

## SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: KEVIN NICK S. BANDIBAS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction		4.97	
a. Head/Dean (50%)		4.98x100%=	4.98 4.97
b. Students (50%)			
Total for Instruction			
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL			4.98 Tr 4.97

EQUIVALENT NUMERICAL RATING:

4.98 Tr

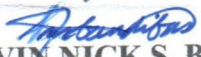
Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Outstanding

Prepared by:

  
**KEVIN NICK S. BANDIBAS**  
Name of Faculty


Reviewed by:

  
**JACOB GLENN F. JANSALIN**  
Department Head

Recommending Approval:

  
**CANDELARIO L. CALIBO**  
Dean/Director

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President for Acad. Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, KEVIN NICK S. BANDIBAS, a faculty member of the DEPARTMENT OF PURE AND APPLIED CHEMISTRY commit to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period JULY TO DECEMBER 2020.

Approved:

**KEVIN NICK S. BANDIBAS**

Instructor I

Date:

**JACOB GLENN F. JANSALIN**

Department Head

Date:

**CANDELARIO L. CALIBO**

College Dean

Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	18	19	5	5	5	5.00	Vacation-Sick Leave Chem 1n Lec (2), Chem 2 Lec (2), Chem 113 Lec (1), Chem 153 Lec (1) Chem 153 Lab (1)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	7	7	5	5	4	4.67	Chem 1n Lec (2), Chem 2 Lec (2), Chem 113 Lec (1), Chem 153 Lec (1) Chem 153 Lab (1)
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	7	8	5	5	5	5.00	Chem 1n Lec Chem 2 Lec Chem 113 Lec Chem 153 Lec Chem 153 Lab
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	20	25	5	5	5	5.00	Chem 1n Lec (10), Chem 2 Lec (5), Chem 113 Lec (4), Chem 153 Lec (3) Chem 153 Lab (3)
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	4	8	5	5	5	5.00	Chem 153 Lab
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	40	48	5	5	5	5.00	2nd year BSChem students

		<b>A17</b> . Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	1	5	5	5	5.00	LMJaducan
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		<b>A18</b> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	50	100	5	5	5	5.00	BSchem and BSES students
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19</b> . Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	5	5.00	VSU ChemSoc
		<b>A20</b> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	5	5	5.00	VSU ChemSoc
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21</b> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	5	5	5	5	5	5.00	Chem 1n Chem 2 Chem 113n Chem 110 Chem 11
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	10	5	5	5	5.00	Chem 1n Chem 2 Chem 113 Chem 153 lec and lab
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	20	39	5	5	5	5.00	Chem 1n Lec (15), Chem 2 Lec (8), Chem 113 Lec (5), Chem 153 Lec (3) Chem 153 Lab (8)



		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	2	5	5	5	5.00	Chem 2 Chem 1n
UMFO 3 . RESEARCH SERVICES										
UMFO 4. EXTENSION SERVICES										
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									
	Total Over-all Rating								69.67	
	Average Rating								4.97	
	Adjectival Rating								O	

Evaluated & Rated by:

  
**JACOB GLENN F. JANSALIN**  
 Department Head  
 Date:

Recommending Approval

  
**CANDELARIO L. CALIBO**  
 Dean, CAS  
 Date:


Approved by:

  
**BEATRIZ S. BELONIAS**  
 Vice President for Academic Affairs  
 Date:

Average Rating (Total Over-all rating divided by		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		4.97
FINAL RATING		(4.97)
ADJECTIVAL RATING		8

Finish MS Chem degree.  
Attend seminars/conferences  
for COL.


Evaluated & Rated by:

  
**JACOB GLENN F. JANSALIN**  
 Head, DoPAC  
 Date: Jan 2024

Recommending Approval:

  
**CANDELARIO L. GALIBO**  
 Dean, CAS  
 Date: \_\_\_\_\_

Approved by:

  
**BEATRIZ S. BELONIAS**  
 VP for Academic Affairs  
 Date: \_\_\_\_\_

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

## PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2nd	
X	3rd	
X	4th	

Name of Employee: KEVIN NICK S. BANDIBAS

Head of Office: JACOB GLENN F. JANSALIN

Number of Personnel: 1


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	Create VSheet on line classroom				Create VSheet on line classroom for all subjects taught
Coaching					

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

Conducted by:

  
JACOB GLENN F. JANSALIN  
Immediate Supervisor

Noted:

  
CANDELARIO L. CALIBO  
Next Higher Supervisor

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: KEVIN NICK S. BANDIBAS

Performance Rating: \_\_\_\_\_

Aim: Finish MS degree

Proposed Interventions to Improve Performance:

Date: Aug 2020 Target Date: August 2021

First Step:

Apply for study leave extension with pay

Result:

Approved study leave with pay (extension)

Date: August 2021 Target Date: Dec 2021

Next Step:

Defend MS thesis work

Outcome: Graduation requirement all completed

Final Step/Recommendation:

Recommend for permanency after 2 yrs.

Prepared by:

Jansalin  
**JACOB GLENN F. JANSALIN**  
Unit Head

Conforme:

Kevin Nick S. Bandibas  
**KEVIN NICK S. BANDIBAS**  
Name of Ratee Faculty/Staff