SUMMARY OF INDIVIDUAL RATINGS OF F WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Candelario L. Calibo

Program Involvement	Percentage	Numerical Rating	Numerical Rating
(1)	Weight of	(Rating x %)	(2x3)
1. Instruction			
a. Head/Dean (50%)		4.96 x 50 % = 2.48	
b. Students (50%)		5.00 x 50 % = 2.50	
Total for Instruction	75%	4.98	3.74
2. Research			
a. Client/Dir for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	0%		
3. Extension			
a. Client/Dir for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extenstion	5%	5 .00	0.25
4. Administration	15%	5.00	0.75
5. Production	5%	5.00	0.25
TOTAL	100%		4.99

EQUIVALENT NUMERICAL RATING:

4.99

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.99

ADJECTIVAL RATING:

V5 9

Prepared by:

Reviewed by:

Name of Faculty

OB GLENN F. JANSALIN

Head, DoPAC

Approved:

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, CANDELARIO L. CALIBO, of the Department of Pure & Applied Chemistry, College of Arts & Sciences commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period planuary 1, - June 30, 2019

CANDELARIO L. CALIBO

Ratee

Approved:

BEATRIZ S. BELONIAS

VF for Instruction

MFO No.	MFO & PAPs	Success/Performance Indicators(PI)	Program/	Tasks Assigned Targ		Tasks Assigned Target		Details of Actual		R	ating		Remarks
IVII O IVO.	WIFO & FAFS	Success/Feriormance indicators(Fi)	Activities Projects	rasks Assigned	raiget	Accmplishment	Q ¹	E ²	T ³	A ⁴			
MFO: 1	Advanced Education	PI 1. Full Teaching Equivalent (FTE)	Instruction										
		PI 2. Number of graduate students advised		Advise Master in Education major in Chemistry Students	1	- 1	5	5	5	5	MEd students		
		PI 3: Number of GAC membership to graduate students	1	Acted as GAC member/Observer in thesis defense	1	1	5	5	5	5			
		P1.4 Endorsed & submitted MS proposal		Endorsed BS/MS proposals	1	1	5	5	5	5			
MFO: 2	Higher Education Services	P2. 1. Full Teaching Equivalent (FTE)	Instruction	Chem 131 lec, Chem 198 lec	8	9	5	5	5	5	Vacation-Sick leave; DoPAC Head CAS Dean		
		P2. 2. Number of students advised								1			
		academic adviser		Advises students	10	10	5	5	5	5	BSChem/BSAC (3rd yr); shifters/transferees		
		thesis adviser		Advises thesis students	13	13	5	5	1	4.67			
		P2.3.Number of instructional materials developed											
		P2. 4 Additional Output		Facilitated OJT MOA/MOU endorsed	2	3	5	5	5	5	for BSChem & BSAC		
				Award received									
MFO: 3	Research Services	P3.1. Number of Awards received	Research paper presentation										
		P3.2. Number of research paper presented	Research	Research output presentation									
		P3. 3. Number of CAS research project conducted	Research	Conducted approved and funded research									
		P3.4 Number of research accomplishment submitted on time	Research	Completed research									
		P3. 5. Number of CAS research proposal submitted/endorsed	Research	No. of research proposal submitted/endorsed for funding									
		P3. 6. Number of research paper published in journals or proceedings		Published research output	1	1	5	5	5	5			
		P3.6 Number of trainings/seminars attended,	_		1	10	5	5	5	5			
			P	institutional/local									
								-	-				

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P4. 1 Number of person-days trained weighted by length of training	Giving assistance to clientele	Accommodate lividuals seeking assistance	5	5	5	5	5	5	LGU's, private individuals, PhilSci
P4. 2. Number of trainings coordinated	Giving assistance to clientele	Coordinated trainings coordinated		1	5	5	5	5	Instrumentation
P4. 3. Number of extension projects submitted for funding	Extension activities	CAS extension project	1	1	5	5	5	5	" Enhancing Secondary and Senior High School Teachers' Competencies in Teaching Sciences, Mathematics, Statistics and English in the Baybay City Division - as project leader
P4. 4. Number of beneficiaries served	Conducting extension								-
Groups	Extension activities		1	1	4	4	4	4	DBS,DOPAC/DMP/Dept 0f Stat.
Individuals	Extension activities		5	5	5	5	5	5	HS Science projects/SIP/CAS- DMP/Dept. of Stat.
Faculty Development Services									/
P5. 1. Number of CAS faculty pursuing advance research/degree programs facilitated, monitored & assisted	Faculty Devpt	Endorsed faculty for PhD degree	2	5	5	5	5	5	GCA, C. ALVAREZ, R. CAPULLA
	Faculty Devpt	Endorsed & Monitored faculty on PhD degree program	3	4	5	5	5	5	JGFJ,AAR
Faculty Evaluation Services			2	2	5	5	5	5	
P5.2. Number of trainings	support to operations	Coordinated seminars		\					
PI 2. Student advising and consultation servises		Conducting special services to students							
P5. 3. Number of hours spent on student thesis outline/manuscript/special problem	support to students	Record the number of hours spent on student consultation regarding thesis manuscript	20	various	5	5	5	5	BSChem/AgChem/Biotech thesis problems
P5. 4. Number of hours spent on student consultations		Record the number of hours spent on student consultation regarding subject matter & other academic related	20	various	5	5	5	5	Academic deficiencies, change of program, shifting, financial problems
P5.5. Number of student thesis manuscript advised and checked		Checked thesis manuscript (final checking as Dean)	10	20	5	5	5	5	as Head & Dean
P5. 6. Number of hours spent on student thesis outline/manuscript/special problem		Record the number of hours spent on student consultation regarding thesis outline/manuscript	40	60	5	5	5	5	Final checking of thesis of CAS including AB English
P5. 7.Number of student research advised									

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*	Efficient and customer friendly frontline service	P6. 1 Zero complaints from clients served		Entertain visitors with zero percent complaint from client served	0 complaint	100%	5	5	5	5	
		P6. 2. Head & CAS Dean	Administrative services	Supervises the CAS operations including its faculty & staff							
				Number of meetings conducted & attended	5	10	5	5	5	5	VSU standing committees
				Number of meetings attended as VSU committee chair nd member	2	40	5	5	5	5	VSFC/change of grades, NBC 461
				Number of hours spent for dept /CAS meetings	3	10	5	5	5	5	DoPAC/CAS meeting/curriculum meetings
				Number of hours/times spent for university /academic/CAS heads meetings	10	30	5	5	5	5	UADCO/UAC/GAD/Grad school/Co of Deans
				Number of CAS faculty	20	20	5	5	5	5	classroom evaluation/coaching/consultation
				Number of activities supervised	2	2	5	5	5	5	CAS month; Job seeking, repairs
				Number of documents signed/month	30	various	5	5	5	5	JRs/PRs/recommendations/change grades/travel reports/NBC concerns/AACCUP, etc.
				Number of reports submitted on time	3	3	5	5	5	5	Annual Report, Travel report
				Acts as chair to some VSU committees	2	2	5	5	5	5	chair, NBC 461; chair, Comm on change of grades
	Total Over-all									154	
	Average Rating									4.96	
	Adjectival Rating									0	

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Average Rating		
Additional Points:		
Approved		
Additional points	*	
(with copy of		,
approval)		
FINAL RATING		
ADJECTIVAL RAT	ING	

Eva	lua	led	&	Rated	by:
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Approved by:

BEATRIZ S. BELONIAS Immediate Supervisor BEATRIZ S. BELONIAS

VP for Instruction

Date: -

Date: _____

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

	Recommendation				
Shall	I strictly	polices	compliana.	8	AS faculty
	<i>[1]</i>	1			

PERFORMANCE MONITORING & COACHING JOURNAL

V	1st	Q U
1	2 nd	A R
	3 rd	Т
	4th	E R

Name of Employee: <u>CANDELARIO L. CALIBO</u>

Head of Office: JACOB GLENN F. JANSALIN

Number of Personnel: 14 Faculty & 5 Admin Staff

	N	IECHANIS	M		
Activity	Meeting		Others	Damanka	
Monitoring	One-on-One	Group	Memo	(Pls. specify)	Remarks
Monitoring					
		S 10 11			
Casabina		-			
Coaching	None Needed				
	1101101100000				

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

JACOB GLENN F. JANSALIN Immediate Supervisor Noted

BEATRIZ S. BELONIAS Next Higher Supervisor

JACOB GLENN F. JANSALIN Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: <u>CANDELARIO</u> Performance Rating: <u>Outstanding</u>	O L. CALIBO				
Aim: Maintain outstanding student ra	ating				
Proposed Interventions to Improve P	erformance:				
Date: November 15, 2019 Target Date: 1 st sem 2019-2020					
First Step:					
Result:					
Date:	Target Date:				
Next Step:					
Outcome:					
Final Step/Recommendation:					
	Prepared by:				

Conforme:

CANDELARIO L. CALIBO
Name of Ratee Faculty