
	OVPI MFO 2. Graduate Student Management Services											Not yet applicable	
	PI 1: Percentage of graduate students enrolled in research degree programs *			Dept. Head & Faculty									2%
	PI 2: Percentage of accredited graduate programs *			Dept. Head & Faculty									2%
	PI 3: Number of graduate degree specializations offered and monitored *			Dept. Head & Faculty									2%
	PI 4: Total FTE coordinated, implemented & monitored*			Dept. Head & Faculty									2%
	PI 5: Percentage increase in number of graduate students enrolled *			Dept. Head & Faculty									2%
	PI 6: Percentage increase in number of students who graduated within prescribed period *			Dept. Head & Faculty									2%
	PI 7: Number of graduate students awarded with honors/distinction *			Dept. Head & Faculty									2%
	PI 8: Number of graduate students advised *			Dept. Head & Faculty									2%
	PI 9: Number of instructional materials developed *			Dept. Head & Faculty									
	On-line ready courseware												
	Flexible instructional materials												
	Assessment tools												
	PI 10: Number of virtual classrooms created and operationalized												
MFO 2	HIGHER EDUCATION SERVICES (50%)												
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *			Dept. Head & Faculty								Not Applicable	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *			Dept. Head & Faculty								Not Applicable	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *			Dept. Head & Faculty	100%	100%	100%	5	5	5	5.00	BS in Meteorology degree program	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *			Dept. Head & Faculty								Not Applicable	2.5%



[illegible]



[illegible]



MFO No.	Success/Performance Indicator (PI)	Units/Persons Resp	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	<b>OVPI MFO 1. Faculty Development Services</b>										
	<b>PI 1:</b> Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty									#####
	<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>										
	<b>PI 2:</b> Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty									#####
	<b>OVPI MFO 3. Faculty Evaluation Services</b>										
	<b>PI 3:</b> Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty									0.25%
	<b>PI 4:</b> Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty									0.25%
	<b>PI 5:</b> Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	80%	100%	80%	5.0	5.0	5.0	5.00	TPES on line	0.75%
	<b>PI 6 :</b> Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty									0.25%
	<b>PI 7 :</b> Additional outputs *	Dept. Head & Faculty									
	Number of faculty/staff awards/honors received related to operations support										0.25%
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										
	<b>PI 8</b> Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	Dept. Head & Faculty	100%	100%	1	5.0	5.0	5.0	5.00	Zero non-conformity (No NC)	2.50%
<b>MFO 6</b>	<b>General Admin. &amp; Support Services (GASS)</b>										
	<b>PI 1.</b> Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Dept. Head	1	0%							1%
	<b>PI 2.</b> Zero percent complaint from clients served	Dept. Head & all faculty & staff	1 valid comp		No complain						2%
	<b>PI 3.</b> Number of coaching sessions among faculty & staff**	Dept. Head	1	0%							
	<b>PI 4.</b> Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	3	0%						Meeting for the OPCR & IPCR	
	<b>PI 5.</b> Number of monthly/special faculty & staff meetings conducted**	Dept. Head	12	0%						Monthly department meeting, every first Tuesday of the Month; Special meetings: Enrollment; Curriculum; Instructional; Meteorology Building;	

MFO No.	Success/Performance Indicator (PI)	Units/Persons Resp	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	PI 3: Additional Outputs	Dept. Head & all faculty & staff									
	Attendance to meetings	Dept. Head & all faculty & staff	12	100%	12	5.0	5.0	5.0	5.00	Monthly department meeting, every first Tuesday of the Month; Special meetings: Enrollment; Curriculum; Instructional; Meteorology Building;	
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *									explain here briefly why consider said department practice can be considered as a best practice	2%
						66.0	66.0	66.0	66.0		
Total Over-all Rating						66.000					
Average Rating				70.86%		4.714					
Adjectival Rating						Outstanding					

**Comments & Recommendation for Development Purpose:**

*Set priorities to finish MS Degree within this year.*

Evaluated & Rated by:

**DANIEL C. LOR**  
Head, DMet

*01/24/2022*

Recommending Approval:

**JANNET C. BENCURE**  
Dean, CET

Approved:

**BEATRIZ S. BELONIAS**  
Vice Pres. for Academic Affairs



# **PERFORMANCE MONITORING FORM** **July – December, 2021**

Name of Employee: **Charlindo S. Torrior**

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 subjects on:	Meets class regularly (on line); Checked students' outputs; submits grade to registrar's office	August 2021	August – December 2021	August – December 2021	Impressive	Very Satisfactory	Knowledgeable on the subjects taught; creative and resourceful in preparing instructional materials; needs to make classes discussion more encouraging and livelier.	
	Mete 111								LEC
	ESci 114								LAB
	ESci 114								LAB
	Mete 133								LEC
	ESci 114								LAB
	ESci 114								LAB
2	Student advising	Advised academic advisees & other students needing his help	July 2021	July – December 2021	July – December 2021	Impressive	Satisfactory	Pro-active in addressing students' concerns.	
3	Attends department organized meeting.	Attendance during scheduled meeting	July - December 2021	As Scheduled	Every first Tuesday of the month for regular department meeting & as scheduled for other meetings	Impressive	Very Satisfactory	Contributed a lot during discussions.	
4	Develops Instructional Materials of the subjects to teach in the semester for flexible learning	Instructional Materials available to students	July – August 2021	August – December 2021	August – December 2021	Impressive	Satisfactory	Very resourceful; IMs contents are well-organized and covered the topics	
5	Participate in activities like webinar; Google meetings & other virtual meeting called by the department, college and university.	Attendance to the virtual activities	July - December 2021	As scheduled	As scheduled	Very Impressive	Outstanding	None	
6	Coordinates and implements the extension activities of the	Approved extension proposal	July - December 2021	July - December 2021	July - December 2021	Very Impressive	Outstanding	Extension project for review on other	



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
	department & take the lead in preparing for the annual report							activities that can be incorporated.

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

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

Prepared by:

DANIEL C. LOR

Head, Department of Meteorology

**EMPLOYEE DEVELOPMENT PLAN**  
**July – December, 2021**

Name of Employee: Charlindo S. Torrior  
Performance Rating:

Aim: Improve Teaching Skills

Proposed Interventions to Improve Performance:

Date: October 2021 Target Date: October 2021

First Step:

Virtual Class Observation and discussion of the his TPES result of the previous semester

Result:

The faculty further improved his teaching skills

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

Next Step:

Outcome:

Final Step/Recommendation:

None.

Prepared by:

  
**DANIEL C. LOR**  
Head, Department of Meteorology

Conforme:

  
**CHARLINDO S. TORRIOR**  
Faculty