


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ALDRIN R. PALERMO


Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Faculty	30%	4.70	1.41
b. Students	70%	4.00	2.80
TOTAL for Instruction	90%		3.79
2. Research	2.5%	0.00	0.00
3. Extension	2.5%	4.00	0.10
4. Production	2.5%	4.40	0.11
5. Administration/Other Services	2.5%	5.00	0.13
TOTAL			4.124


EQUIVALENT NUMERICAL RATING: 4.124
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: 4.124

ADJECTIVAL RATING: VERY SATISFACTORY

Prepared by: 
ALDRIN R. PALERMO
Name of Faculty

Reviewed by: 
GUIBALDO C. FERNANDEZ, JR.
Department Head

Recommending Approval: 
CANDELARIO L. CALIBO
Dean, CAS

Approved by: 
BEATRIZ S. BELONIAS
Vice President for Instruction

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

ALBERT R. PALERMO

Name of Faculty Member:

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3) (4)
1. Instruction			
a. Faculty	30%	4.70	1.41
b. Students	70%	4.00	2.80
TOTAL for Instruction	90%		3.70
2. Research	2.5%	0.00	0.00
3. Extension	2.5%	4.00	0.10
4. Production	2.5%	4.40	0.11
5. Administration/Other Services	1.5%	3.00	0.13
TOTAL			4.134

EQUIVALENT NUMERICAL RATING: 4.134
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.134

ADJECTIVAL RATING: VERY SATISFACTORY

Prepared by: _____
Reviewed by: _____

ALBERT R. PALERMO

Name of Faculty

GUARIDO C. FERNANDEZ JR.

Name of Faculty

Recommending Approval:

CARLOS J. CANO

Dean, CAS

Approved by: _____

SEAN R. BROWN

Vice President for Instruction

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM

I, ALDRIN R. PALERMO, of the Department of Liberal Arts and Behavioral 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 JANUARY-JUNE 2018.

ALDRIN R. PALERMO

Ratee

Approved: GUIRALDO C. FERNANDEZ, JR.

Head of Unit

MFO No.	Description of MFO & PAPs	Success/Performance Indicators	Program/Activities/ Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
							Q ¹	E ²	T ³	A ⁴	
MF02	Higher Education	FTE									
		Higher Education	Teaching	Teaches Social Science subjects and Management subject	18.00	29.55	4	4	4	4.00	substitute status
		Number of Instructional Materials Developed/Revised and Utilized									
		* Revised IMs within the last 3 years	Author/Compiler	Revises Social Science subject and Management subject syllabus	2	2	5	4	5	4.67	Scsc 24, Mgmt 136
		* Number of visual aids/powerpoint presentations prepared	Author/Compiler	Social Science subjects	5	15	5	5	5	5.00	Scsc 24, Mgmt 136
		Student Advising and Consultation Services									
		* Number of hrs per week spent on student consultation			3	12	5	5	5	5	
						Sub-total				18.7	
MF03	Research	NONE								0.00	
MF04	Extension	Number of trainings attended	Training	Participant, Resource Person	2	5	4	4	4	4.00	Research Capability Writeshop for the Social Science and Philosophy Teachers, Re-echo Training on New CHED General Education: Understanding the Self, Re-echo Training on New CHED General Education: Contemporary World, Re-echo Training on New CHED General Education: Rizal, Environmental Jamboree Extension Activity
						Sub-total				4.00	
MF05	Production/Support to Students	Number of quizzes prepared and checked		Social Science subjects	15	30	5	4	4	4.33	Scsc 24, Mgmt 136
		Number of midterm and final exams prepared and checked.		Social Science subjects	4	6	5	5	5	5.00	Scsc 24, Mgmt 136
		Number of oral recitations graded/evaluated		Social Science subjects	15	20	4	4	4	4.00	Scsc 24, Mgmt 136
						Sub-total				13.33	

3455

AL SECHAMNETH COCAFINO

bevorzugt.

OFFICIALS' NAMES

১৯৭৬

[illegible]

MF06	Other Services	Number of committees/events served	Member/Coach	Usher, Coach Badminton Men's Varsity Team, VSU-Faculty	3	4	5	5	5	5.00	Accomplished
		Number of participation in the events/program of the dept./college/university and other offices	President's Tribute, VSU Graduation Ceremonies, National SCUAA 2018	Usher, Coach	2	3	5	5	5	5.00	Accomplished
		Number of meetings attended		Attends department and committee	3	6	5	5	5	5.00	Accomplished
						Sub-total				15.00	
Total Over-all Rating										51.00	

Average Rating (Total Over-all rating divided by no. of entries)		4.64
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.64
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development
Purpose: Mr. Polemo is an excellent teacher. His very satisfactory rating can vouch for it. Yet, he has to obtain a master's degree commensurate to his background and get involved in research extension.

Evaluated & Rated by:

GUIRALDO C. FERNANDEZ, JR.

Department Head

Date: _____

Recommending Approval:

CANDELARIO L. CALIBO

College Dean

Date: _____

Approved:

BEATRIZ S. BELONIAS

Vice-President for Instruction

Date: _____

[illegible][illegible]

Department of Development
 (2) 1955-1956
 (3) 1956-1957
 (4) 1957-1958
 (5) 1958-1959
 (6) 1959-1960
 (7) 1960-1961
 (8) 1961-1962
 (9) 1962-1963
 (10) 1963-1964
 (11) 1964-1965
 (12) 1965-1966
 (13) 1966-1967
 (14) 1967-1968
 (15) 1968-1969
 (16) 1969-1970
 (17) 1970-1971
 (18) 1971-1972
 (19) 1972-1973
 (20) 1973-1974
 (21) 1974-1975
 (22) 1975-1976
 (23) 1976-1977
 (24) 1977-1978
 (25) 1978-1979
 (26) 1979-1980
 (27) 1980-1981
 (28) 1981-1982
 (29) 1982-1983
 (30) 1983-1984
 (31) 1984-1985
 (32) 1985-1986
 (33) 1986-1987
 (34) 1987-1988
 (35) 1988-1989
 (36) 1989-1990
 (37) 1990-1991
 (38) 1991-1992
 (39) 1992-1993
 (40) 1993-1994
 (41) 1994-1995
 (42) 1995-1996
 (43) 1996-1997
 (44) 1997-1998
 (45) 1998-1999
 (46) 1999-2000
 (47) 2000-2001
 (48) 2001-2002
 (49) 2002-2003
 (50) 2003-2004
 (51) 2004-2005
 (52) 2005-2006
 (53) 2006-2007
 (54) 2007-2008
 (55) 2008-2009
 (56) 2009-2010
 (57) 2010-2011
 (58) 2011-2012
 (59) 2012-2013
 (60) 2013-2014
 (61) 2014-2015
 (62) 2015-2016
 (63) 2016-2017
 (64) 2017-2018
 (65) 2018-2019
 (66) 2019-2020
 (67) 2020-2021
 (68) 2021-2022
 (69) 2022-2023
 (70) 2023-2024
 (71) 2024-2025
 (72) 2025-2026
 (73) 2026-2027
 (74) 2027-2028
 (75) 2028-2029
 (76) 2029-2030
 (77) 2030-2031
 (78) 2031-2032
 (79) 2032-2033
 (80) 2033-2034
 (81) 2034-2035
 (82) 2035-2036
 (83) 2036-2037
 (84) 2037-2038
 (85) 2038-2039
 (86) 2039-2040
 (87) 2040-2041
 (88) 2041-2042
 (89) 2042-2043
 (90) 2043-2044
 (91) 2044-2045
 (92) 2045-2046
 (93) 2046-2047
 (94) 2047-2048
 (95) 2048-2049
 (96) 2049-2050
 (97) 2050-2051
 (98) 2051-2052
 (99) 2052-2053
 (100) 2053-2054
 (101) 2054-2055
 (102) 2055-2056
 (103) 2056-2057
 (104) 2057-2058
 (105) 2058-2059
 (106) 2059-2060
 (107) 2060-2061
 (108) 2061-2062
 (109) 2062-2063
 (110) 2063-2064
 (111) 2064-2065
 (112) 2065-2066
 (113) 2066-2067
 (114) 2067-2068
 (115) 2068-2069
 (116) 2069-2070
 (117) 2070-2071
 (118) 2071-2072
 (119) 2072-2073
 (120) 2073-2074
 (121) 2074-2075
 (122) 2075-2076
 (123) 2076-2077
 (124) 2077-2078
 (125) 2078-2079
 (126) 2079-2080
 (127) 2080-2081
 (128) 2081-2082
 (129) 2082-2083
 (130) 2083-2084
 (131) 2084-2085
 (132) 2085-2086
 (133) 2086-2087
 (134) 2087-2088
 (135) 2088-2089
 (136) 2089-2090
 (137) 2090-2091
 (138) 2091-2092
 (139) 2092-2093
 (140) 2093-2094
 (141) 2094-2095
 (142) 2095-2096
 (143) 2096-2097
 (144) 2097-2098
 (145) 2098-2099
 (146) 2099-2100
 (147) 2100-2101
 (148) 2101-2102
 (149) 2102-2103
 (150) 2103-2104
 (151) 2104-2105
 (152) 2105-2106
 (153) 2106-2107
 (154) 2107-2108
 (155) 2108-2109
 (156) 2109-2110
 (157) 2110-2111
 (158) 2111-2112
 (159) 2112-2113
 (160) 2113-2114
 (161) 2114-2115
 (162) 2115-2116
 (163) 2116-2117
 (164) 2117-2118
 (165) 2118-2119
 (166) 2119-2120
 (167) 2120-2121
 (168) 2121-2122
 (169) 2122-2123
 (170) 2123-2124
 (171) 2124-2125
 (172) 2125-2126
 (173) 2126-2127
 (174) 2127-2128
 (175) 2128-2129
 (176) 2129-2130
 (177) 2130-2131
 (178) 2131-2132
 (179) 2132-2133
 (180) 2133-2134
 (181) 2134-2135
 (182) 2135-2136
 (183) 2136-2137
 (184) 2137-2138
 (185) 2138-2139
 (186) 2139-2140
 (187) 2140-2141
 (188) 2141-2142
 (189) 2142-2143
 (190) 2143-2144
 (191) 2144-2145
 (192) 2145-2146
 (193) 2146-2147
 (194) 2147-2148
 (195) 2148-2149
 (196) 2149-2150
 (197) 2150-2151
 (198) 2151-2152
 (199) 2152-2153
 (200) 2153-2154
 (201) 2154-2155
 (202) 2155-2156
 (203) 2156-2157
 (204) 2157-2158
 (205) 2158-2159
 (206) 2159-2160
 (207) 2160-2161
 (208) 2161-2162
 (209) 2162-2163
 (210) 2163-2164
 (211) 2164-2165
 (212) 2165-2166
 (213) 2166-2167
 (214) 2167-2168
 (215) 2168-2169
 (216) 2169-2170
 (217) 2170-2171
 (218) 2171-2172
 (219) 2172-2173
 (220) 2173-2174
 (221) 2174-2175
 (222) 2175-

yd b01L2 2 b01L2v3

~~CONFIDENTIAL~~

best interests

০৫৭৮

Revised 10/1/94

CANDRILL, J. CALVIN

College Dean

1975

Abonovoq

241018Z SEP 74

Vice-President for Institution

10194

PERFORMANCE MONITORING FORMName of Employee: ALDRIN R. PALERMO

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 four (4) course subjects (ScSc 24 and Mgmt 136)	Regular attendance in the assigned classes, grade sheet per courses taught, and good result of student performance evaluation	January 2018	July 2018	July 2018	Impressive	Outstanding	Improve performance with respect to students' comments on TPES.
2	Assist students' concerns through students consultation	Improved student performance	January 2018	July 2018	July 2018	Impressive	Outstanding	Provide more interventions for the improvement of students
3	Prepares course syllabi updates	Approved course syllabi in ScSc 24 and Mgmt 136	January 2018	February 2018	February 2018	Impressive	Outstanding	Follow OBE format as prescribed
4	Submission of midterm grades and final grades	Grades submitted to registrar	January 2018	July 2018	July 2018	Impressive	Outstanding	
5	Participate in all activities conducted by the department, college and the university	Attendance, certificates if applicable	January 2018	January 2018	May 2018	Impressive	Outstanding	Participates actively in all activities
6	Attends trainings and workshops	Certificate of recognition, written report	January 2018	July 2018	July 2018	Impressive	Outstanding	Participates actively in the trainings and workshops.

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

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

Prepared by:


GUIRALDO C. FERNANDEZ, JR.
 Department Head

U.S. Bureau of Census

* * * * *
* * * * *

[illegible]

NAME OF EMPLOYEE: ANTONIO BATISTINO

THE UNIVERSITY OF CHICAGO

10

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Aldrin R. Palermo**

Performance Rating: **Outstanding**

Aim: To pursue graduate study by 2019, to engage in research or extension projects and improved teaching strategies/effectiveness.

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

Date: January 10, 2018

Target Date: One year from today

First Step:

- a) Encouraged him to apply for MA study in a reputable institution.
- b) Required him to be involved on research or extension projects which the Department has started to work on.
- c) Advised him to clearly inform students of his class policies which may be repeated in the next class session during the first week of semester e.g., arranged schedule, tardiness, absences etc.
- d) Advised him to simplify his discussions more in order for the students with different levels of intellectual abilities to comprehend

Result:

He has informed the undersigned of selected potential universities where he could pursue his MA program.
Promise to improve his style of teaching by being more considerate and slowing down in his presentation of lessons, taking into consideration the slow learners.

Date: January 10, 2019

Target Date: End of first semester

Next Step:

He was advised to review his teaching effectiveness by evaluating the student teaching instruments in all his classes especially his weak points and strengths.

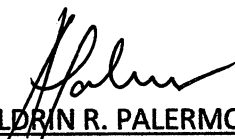
Outcome: **NA**

Final Step/Recommendation: **NA**

Prepared by:

GUIRALDO C. FERNANDEZ, JR.
Department Head

Conforme:


ALDRIN R. PALERMO
Name of Ratee/Faculty/Staff

Name of Ratee/Faculty/Staff

ALDRIN R. PALERMO

Conformer:

Prepared by:

GUIRALDO C. FERNANDEZ, JR.

Department Head

Final Step/Recommendation: NA

Outcome: NA

He was advised to review his teaching effectiveness by evaluating the student teaching instruments in all his classes especially his weak points and strengths.

Next Step:

Date: January 10, 2019

Target Date: End of first semester

promise to improve his style of teaching by being more considerate and slowing down in his presentation of lessons, taking into consideration the slow learners.
He has informed the undersigned of selected potential universities where he could pursue his MA program.

Result:

- b) Advised him to simplify his discussions more in order for the students with different levels of intellectual abilities to comprehend
c) Advised him to clearly inform students of his class policies which may be repeated in the next class session during the first week of semester, e.g., arranged schedule, tardiness, absences etc.
d) Advised him to be involved on research or extension projects which the Department has started to work on.
e) Encouraged him to apply for MA study in a reputable institution.

First Step:

Date: January 10, 2018

Target Date: One year from today

higher responsibilities:

Proposed interventions to improve performance and/or Competence and Qualification to assume

teaching strategies/effectiveness.

Aim: To pursue graduate study by 2019, to engage in research or extension projects and improved

Performance Rating: Outstanding

Name of Employee: Aldrin R. Palermo

EMPLOYEE DEVELOPMENT PLAN

EXHIBIT I