

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Paulo G. Batidor

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating (Rating x%) (3) | Equivalent Numerical Rating (2x3) |
|--|---|--|--|
| 1. Instruction | | | |
| a. Head/Dean (50%) | | 5.00 x 0.50 = 2.50 | |
| b. Students (50%) | | 4.14 x 0.50 = 2.07 | |
| Total for Instruction | 85% | 4.57 | 3.8845 |
| 2. Research | | | |
| a. Client/Dir. for Research (50%) | | | |
| b. Dept. Head/Center Director (50%) | | | |
| Total for Research | | | |
| 3. Extension | | | |
| a. Client/Dir. for Extension (50%) | | | |
| b. Dept Head/Center Director (50%) | | 5.00 | |
| Total for Extension | 5% | 5.00 | 0.25 |
| 4. Support to Operations | 5% | 5.00 | 0.25 |
| 5. General Admin. & Support Services | 5% | 5.00 | 0.25 |
| TOTAL | | | 4.6345 |

EQUIVALENT NUMERICAL RATING: 4.63

Add: Additional Points, if any: 0

TOTAL NUMERICAL RATING: 4.63

ADJECTIVAL RATING: Outstanding

Prepared by:

PAULO G. BATIDOR

Name of Faculty

Reviewed by:

MAY ANN E. PALEN

Department Head

Recommending Approval:

MA. THERESA P. LORETO

Dean, CAS

Approved:

BEATRIZ S. BELONIAS

Vice President Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **PAULO G. BATIDOR**, a faculty member of the DEPARTMENT OF STATISTICS, COLLEGE OF ARTS AND SCIENCES commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period JULY 1, 2022 to DECEMBER 31, 2022.


PAULO G. BATIDOR

Instructor I

Date:

Approved:


MAYANN E. PALEN

Head, DepStat

Date: 01/04/2023


MA.THERESA P. LORETO

Dean, College of Arts and Sciences

Date: Jan. 9, 2023

| MFO No. | Description of MFO's/PAPs | Success/ Performance Indicators (PI) | Tasks Assigned | Target | Actual Accomplishment (July-December 2022) | 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 | | | | | | | | | | |
| | PI 4: Total FTE coordinated, implemented & monitored* | A1. Actual Faculty's FTE | Handles subjects/courses assigned | | | | | | | |
| | PI 8: Number of graduate students advised * | A2. Number of students advised | Acts as academic adviser to graduate students | | | | | | | |
| | | A3. Number of students advised on thesis/special problem/dissertation | | | | | | | | |
| | | As GAC Chairman | Advises and corrects research outline and thesis/SP/dissertation manuscript | | | | | | | |
| | | AS GAC Member | Advises and corrects research outline and thesis/SP/dissertation manuscript | | | | | | | |

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|---|---|---|--|--------|--|---------|------------|------------|---------|---|
| | | | | | | Quality | Efficiency | Timeliness | Average | |
| | | A4. Number of students entertained for consultation purposes | Entertains students seeking consultation with faculty | | | | | | | |
| | 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, reading assignments depending on course taught | | | | | | | |
| | | Assessment tools | Prepares assessment tools such as long exams, quizzes, problems sets, etc. | | | | | | | |
| | | 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 | | | | | | | | | | |

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|---------|---|---|--|--------|--|---------|------------|------------|---------|--|
| | | | | | | Quality | Efficiency | Timeliness | Average | |
| | | | | | | | | | | |
| | PI 5: Total FTE, coordinated, implemented and monitored * | A9. Actual Faculty's FTE | Handles and teaches courses assigned | 18 | 16.35 | 5 | 5 | 5 | 5.00 | Handles the following courses: 1 for Stat111 (25 students), 1 for Stat143 (18 students), 1 for Stat147 (18 students), and 1 for CS142 (4 students) |
| | | A10. Number of grade sheets submitted within prescribed period | Prepares gradesheet and submits on or before deadline | 3 | | - | - | - | - | Preparing 4 gradesheets for the first semester AY 2022-2023 |
| | | 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 | 0 | 0 | - | - | - | - | None |

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|---------|---------------------------|--|---|--------|--|---------|------------|------------|---------|--|
| | | | | | | Quality | Efficiency | Timeliness | Average | |
| | | A12. Number of trainings attended related to instruction | Attend mandated trainings | 1 | 6 | 5 | 5 | 5 | 5.00 | Research Workshop on Computational Bayes (Aug. 16-17, 2022, UPD); Mandatory Orientation and Re-Orientatation of Academic Advisers, Dept. Enrollment Focal Persons, and College Hotline Agents (Aug. 25, 2022, VSU); NSM 2022 Opening Program (Oct. 5, 2022, DStat); 2nd Eastern Visayas Data Festival (Oct. 19, 2022, PSA-8); Data Appreciation Seminar on Selected Official Statistics and Awareness Forum on ePhilID and PhiSys (Oct. 26, 2022, PSA); and Stat Speaks Colloquium (Dec. 1, 2022, UPD) |
| | | A13. Number of long examinations administered and checked | Administers and checks long examination for subjects taught | 6 | 7 | 5 | 5 | 5 | 5.00 | 2 for Stat111, 2 for Stat143, 2 for Stat147, and 1 for CS142 |
| | | A14. Number of quizzes administered and checked | Prepares and checks quizzes for lec and lab | 6 | 8 | 5 | 5 | 5 | 5.00 | 2 for Stat111, 1 for Stat143, 3 for Stat147 (oral), and 2 for CS142 |

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|---------|--|---|---|--------|--|---------|------------|------------|---------|--|
| | | | | | | Quality | Efficiency | Timeliness | Average | |
| | | A15. Number of lab reports/exercises and term papers checked and graded | Checks lab exercises submitted as required | 9 | 9 | 5 | 5 | 5 | 5.00 | 3 for Stat111, 3 for Stat143, 1 for Stat147 (survey report), and 2 for CS142 |
| | PI 8: Number of students advised: * | A16. Number of students advised: | Acts as academic adviser to students | 15 | 21 | 5 | 5 | 5 | 5.00 | 21 BS Statistics students |
| | | A17. Number of students advised on thesis/ field practice/special problem: | Advises, and corrects research outline and thesis/SP manuscript | 3 | 4 | 5 | 5 | 5 | 5.00 | SP adviser for (a) Baguioso and Cabi-ao, and (b) Piscos and Acilo |
| | | As SRC Chairman | Advises, and corrects research outline and thesis/SP manuscript | 2 | 6 | 5 | 5 | 5 | 5.00 | SRC Chairman for (a) Dinampo and Mansing, (b) Otero and Biore, and (c) Baldesco and Macat |
| | | As SRC Member | Advises and corrects research outline and thesis/SP manuscript | 2 | 9 | 5 | 5 | 5 | 5.00 | SRC Member for (a) Dupal and Lingganay, (b) Alforque and Petralba, (c) Lanugan and Ogao-ogao, (d) Elmido and Gimena, and (e) Labastida |
| | | A18. Number of students entertained for consultation purposes | Entertains students consulting on subject taught, thesis and grades | 2 | 8 | 5 | 5 | 5 | 5.00 | Consultations with Ms. Luna (for Statistical Software), Mr. Lingganay, Ms. Otero, and Ms. Dinampo (for Categorical Data Analysis), and Ms. Varron, Ms. Agravante, Mr. Unday, and Mr. Itable (for Descriptive Statistics) |

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|---------|--|---|---|--------|--|---------|------------|------------|---------|---|
| | | | | | | Quality | Efficiency | Timeliness | Average | |
| | PI 9: Number of student organizations advised/ assisted * | A19. Number of Student organizations advised | Advises student organizations recognized by USSO | 1 | 1 | 5 | 5 | 5 | 5.00 | VSU Statistical Society |
| | | A20. Number of Student organizations assisted on student related activities | Assists student organizations in implementing student related activities | 1 | 1 | 5 | 5 | 5 | 5.00 | VSU Statistical Society |
| | PI 10: Number of instructional materials developed * | A 21 : Number of online courseware developed and submitted : | Prepares and submits for review by the Technical Review Panel | 1 | - | - | - | - | - | None |
| | | Online ready courseware | Prepares Instructional module/laboratory guide/workbook or a combination thereof | 0 | 0 | - | - | - | - | None |
| | | Supplemental learning resources | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught | 6 | 17 | 5 | 5 | 5 | 5.00 | 6 for Stat111, 3 for Stat143, 5 for Stat147, and 3 for CS142 |
| | | Assessment tools | Prepares assessment tools such as long exams, quizzes, problems sets, etc. | 15 | 24 | 5 | 5 | 5 | 5.00 | 8 quizzes, 9 exercises, and 7 long exams |
| | | 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 | 0 | 0 | - | - | - | - | None |
| | | A 24 : Number of virtual classroom created and operational | Creates virtual classroom using either Moodle or Google Classroom | 3 | 4 | 5 | 5 | 5 | 5.00 | 4: 1 for Stat111, 1 for Stat143, 1 for Stat147, and 1 for CS142 |
| | PI 11. Additional outputs | A 25. Number of Additional outputs accomplished: | | | | | | | | |
| | | Program accreditation/evaluation | Prepares documents and /or program profile and other materials required during program/ institutional accreditation and/or evaluation | | | | | | | |

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|-----------------------------------|--|---|--|--------|--|---------|------------|------------|---------|---|
| | | | | | | Quality | Efficiency | Timeliness | Average | |
| | | Agency/firm/Industry linkages | Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU | 0 | 0 | - | - | - | - | None |
| | | A 26. Other outputs implementing the new normal due to covid 19 | Designs experiential learning activities and other outputs to implement new normal | 0 | 0 | - | - | - | - | None |
| 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 | 0 | - | - | - | - | None |
| | 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 | 0 | - | - | - | - | None |
| | 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 | 0 | - | - | - | - | None |
| | | In refereed int'l journals | | 0 | 0 | - | - | - | - | None |
| | | In refereed nat'l/regional journals | | 0 | 0 | - | - | - | - | None |
| | 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 scientific fora/conferences | 0 | 0 | - | - | - | - | None |
| | | In int'l fora/conferences | | 0 | 0 | - | - | - | - | None |
| | | In nat'l/regional fora/conferences | | 0 | 0 | - | - | - | - | None |

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|-----------------------------------|--|---|---|--------|--|---------|------------|------------|---------|---|
| | | | | | | Quality | Efficiency | Timeliness | Average | |
| | 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 | 0 | 0 | - | - | - | - | None |
| | PI 6. Additional outputs* | A 32. No. of research-related awards (research conducted by faculty or student w/ faculty) | | 0 | 0 | - | - | - | - | None |
| | | 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 | 0 | 0 | - | - | - | - | None |
| | | A 34. Number of UMs submitted to ITSO, VSU | Prepares and submits application for UM of technology generated out of research output | 0 | 0 | - | - | - | - | None |
| | | A 35. Other outputs implementing the new normal due to covid 19 | Designs research related activities and other outputs to implement new normal | 0 | 0 | - | - | - | - | None |
| 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 | 0 | 0 | - | - | - | - | None |
| | 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 | 0 | - | - | - | - | None |
| | PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs | A 38. Number of extension programs/projects implemented | Implemetes duly approved extension projects | 0 | 0 | - | - | - | - | None |

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|---------|--|--|---|--------|--|---------|------------|------------|---------|---|
| | | | | | | Quality | Efficiency | Timeliness | Average | |
| | 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 | 0 | 0 | - | - | - | - | None |
| | PI 5. Number of technical/expert services | A 40. Number of technical/expert services as/in: | Provides the technical and expert services requested by beneficiaries | 0 | 0 | - | - | - | - | None |
| | Research Mentoring | Research Mentor | | 0 | 0 | - | - | - | - | None |
| | Peer reviewers/ Panelists | Peer reviewers/Panelists | | 0 | 0 | - | - | - | - | None |
| | Resource Persons | Resource Persons | | 1 | 1 | 5 | 5 | 5 | 5.00 | Proporsoal Writeshop and In-House Review for 2023 (October 26-28), sponsored by CFARRD of Samar State University |
| | Convenor/Organizer | Convenor/Organizer | | 0 | 0 | - | - | - | - | None |
| | Consultancy | Consultant | | 1 | 2 | 5 | 5 | 5 | 5.00 | 2 on-going consultation for statistical analysis (undergraduate) Mr. Joah Eliakim Caintic (BSA) and Ms. Angel Autentico (BSE\$) |
| | Evaluator | Evaluator | | 0 | 0 | - | - | - | - | None |
| | 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 | 0 | - | - | - | - | None |
| | PI 11. Additional outputs * | A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) * | | 0 | 0 | - | - | - | - | None |

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|---|--|---|---|---------------------|--|---------|------------|------------|---------|---|
| | | | | | | Quality | Efficiency | Timeliness | Average | |
| | | A 43. Other outputs implementing the new normal due to covid 19 | Designs extension related activities and other outputs to implement new normal | 0 | 0 | - | - | - | - | None |
| 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-conformity | zero non-conformity | 5 | 5 | 5 | 5.00 | |
| | | 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 | 5.00 | |
| | | 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 % complaint | Zero % complaint | 5 | 5 | 5 | 5.00 | |
| | 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 | | | | | | | |
| | | 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 | | | | | | | | | 100.00 | |

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|---|---------------------------|---------------------------------|----------------|--------|---|---------|------------|------------|---------|---|
| | | | | | | Quality | Efficiency | Timeliness | Average | |
| Average Rating (Total Over-all rating divided by 4) | | | 5.00 | | Comments/Suggestions for Improvement: He has an outstanding class management skills and performs tasks assigned to him excellently. He has exceeded his targets for this year. Great job, Paulo, and keep up the good work! | | | | | |
| Additional Points: | | | | | | | | | | |
| Approved Additional points (with copy of approval) | | | | | | | | | | |
| NUMERICAL RATING | | | | | | | | | | |
| ADJECTIVAL RATING | | | | | | | | | | |
| | Final Rating | | 5.00 | | | | | | | |
| | Adjectival Rating | | Outstanding | | | | | | | |

Evaluated & Rated by:

MAY ANN E. PALEN
MAY ANN E. PALEN

Department Head

Date: *01/04/2022*

Recommending Approval

MA. THERESA P. LORETO
MA. THERESA P. LORETO

Dean, College of Arts and Sciences

Date:

Approved by:

BEATRIZ S. BELONIAS
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mr. Paulo G. Batidor

Performance Rating: Outstanding

Aim: Encourage him to make research and extension project proposals.

Proposed Interventions to Improve Performance:

Date: Target Date: One year from date of intervention

First Step: Make a draft of research proposal

Result: Have a draft of a research proposal for submission

Date: Target Date: End of AY 2022-2023

Next Step: Submit the final research proposal for approval

Outcome: Research and extension project proposal

Final Step/Recommendation: Instruct him to submit the research/project proposal to the OVPREI for approval and possible funding.

Prepared by:


MAY ANN E. PALEN
Head, DepStat

Conforme:


PAULO G. BATIDOR
Name of Ratee