

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%)		$4.74 \times .50 = 2.37$	
b. Students (50%)		$3.80 \times .50 = 1.9$	
Total for Instruction	40%	4.27	1.71
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	25%	4.5	1.13
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	5%		
4. Administration	30%	5	1.5
5. Production			
TOTAL			4.34

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.34

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

TEOFANES A. PATINDOL

Name of Faculty

1/20/23

Reviewed by:

ANATOLIO N. BOLINAR

Department Head

1/20/23

Recommending Approval:

DENNIS P. PEQUE

Dean 1/20/23

Approved:

BEATRIZ S. BELONIAS

Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, TEOFANES A. PATINDOL, a faculty member of the DEPARTMENT OF Forest Science 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 July to December, 2022.


TEOFANES A. PATINDOL

Ratee

Date: 12/21/22

Approved:


ANATOLIO N. POLINAR

Department Head

Date: 1/20/2023


DENNIS P. PEQUE

College Dean

Date: 1/23/23

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										
	PI4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	3.34	4.45/3.34 (133%)	5	5	5	5	FORY 224, FORY 227, FORY 269 Lectutre and Laboratory
	PI8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	4/2 (200%)	4.5	5	4.5	4.67	Cadiz, Consular, Nunez, Lumba
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	4/2 (200%)	4.5	5	4.5	4.67	Cadiz, Consular, Nunez, Lumba
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation	3	4/3 (133%)	4.5	4.5	4.5	4.5	

		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	3	18/3 (600%)	5	4.5	5	4.83	
	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%)	4.5	4.5	4.5	4.5	
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1/1 (100%)	4.5	4.5	4.5	4.5	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	5/3 (167%)	5	4.5	5	4.83	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	6/3 (200%)	5	4.5	5	4.83	
		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 Moodle or Google Classroom	1	4/1 (100%)	5	5	5	5	
	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	1/1 (100%)	4.5	4.5	4.5	4.5	
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	3.1	6.60/3.1 (212%)	5	5	5	5	Fsci 123n Lect
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	2/5(250%)	5	5	5	5	
		A 11 . Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1	2/1(200%)	5	4.5	5	4.83	
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	2	2/2 (100%)	4.5	4.5	4.5	4.5	

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		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	2/5 (250%)	4.5	4.5	5	4.67	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	2/2 (100%)	4.5	5	5	4.83	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	2	2/2 (100%)	4.5	5	5	4.83	
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	5	15/5(300%)	4.5	4.5	4.5	4.5	See attached list
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	3	5/3 (167%)	5	4.5	4.5	4.67	Lora, Flandez, Zurita, Anos, Bailado
		As SRC Member	Advises and corrects research outline and	1	2/1 (200%)	4.5	4.5	4.5	4.5	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	6	18/6 (300%)	4.5	4.5	4.5	4.5	
	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	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical	2	2/2(100%)	5	4.5	5	4.83	
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	2/2(100%)	5	4.5	5	4.83	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	5/4 (125%)	5	4.5	5	4.83	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	4/4 (100%)	5	4.5	5	4.83	

		A 23 : Number of on-line course were reviewed by TRP & edited by	Submits the course were duly reviewed by TRP for	1						
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or	1	1/1 (100%)	5	5	5	5	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or	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 project 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	1	1/1 (100%)	4.5	4.5	4.5	4.5	

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	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	1						
		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	Designs research related	1	1/1 (100%)	4.5	4.5	4.5	4.5	
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and	Identifies and links with probable partners for extension activities and maintains this active	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	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or	Provides quality and relevant training courses and advisory services	0						
	PI 5. Number of	A 40. Number of technical/expert	Provides the technical and	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	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 (extrn. conducted by 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 the QMS 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-compliance	100% compliant	4.5	5	5	4.53
		A 45. Compliance to all requirements of the program and On program accreditations	Prepares required documents and complies all	100% compliance	100% compliant	4.5	5	4.5	4.67
		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 % compliance	100% compliant	5	5	5	5
	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 performing 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		151.48						
	Average Rating		4.75						
	Adjectival Rating		Outstanding						

Evaluated & Rated by:

ANATOLIO N. POLINAR

Department Head

Date: 1/20/2023

Recommending Approval

DENNIS P. PEQUE

Dean, CFES

Date: 1/23/23

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date:

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, 2022	December 2022	December 31, 2022	Impressive	Very Satisfactory	Submitted Syllabus. Entertains the concerns of advisees during enrollment.
2	Attends training, seminars, and workshops.	Very Impressive	July 1, 2022	December 2022	December 31, 2022	Impressive	Very Satisfactory	Able to multitask and maintain productivity
3	Attends meetings and workshops as instructed by immediate Head.	Very Impressive	July 1, 2022	December 2022	December 31, 2022	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, 2022	December 2022	December 31, 2022	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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dr. Teofanes A. Patindol

Performance Rating: 4.29 (Very Satisfactory) July - December 2022

Aim: To improve the research and extension capability of the faculty member

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

Date: July 2022

Target Date: September 2022

First Step:

Required Dr. Patindol to conduct research and extension activities and engage in extension activities/work.

Result:

Actively wrote projects proposals.

Date: October 2022

Target Date: December 2022

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 1/24/23

Conforme:


TEOFANES A. PATINDOL
Ratee 1/24/23