SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **TEOFANES A. PATINDOL**

Program Involvement	Percentage Weight of Involvement	Numerical Rating Rating x %	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. **Instruction**			
a. Head/Dean (50%)	4.82	2.41	
b. Students (50%)	4	2	
Total for Instruction	50% ~~80%~~	4.41	~~2.21~~ 3.53
2. **Research**			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	1%		
3. **Extension**			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	1%		
4. **Administration**	48% 20%	5	~~2.4~~ 1
5. **Production**			
TOTAL	100%		~~4.61~~ 4.53

EQUIVALENT NUMERICAL RATING:
Add: Additional Points, if any: ~~4.61~~ 4.53
TOTAL NUMERICAL RATING:

ADJECTIVAL RATING: Very Satisfactory ~~Outstanding~~

Prepared by:

TEOFANES A. PATINDOL
Name of Faculty

Reviewed by:

ANATOLIO N. POLINAR
Department Head

Recommending Approval:

DENNIS P. PEQUE
Dean

Approved:

BEATRIZ S. BELONIAS
Vice President, Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, TEOFANES A. PATINDOL, a faculty member of the <u>DEPARTMENT OF FOREST SCIENCE</u> commit to the deliver and agree to be rated on the attainment of the following accoplishments in accordance with the indicated measures for the period **July to December, 2023.**

TEOFANES A. PATINDOL	Approved: **ANATOLIO N. POLINAR**	**DENNIS P. PEQUEN**
Ratee	Department Head	College Dean
Date: 1/8/24	Date: 1/12/24	Date: 1/15/24

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	**A1.** Actual Faculty's FTE	Handles subjects/courses assigned	1	1.11 (111%)	5	5	5	5	FORY 269, FORY 225
	PI 8: Number of graduate students advised *	**A2.** Number of students advised	Acts as academic adviser to graduate students	1	1(100%)	4	5	4	4.33	Lumba
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1(100%)	5	5	5	5	Lumba
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	3	3 (100%)	4	5	4	4.33	Albina, Lor, Chiu,

				Target	Accomplishment	Q	E	T	A	Remarks
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	3	3(100%)	5	5	5	5	Lumba, Lor, Albina
	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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	2(100%)	4	5	5	4.67	FORY 269, FORY 225
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	4(133%)	5	5	5	5	FORY 269, FORY 225
		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							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
	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							
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	7.5	18(240%)	5	5	5	5	Fsci 123n, Fgov 149, Envi 111f
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	3(150%)	5	5	4	4.67	Fsci 123n, Fgov 149, Envi 111f

		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	4(400%)	4	5	5	4.67	Talatayod, Pude, Soria, Saludo
		A12. Number of trainings attended related to instruction	Attend mandated trainings							
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	6(300%)	5	5	5	5	Fsci 123n, Fgov 149, Envi 111f
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	12(600%)	5	5	5	5	Fsci 123n, Fgov 149, Envi 111f
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	2	74(3700%)	4	5	5	4.67	Fgov 149
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	5	15(300%)	4	5	5	4.67	
	A17. Number of students advised on thesis/ field practice/special problem:									
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	3	10(333%)	5	5	5	5	Flandez, Bailado, Anoos, Gamutan, Item, Lorejas, Plaza, Reyes, Argallon, Lim, Into
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	5(500%)	4	4	4	4	Oronea, Cortez, Mantos, Papellero, Paton-og
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	6	10(166%)	5	5	5	5	Flandez, Bailado, Anoos, Gamutan, Item, Lorejas, Plaza, Reyes, Argallon, Lim, Into
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO							
	A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
PI 10: Number of instructional materials developed *	A 21 : 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							

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	10(250%)	5	5	5	5		Fsci 123n, Fgov 149, Envi 111f
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	10(250%)	5	5	5	5		Fsci 123n, Fgov 149, Envi 111f
		A 23 : 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								
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or								
	PI 11. Additional outputs	**A 25.** Number of Additional outputs accomplished:									
		Program accreditation/evaluation	Prepares documents and /or								
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages								
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal								
UMFO 3 . RESEARCH SERVICES											
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other	**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								
	PI 2. Number of research outputs completed within the year *	**A 28.** Number of research outputs completed within the year *	Conducts and completes research oroject within the year								
	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								
		In refereed int'l journals									
		In refereed nat'l/regional journals									

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							
	In int'l fora/conferences								
	In nat'l/regional fora/conferences								
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 immediate implementation							
PI 6. Additional outputs*	**A 32**. No. of research-related awards (research conducted by faculty or student w/ faculty)								
	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 received and returns duly reviewed paper							
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
	A 35.Other outputs implementing	Designs research related							
UMFO 4. EXTENSION SERVICES									
PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	**A 36**. 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							
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							
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	**A 39**. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services							
PI 5. Number of	**A 40**. Number of technical/expert	Provides the technical and							
Research Mentoring	Research Mentor								
Peer reviewers/Panelists	Peer reviewers/Panelists								

	Resource Persons	Resource Persons								
	Convenor/Organizer	Convenor/Organizer	Provide technical support to Partner peoples							
	Consultancy	Consultant								
	Evaluator	Evaluator								
	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							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
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 theQMS 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-conformity	100% compliant	5	5	5	5	
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	100% compliant	5	5	5	5	
		On program accreditations								
		On institutional accreditations								
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 % compliant	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 performfing functions resulting to best practice								
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal								
Total Over-all Rating	106.01									
Average Rating	4.82									
Adjectival Rating	Outstandingg									

Comments & Recommendation for Development Purpose
Encourage him to engage into research and extension work. Publish research article in scopus or indexed Journal.

Evaluated & Rated by:

ANATOLIO N. POLINAR
Department Head
Date: 1/8/29

Recommending Approval

DENNIS P. PEQUEW
Dean, CFES
Date: 1/15/24

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 01/29/24

Exhibit I

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, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	Submitted Syllabus. Entertains the concerns of advisees during enrollment.
2	Attends training, seminars, and workshops.	Very Impressive	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	Able to multitask and maintain productivity

| 3 | Attends meetings and workshops as instructed by immediate Head. | Very Impressive | July 1, 2023 | December 31, 2023 | December 31, 2023 | Very Impressive | Outstanding | Attended DFS Faculty meetings regularly |
| 4 | Performs other functions such as; CFES Fund Sourcing and Financial Management Chairman, etc. | Very Impressive | July 1, 2023 | December 31, 2023 | December 31, 2023 | Very Impressive | Outstanding | 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

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dr. Teofanes A. Patindol
Performance Rating: **4.61 (Outstanding) July-December 2023**

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

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

Date: July 2023   Target Date: September 2023

First Step:

Require Dr. Patindol to conduct research and extension activities.

Result:

Actively wrote project proposals.

Date: October 2023   Target Date: December 2023

Next Step:

Submit articles for reviews.

Outcome:

Dr. Patindol drafted articles related to his study on wildlife resources in Mt. Pangasugan.

Final Step/Recommendation:

Dr. Patindol may write more research proposals, especially on the topic relating to wildlife management being his major field of interest. Likewise, his encouraged to develop IMs for the graduate program of forestry.

Prepared by:

ANATOLIO N. POLINAR
Unit Head

Conforme:

TEOFANES A. PATINDOL
Ratee