SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS 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%)		4.98 x 50 % = 2.49	
b. Students (50%)		5.00 x 50 % =2.50	
Total for Instruction	75%	4.99	3.74
2. Research			
a. Client/Dir for Research (50%)		5.00 x 50%= 2.50	
b. Dept. Head/Center Director (50%)		5.00 x 50%= 2.50	
Total for Research	5%	5.00	0.25
3. Extension			A
a. Client/Dir for Research (50%)		5.00 x 50% = 2.50	
b. Dept. Head/Center Director (50%)		5.00 x 50% = 2.50	
Total for Extenstion	5%	5.00	0.25
4. Administration	10%	5.00	0.50
5. Production	5%	5.00	0.25
TOTAL			4.99

EQUIVALENT NUMERICAL RATING:

4.99

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.99

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

CANDELARIO L. CALIBO

Name of Faculty

JACOB GLENN F. JANSALIN

Head, DoPAC

Approved:

BEATRIZ S. BELONIAS

VP for Instruction

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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 July 1,- December 31, 2018

CANDELARIO L. CALIBO

Ratee

Approved:

BEATRIZ S. BELONIAS

VP for Instruction

MFO No.	MFO & PAPs	Success/Performance Indicators(PI)	Program/	ts Tasks Assigned ncians	Target	Details of Actual	ad to me	Ra	ating		Remarks
IVII O INO.	WIFO & PAFS	Success/Feriormance mulcators(Fi)	Activities Projects		itae	Accmplishment	Q ¹	E ²	T ³	A ⁴	
MFO: 1	Advanced Education	PI 1. Full Teaching Equivalent (FTE)	Instruction		ecti	30	tot(2)				Vacation-Sick leave; CAS Dean
ZAÇO INTESOS Luotesis (11 fg)	ena ristratia 241 2. n. n. n. n. n. s. c. s. c. s.	PI 2. Number of graduate students advised	3	Advise Master in Education major in Chemistry Students	abel 1	5	5	5	5	5	MEd students
		PI 3: Number of GAC membership to graduate students		Acted as GAC /Observer in thesis defense	1	3	5	5	5	5	Magallanes, Ayunzal , Lozano MS An
		P1.4 Endorsed & submitted MS proposal		Endorsed MS proposals	2	2	5	5	5	5	To take effect first sem Aug 1, 2018- 2019/ BOR approved/ on-hold
MFO: 2	Higher Education	P2. 1. Full Teaching Equivalent (FTE)	Instruction	Chem 31 lec, Chem 190 lec, Chem 113	8	20.25	5	5	5	5	Vacation-Sick leave; DoPAC Head & CAS Dean
		P2. 2. Number of students advised		fish completes the state of the	Princes.	a benotinom	dated	1061 21	18 100'		
		academic adviser	77.101	Advises students	35	40	5	5	5	5	BSChem/BSAC (3rd yr); shifters/transferees
A C C C C C C C C C C C C C C C C C C C		thesis adviser		Advises thesis students	2	7	5	5	5	5	BS Chem/ Ag Chem/Biotech
		P2.3.Number of instructional materials developed				480119	S not	ulayE	yflu: e		
esse Allicambe		P2. 4 Additional Output	5.	Facilitated OJT MOA/MOU endorsed	3	5 again	5	5	5	5	for BSChem & BSAC
8.59C Ad	AD Subout 2	10 5 5 5		Award received/ BS Proposal endorsed	1	2 bna p	5	5	4	4.67	BS Math/ ABPhilo
ed Jose Em	anOgAlarsdOBS		no free	RQAT Assessment	igue 1	กอ 4 คอร ฮาบ	5	- 5	5	5	BS Chem/ Bio/ Stat/ English
MFO: 3	Research Services	P3.1. Number of Awards received	Research paper presentation	in benden afno	nale	meldorg Islaed	captis	2111511	Smille	10	
caes, charg transpires	Adademic defini program uppor	P3.2. Number of research paper presented	Research	Research output presentation		urs spent on s	ort to norter	udmi uenoc	5, 4,) udent		
nsi	5 as SHO & D	P3. 3. Number of CAS research project conducted	Research	Conducted approved and funded research	1	fent the p :	5	5	5	5	DBS (2) (DoPAC (2)
Tiles of CA	o enginem izraeli	P3.4 Number of research accomplishment submitted on time	Research	Completed research		urs spent on	orl ho	a dmu	6 6 to		
	negra ani 🧸	P3. 5. Number of CAS research proposal submitted/endorsed	Research	No. of research proposal submitted/endorsed for funding	1	meld 3 q Islood	e 5ns	5	5	5	Proposal w/ OVPRE
		P3. 6. Number of research paper published in journals or proceedings	Research	Published research output		dent research	of stu	redna	M T a		
		P3.6 Number of trainings/seminars attended, conducted/facilitated/endorsed									

I		T		institutional/local) 2	2	5	5	5	5	DoPAC (Instrumentation)
MFO: 4	Extension Services	P4. 1 Number of person-days trained weighted by length of training	Giving assistance to clientele	Accommodated individuals seeking assistance (consultation)	1	26	5	5	5	5	LGU's, private individuals, PhilSci
		P4. 2. Number of trainings coordinated	Giving assistance to clientele	Coordinated trainings coordinated	1 .	2	5	5	5	5	Instrumentation
		P4. 3. Number of extension projects submitted for funding	Extension activities	CAS extension project	1	1	5	5	4	4.67	" Enhancing Secondary and Senior High School Teachers' Competencies in Teaching Sciences, Mathematics, Statistics and English in the Baybay Cty Division - as project leader
		P4. 4. Number of beneficiaries served	Conducting extension								
	,	Groups	Extension activities		1	4	5	5	5	5	DBS,DOPAC/DMP/Dept 0f Stat.
		Individuals	Extension activities		5	40	5	5	5	5	HS Science projects/SIP/CAS- DMP/Dept. of Stat./ D Biotech/DoPAC
MFO: 5	Support to Operations										
		Faculty Development Services									
		P5. 1. Number of CAS faculty pursuing advance research/degree programs facilitated, monitored & assisted	Faculty Devpt	Endorsed faculty for PhD degree	3	5	5	5	5	5	Albarico, Capulla, Evangelio, Batistel
			Faculty Devpt	Endorsed & Monitored faculty on PhD degree program	2	6	5	5	5	5	Jansalin, Ramal, Alvarez, Flandez, Gabunada, Galambao
		Faculty Evaluation Services									
		P5.2. Number of trainings coordinated	support to operations	Coordinated seminars	2	4	5	5	5	5	Gas Chrom, Atomic Absorption, Job seeking/ IURS/DBS
		PI 2. Student advising and consultation servises		Conducting special services to students	1	10	5	5	5	5	Tutorials, CAS & SSC Activites
		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	40	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	40	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	30	5	5	5	5	as SRC & 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	40	5	5	5	5	Final checking of thesis of CAS including AB English
		P5. 7.Number of student research advised									

MFO:6	General Administration and Support Services (GASS)				,						
	Efficient and customer friendly frontline service	P6. 1 Zero complaints from clients served		Entertain visitors with zero percent complaint from client served	zero complaint	100% w/ out complaint					
		P6. 2. Head & CAS Dean	Administrative services	Supervises the CAS operations including its faculty & staff							
			1	Number of meetings conducted & attended	4	10	5	5	5	5	VSU standing committees
			1	Number of meetings attended as VSU committee chair nd member	5	50	5	5	5	5	VSFC/change of grades, NBC 461
				Number of hours spent for /CAS meetings	1	10	5	5	5	5	DoPAC/CAS meeting/curriculum meetings
				Number of hours/times spent for university /academic/CAS heads meetings	15	20	5	5	5	5	UADCO/UAC/GAD/Grad school/Countil of Deans
			I .	Number of CAS faculty evaluated/consulted	20	25	5	5	5	5	classroom evaluation/coaching/consultation
				Number of activities supervised	1	10	5	5	5	5	CAS month; Job seeking, repairs
				Number of documents signed/month	30	various	5	5	5	5	JRs/PRs/recommendations/change of 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		chair, NBC 461; chair, Comm on change of grades
	Total Over-all Rating									169	
	Average Rating									4.98	

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Average Rating	
Additional Points:	
Approved	
Additional points	
(with copy of	
approval)	
FINAL RATING	4.98
ADJECTIVAL RATING	0
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Comments & Recommendations for Development Purpose: Affend annual Philippi on Chemistry
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Evaluated & Rated by:

JACOB GLENN F. JANSALIN Head, DoPAC

Date:____

Approved by:

BEATRIZ S/ BELONIAS P for Instruction

Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

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1	3 rd	T
1	4th	R

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

Head of Office: JACOB GLENN F. JANSALIN

Number of Personnel: _____

Activity	Meeti		Others	Remarks	
Monitoring	One-on-One	Group	Memo	(Pls. specify)	Remarks
Monitoring					
Coaching	None needed				

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

grada Bayasara Kalabaga Bayasara arisis Suries in Languera Turmpalitate Supervisor

JACOB GLENN F. JANSALIN Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: CANDELARIO L. CALIBO Performance Rating: Outstanding							
Aim:							
Proposed Interventions to Improve Performance:							
Date: January 2019	Target Date: June 2019						
First Step:							
Result: Research projects are in the pipeline							
Date:	Target Date:						
Next Step:							
Outcome:							
Final Step/Recommendation:							
	Prepared by:						

Conforme:

CANDELARIO L. CALIBO Name of Ratee Faculty