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)
1. Instruction			
a. Head/Dean (50%)		4.88 x .50 = 2.44	
b. Students (50%)		3.78 x.50 = 1.89	
Total for Instruction	65%	4.33	2.81
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	7%	4.89	0.34
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	3%		
4. Administration	25%	4.67	1.17
5. Production			
TOTAL			4.32

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any: 4.32

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING: Very Satisfactory

Prepared by: Reviewed by:

TEOFANES A. PATINDOL   **ANATOLIO N. POLINAR**
Name of Faculty   Department Head

Recommending Approval:

DENNIS P. PEQUE   1/20/22
Dean

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, TEOFANES A. PATINDOL, a faculty member of the <u>Department of Forest Science</u> commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period <u>**July to December, 2021**</u>

TEOFANES A. PATINDOL
Ratee
Date: 1/19/2022

Approved:

ANATOLIO N. POLINAR
Department Head
Date: 1/20/2022

DENNIS P. PEQUE
College Dean
Date: 1/20/2022

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating Quality	Rating Eficiency	Rating Timeliness	Rating Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	2.78	7.67/2.78 (275.89%)	5	5	5	5	FORY 225, FORY 227, FORY 229, FORY 269
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	2/2 (100%)	5	5	4/5	4.83	Cadiz and Porazo
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	2/2 (100%)	5	4/5	4/5	4.67	Cadiz and Porazo

		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	3	3/3 (100%)	5	5	4,5	4.83		Espejon, Soria, and Suyom
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	3	5/3 (166.67%)	5	4,5	4,5	4.67		Cadiz, Porazo, Espejon, Soria, and Suyom
	PI 9: Number of instructional materials developed *	**A5**. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	1	1/1 (100%)	5	5	5	5		FORY 227
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1/1 (100%)	5	5	4,5	4.83		FORY 225
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	5/3 (166.67)	5	5	4,5	4.83		FORY 225, FORY 227, FORY 229, FORY 269
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	6/3 (200%)	5	4,5	5	4.83		FORY 225, FORY 227, FORY 229, FORY 269
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	1							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	5/1 (500%)	5	5	5	5		FORY 225, FORY 227, FORY 229, FORY 269
	PI 10 . Additional outputs:	**A 8. Other outputs implementing the new normal due to covid 19**	Designs experiential learning activities and other outputs to implement new normal	1							

48.89
10

UMFO 2. HIGHER EDUCATION SERVICES

OVPI UMFO 3. Higher Education Management Services

PI	Activity	Description	Target	Accomplishment	Q1	Q2	Q3	Q4	Avg	Remarks
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	3/1 (300%)	5	4,5	4,5		4.67	Igot, Baledo, and Gales
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	6	6/6 (100%)	5	5	4,5		4.83	Pialogo, Mrdiano, Zuritalgot, Baledo, and Gales
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	0							
	A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0							
PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	2	2/2(100%)	5	4,5	4,5		4.67	Fsci 123n
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	2/2(100%)	5	5	4,5		4.83	Fsci 123n
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	5/4 (125%)	5	5	5	5		Fsci 123n
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	4/4 (100%)	5	5	5	5		Fsci 123n
	A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	1							
	A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1/1 (100%)	5	5	5	5		Fsci 123n
PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:									

		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0						
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	0					
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	0					
UMFO 3 . RESEARCH SERVICES										
PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	0							
PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year	0							
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	0							
		In refereed int'l journals		0						
		In refereed nat'l/regional journals		0						
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences	0							
		In int'l fora/conferences		0						
		In nat'l/regional fora/conferences		0						

	PI 5. Percent of research proposals approved *	**A 31.** Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	1/1 (100%)	5	5	4.5	4.83		Survey of Avifana and Mammals in Mt. Pangasugan
	PI 6. Additional outputs*	**A 32**. No. of research-related awards (research conducted by faculty or student w/ faculty)		0							
		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	1	1/1 (100%)	5	5	5	5		ATR one article, October 2021
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0							
		A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	1/1 (100%)	5	5	4.5	4.83		Survey of Avifana and Mammals in Mt. Pangasugan

14.64
3

UMFO 4. EXTENSION SERVICES

	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	**A 36**. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	0							
	PI 2. Number of trainees weighted by the length of training	**A 37**. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	0							
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	**A 39**. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	0							
	PI 5. *Number of technical/expert services*	**A 40**. *Number of technical/expert services as/in:*	Provides the technical and expert services requested by beneficiaries	0							

	Research Mentoring	*Research Mentor*		0							
	Peer reviewers/Panelists	*Peer reviewers/Panelists*		0							
	Resource Persons	*Resource Persons*		0							
	Convenor/Organizer	*Convenor/Organizer*	Provide technical support to Partner peoples organizations in Regions 6, 7 8	0							
	Consultancy	*Consultant*		0							
	Evaluator	*Evaluator*		0							
	PI 8. Percent of extension proposals approved *	**A 41.** Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	0							
	PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		0							
		A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0							
UMFO 5. SUPPORT TO OPERATIONS											
OVPI MFO 4. Program and Institutional Accreditation Services											
	PI 8.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*	**A 44**. Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity	100% compliant	5	5	4/5	4.83		
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	100% compliant	5	4/5	4/5	4.67		9.5 2
		On program accreditations		0							
		On institutional accreditations		0							

UMFO 6. General Admin. & Support Services (GASS)										
PI 2. Zero percent complaint from clients served	**A 46**. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % compliant	100% compliant		5	4.5	4.5	4.67	
PI 3: Additional Outputs	**A 47**. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice	0							
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	0			Comments and recommendation for development purposes: Submit to MMDC for editing the online courseware made for the subjects taught in the previous subjects				
Total Over-all Rating		117.72								
Average Rating		4.85								
Adjectival Rating		Outstanding								

Evaluated & Rated by:

ANATOLIO N. POLINAR
Department Head
Date: 1/20/2022

Recommending Approval

DENNIS P. PEQUE
Dean, CFES
Date: 1/20/22

Approved by:

BEATRIZ S. BELONIAS
Vice President for Instruction
Date: 1/26/22

Exhibit I

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 the prescribed period, makes himself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Impressive	July 1, 2021	December 2021	December 31, 2021	Impressive	Very Satisfactory	Submitted Syllabus. Entertains the concerns of advisees during enrollment. On WFH arrangement.
2	Attends training, seminars, and workshops.	Very Impressive	July 1, 2021	December 2021	December 31, 2021	Impressive	Very Satisfactory	Able to multitask and maintain productivity
3	Attends meetings and workshops as instructed by immediate Head.	Very Impressive	July 1, 2021	December 2021	December 31, 2021	Impressive	Very Satisfactory	Attended DFS Faculty meetings regularly
4	Performs other functions such as; CFES Fund Sourcing and Financial Management Chairman, etc.	Very Impressive	July 1, 2021	December 2021	December 31, 2021	Impressive	Very Satisfactory	May ensure that report has been made

*Either very impressive, impressive, needs improvement, poor, very poor
**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

ANATOLIO N. POLINAR
Unit Head

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dr. Teofanes A. Patindol
Performance Rating: **4.32 (Very Satisfactory) January - June 2021**

Aim: To improve the research and extension capability of the faculty member
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Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 2021   Target Date: September 2021

First Step:

Required Dr. Patindol to conduct research and extension activities.

Result:

Actively wrote projects proposals.

Date: October 2021   Target Date: December 2021

Next Step:

Submits articles for reviews.

Outcome:

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

Final Step/Recommendation:

Dr. Patindol may write more research proposals, especially on the topic wildlife management being his major field of interest. May also develop IMs for the graduate program of forestry.

Prepared by:

ANATOLIO N. POLINAR
Unit Head

Conforme:

TEOFANES A. PATINDOL
Ratee