

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Rating Period: JANUARY-JUNE 2024

Name of Faculty Member:

MAX TEODY T. QUIMILAT

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating (2x3)
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head (50%)		5.00 x 50% = 2.500	
b. Students (50%)		4.43 x 50% = 2.215	
TOTAL for Instruction	75%	4.72	3.536
2. Research	10%		
a. Client/Director for Research			
b. Dept. Head/Center Director		5.00 x 10% = 0.500	
TOTAL for Research			0.500
3. Extension	10%		
a. Client/Director for Extension			
b. Dept. Head/Center Director		4.64 x 10% = 0.464	
TOTAL for Extension			0.464
4. Production			
5. Administration/Other Services	5%	4.66 x 5% = 0.233	0.233
TOTAL	100%		4.733

EQUIVALENT NUMERICAL RATING: 4.733

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.733**

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

MAX TEODY T. QUIMILAT

Name of Faculty

Reviewed by:

AL FRANJON M. VILLAROYA

Department Head

Recommending Approval:

GLENN G. PAJARES

Dean, CAS

Approved by:


ROTACIO S. GRAVOSO


Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MAX TEODY T. QUIMILAT, a faculty member of the DEPARTMENT OF PHILOSOPHY AND SOCIAL SCEINCES 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 2024


MAX TEODY T. QUIMILAT
 Assistant Professor 4
 Date: July 15, 2024

Approved:

AL FRANJON VILLAROYA
 Department Head
 Date: July 17, 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI MFO 3. Higher Education Management Services										
	PI 6: Number of programs accredited	A 1. Number of programs accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	1.00	5	5	5	5.00	assisted in the necessary preparations and submitted necessary requirements for the accreditation.
	PI 10: Total FTE, coordinated, implemented and monitored.*	A 2. Actual Faculty's FTE	Handles and teaches courses assigned	18	44.40	5	5	5	5.00	7 subjects handled and taught.
	PI 11: Number of new revised curricular proposals submitted	A 3. Number of new revised curricular proposals submitted	Contributes to the submission of a new revised curricular proposals	N/A						
	PI 13: Percentage of courses offered with approved course syllabi	A 4. Percentage of courses offered with approved course syllabi	Teaches subjects with approved course syllabi	100%	100%	5	5	5	5.00	7 subjects with approved course syllabi
	PI 14: Percentage of courses offered with IMs	A 5. Percentage of courses offered with approved IMs	Teaches subjects with approved IMs	100%	100%	5	5	5	5.00	7 subjects with approved IMs taught.

	PI 15: Number of Instructional Materials approved	A 6. Number of Instructional Materials approved	Prepares and submits IMs for review and approval	100%	2	5	5	5	5.00	2 Instructional Materials currently being made and to be processed in the 2nd rating period
	PI 16: Percentage of courses offered with final grades submitted within the allowable period	A 7. Percentage of courses offered with final grades submitted within the allowable period	Submits grade sheets within allowable period	100%	100%	5	5	5	5.00	7 out of 7 grade sheets were submitted within the allowable period.
	PI 18: Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)	A 8. Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)		100%	100%	5	5	5	5.00	7 out of 7 subject were rated with atleast VS in the TPES
	PI 19: Additional Outputs	A 9. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with							
	PI 19: Additional Outputs	A 10. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	28	5	5	5	5.00	28 long examinations were administered and checked
		A 11. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	6	70	5	5	5	5.00	70 quizzes were prepared and checked.
					SUB-TOTAL				5.00	
UMFO 3 . RESEARCH SERVICES										
	PI 1: Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A 15. 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	1	1	5	5	5	5.00	Researches are still being done waiting completion and for utilization
	PI 2: Number of research outputs completed within the year *	A 16. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	1	5	5	5	5.00	1 research project proposed and 2 extension with research is now awaiting for MOA signing
	PI 3: Number of research outputs presented in regional/national/ int'l fora/conferences	A 17. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora/conferences	1	1	5	5	5	5.00	1 paper presented as plenary speaker during the Aradman Multidisciplinary Conference
					SUB-TOTAL				5.00	
UMFO 4. EXTENSION SERVICES										

	PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other	A 32. 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	1	2	5	5	5	5.00	2 MOAs for extension schedule signing this July with ICP Sogod and DepEd Southern Leyte
	PI 2: Number of trainees weighted by the length of training	A 33. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	50	0	4	4	4	4.00	Proposed extensions are still awaiting implementation
	PI 3: Number of extension programs and projects	A 34. Number of extension programs and projects		1	0	4	4	4	4.00	2 Extension Programs ready for MOA signing
	PI 4: Percentage of beneficiaries who rated the training course/s as	A 35. Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality	Provides quality and relevant training courses	1	0	4	4	4	4.00	Proposed extensions are still awaiting implementation
	PI 5: Number of technical/expert services rendered	A 36. Number of technical/expert services rendered as/in:	Provides the technical and expert services requested by beneficiaries	1	1	5	5	5	5.00	1 expert services scheduled for august
		<i>c. Resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, facilitator)</i>		1	1	5	5	5	5.00	Scheduled as moderator for the Philosophical Association of the Philippines International Conference
	PI 6: Number of extension proposals submitted	A 37. Number of extension proposals submitted	Prepares extension project proposals and submits for review	1	2	5	5	5	5.00	2 extension proposals are submitted and ready for implementation
	PI 7: Number of extension proposals approved	A 38. Number of extension proposals approved	Follow ups submitted and reviewed extension proposals	1	2	5	5	5	5.00	2 requested extension proposals are on the way
	PI 8: Number of extension proposals implemented	A 39. Number of extension proposals implemented	Implements duly approved extension projects	1	2	5	5	5	5.00	2 requested extension proposals are on the way
	PI 9: Number of extension outputs presented in int'l, national, regional or institutional conferences	A 40. Number of extension outputs presented in:	Prepares, submits and presents extension paper in conferences	1	0	4	4	4	4.00	extension are still on going
	PI 10: Number of extension activities conducted	A 41. Number of extension activities conducted	Conducts extension program activities	1	2	5	5	5	5.00	2 requested extension proposals are on the way
					SUB-TOTAL				4.64	
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 1. Faculty Development Services									

PI 7: Number of trainings, seminars, and conferences attended	A 50. Number of training, seminars, and conferences attended (international, national, regional/institutional)	Attends training, seminars, and conferences attended (international, national,	1	1	5	5	5	5.00	attended in-house training
OVPI MFO 4. Curricular Program Management Services									
PI 16: Number of student thesis advised:	A 57. Number of students advised on thesis/field practice/special problem:			1	5	5	5	5.00	1 advisee preparing for his thesis proposal
UMFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES									
PI 9: Percentage of submitted DTR within 20 days after the last day of the month	A 73. Percentage of submitted DTR within 20 days after the last day of the month	Submits DTR within 20 days after the last day of the month	100%	85%	3	3	3	3.00	85% of DTR submitted after the last day of the months
PI 17: Additional Outputs	A 80. Number of meetings attended	Attends meetings (departmental/institutional)	4	5	5	5	5	5.00	attended all department meetings
				SUB-TOTAL				4.60	

Average Rating (Total Over-all rating divided by number of entries)

Additional Points:

Approved Additional points (with copy of approval)


FINAL RATING

ADJECTIVAL RATING


Comments & Recommendations for Development Purpose:

Dr. Quimilat is advised to be involved in research and extension. He is also advised to do relevant things that can improve his TPES.

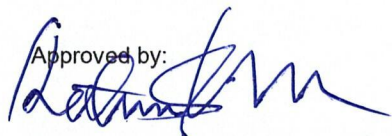
Evaluated & Rated by:


AL FRANJON M. VILLAROYA
 Head, DPSS
 Date: July 17, 2024

Recommending Approval:


GLENN G. PAJARES
 Dean, CAS
 Date: July 18, 2024

Approved by:


ROTACIO S. GRAVOSO
 Vice President for Academic Affairs
 Date: _____



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: QUIMILAT, MAX TEODY T.

Department: Dept. of Philosophy and Social Sciences

College: College of Arts and Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
ScSc 11n	UNDERSTANDING THE SELF	LEC	4.00	Very Satisfactory	80.0%
ScSc 12n	READINGS IN PHILIPPINE HISTORY	LEC	4.00	Very Satisfactory	80.0%
ScSc 11n	UNDERSTANDING THE SELF	LEC	4.00	Very Satisfactory	80.0%
ScSc 12n	READINGS IN PHILIPPINE HISTORY	LEC	5.00	Outstanding	100.0%
ScSc 11n	UNDERSTANDING THE SELF	LEC	5.00	Outstanding	100.0%
ScSc 11n	UNDERSTANDING THE SELF	LEC	4.00	Very Satisfactory	80.0%
IPHP	INTRO. TO PHILOSOPHY OF THE HUMAN PERSON	LEC	5.00	Outstanding	100.0%
Average Rating			4.43	Very Satisfactory	88.57%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory (S)

3.50 – 4.49 Very Satisfactory (VS)

4.50 – 5.00 Outstanding (O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: May 03, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 03, 2024

Received by:

QUIMILAT, MAX TEODY T.
Name and Signature of Faculty

Date: _____

Distribution of copies: ODIE, College, Department, Faculty

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Dept. of Philosophy & Social Sciences

Head of Office: Al Franjon M. Villaroya


Number of Personnel: 27 (15 regular faculty & staff; 11 part-time faculty; 1 job order admin staff)

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring The monitoring of faculty was done through classroom observations conducted during the 2 nd semester, SY 2023-2024.		The Department Head together with a DPC member conducted the classroom observations and conducted meetings relative thereto.			Faculty and staff attendance are monitored through biometrics and logbook. They reminded to use appropriate teaching strategies and classroom management to improve performance in instruction.
Coaching Rose C. Capulla	Ms. Capulla was called to explain her reaction to the TPES results in the 1st semester Sy 2023-2024. Ms. Capulla mentioned that the TPES result was mainly because of the				The faculty concerned was informed of the TPES results of the 1 st semester, SY 2023-2024 and was given advice and reminders.


	<p>challenges that she encountered recently and did not mention those because some are too personal.</p> <p><i>The Head advised Ms. Rose Capulla to introspect on her challenges, looking at it as a motivation to give extra effort in instruction. Additionally, there is a recognized need to enhance classroom policies and management, to have better TPES results.</i></p>				
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Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


AL FRANCON M. VILLAROJA
 Immediate Supervisor

Noted by:


GLENN G. PAJARES
 Next Higher Supervisor

“Exhibit H”

TRACKING TOOL FOR MONITORING TARGETS

(January-June 2024)

[illegible]

		Manacpo, Nicole Ivy					
PI 4. Student Advising and Consultation Services Coordinated	Assists students through academic advising to college students	Mr. Al Franjon Villaroya Dr. Glenn Pajares Mr. John Martin Diao Dr. Guiraldo Fernandez, Jr. Dt. Jerry Imbong	January-May 2024	✓	✓		The faculty provided interventions for the improvement of the students' performance
PI 5. Number of instructional materials developed/revised and utilized	Develops/revises instructional materials (Syllabus and Table of Specifications)	All faculty members	January-May 2024	✓	✓		Followed the format prescribed by the university
PI 6. Number of grade sheets submitted on prescribed period	Assesses students and submits grades to measure students' performance	All Faculty Members	May 2024		✓		Due for submission at the end of semester
MFO3. Research Services							
PL2. Number of Articles Published in Peer Reviewed Journal	Submits articles for publication	Dr. Jerry D. Imbong Dr. Guiraldo C. Fernandez, Jr.			✓		Published in international and national/local peer-reviewed journals
MFO5. Extension Services							
PI 5. Number of Extension Projects Conducted	Serves as project leader and component leaders	Mr. Errol Fernandez Mr. Al Franjon Villaroya Mr. John Martin Diao Dr. Bethlehem Ponce Ms. Angelie Genotiva Mr. Dean Ruffel Flandez Dr. Rose Capulla Dr. Guiraldo C. Fernandez	January-June 2024	✓	✓		1. Capacity Building of Intro to Philosophy of the Human Person 2. Saving Minamanwa: An Initiative to Preserve Minamanwa and the Mamanwa Indigenous Knowledge System and Practices 3. Digital Storytelling for Primary Level (Project Digital World)
MFO 5. Support to Operations	Participates in all activities conducted by the department, college and the university	Faculty and Staff	January-June 2024	✓	✓		Participated actively in all activities
PI 4. Number of in-house seminars/trainings/workshops/reviews conducted/attended	Attends/participates to trainings	Dr. Jerry Imbong Ms. Ianvie Nozuan Miaga Mr. John Martin Diao Mr. Beljun Enaya	January-June 2024	✓	✓		Faculty and staff actively participated in

	Performs other functions assigned by the head, dean and the university	Faculty and Staff	January-June 2024	✓	✓		Performed other functions duly assigned to the faculty and staff
MFO 6. General Administration and Support Services (GASS)							
PI 1. Number of rooms, and surroundings maintained/cleaned	Supervises in the maintenance of building facilities; cleans dept classrooms and surroundings	Mr. Aldrin Palermo Mr. Cirilo Alijar, Jr.	January-June 2024	✓	✓		
PI 3. Number of hours spent on monitoring	Spends one (1) hour per week or 40 hours per year in monitoring on in logging in/out, and on classes handled by DPSS faculty".	Dr. Al Franjon Villaroya DPC Members	January-June 2024	✓	✓		
PI 4. Number of hours spent on coaching	Spends 1 hour per month or 5 hours per year in coaching (by individual/group)	Dr. Al Franjon M. Villaroya	January-May 2024	✓	✓		
	Conducts regular meeting with DLABS staff/faculty at least six (6) times a year	Dr. Al Franjon M. Villaroya	January-June 2024	✓	✓		
PI 5. Number of hours spent on performance tracking	Assigns the faculty members faculty workload and/or work assignments	Dr. Al Franjon M. Villaroya	January 2024	✓			
PI 7. Number of documents attended and served	Signs and approves request letter, grade sheets, syllabi, and other pertinent documents	Dr. Al Franjon M. Villaroya	January-June 2024	✓	✓		
PI 8. Zero percent complaint from client served	Zero complaints from clients served	All Faculty and Staff	January-June 2024	✓	✓		no valid complaints
PI 9. Number of applicants screened and recommended	Screens and recommends applicants for 2 nd sem 2023-2024	Head & Department Personnel Committee	January 2024	✓			
P9 Additional Outputs							
Number of documents prepared and submitted on time	Preparation and submission of office requests and recommendations, faculty workload reports, Daily Time Record (DTR), leave	Administrative Staff	January-June 2024	✓	✓		Actual accomplishments meets targets

	application, cash advance and reimbursement, procurement, contracts, appointments, payroll, class; roster, grade sheet, and other documents.						
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Prepared by:


AL. FRANJON M. VILLAROYA
Department Head

Exhibit I

PERFORMANCE MONITORING FORM

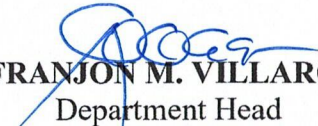
Name of Employee: MAX TEODY T. QUIMILAT

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	Teach six (7) courses (Understanding the Self and Readings in Philippine History)	Submits midterm and final grade sheets per course, and achieve an outstanding result in students' performance evaluation	January 2024	May 2024	May 2024	Impressive	Outstanding	
2	Class preparations	Will prepare quizzes, exams, and supplementary materials	January 2024	May 2024	May 2024	Impressive	Outstanding	
3	Submission of midterm grades and final grades	Grades will be submitted to the university registrar	January 2024	May 2024	May 2024	Impressive	Outstanding	
4	Submit proposal for research	Full-blown proposal submitted to OVPREI	January 2024	May 2024	May 2024	Impressive	Outstanding	
5	Submit proposal for extension project	Full-blown proposal submitted to OVPREI	January 2024	May 2024	May 2024	Impressive	Outstanding	
6	Present research papers in National or international Conference	Certificate of paper presentation	January 2024	May 2024	May 2024	Impressive	Outstanding	

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

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

Prepared by:


AL FRANJON M. VILLAROYA
Department Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Max Teody T. Quimilat

Performance Rating:

Aim:

To continue to be productive in all mandated functions of a faculty member

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

Date: January 2024


Target Date: December 2024

Step:


- a) Encouraged him to submit research and extension proposals and
- b) Encouraged him to present papers at national and international conferences.
- c) Encouraged him to become a thesis adviser to undergraduate students.
- d) Encouraged him to develop Learning guides/materials and textbooks, especially in Gen. Ed. Subjects related to Anthropology.
- e) Encouraged him to establish linkages with other institutions and organizations.

Result:

Prepared by:


AL FRANJON M. VILLAROYA
Department Head

Conforme:


MAX TEODY T. QUIMILAT
Employee [Faculty]