

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **CARL LEONARD M. PRADERA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.92 x50%= 2.46	
b. Students (50%)		4.00 x50%= 2.00	
Total for Instruction	40%	4.46	1.78
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		4.67 100% = 4.67	
Total for Research	30%	4.67	1.40
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		5.00x100% = 5.00	
Total for Extension	15%	5.00	0.75
4. Administration	15%	5.00	0.75
5. Production	0%	0	0.00
<b>TOTAL</b>			<b>4.68</b>

EQUIVALENT NUMERICAL RATING: **4.68**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.68**ADJECTIVAL RATING: **Outstanding**

Prepared by:

Reviewed by:

  
**CARL LEONARD M. PRADERA**

Name of Faculty

  
**LOTIS M. BALALA**

Department Head

Recommending Approval:

  
**SANTIAGO T. PEÑA, JR.**

College Dean

Approved:

  
**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

**“Exhibit B”**

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **CARL LEONARD M. PRADERA**, of the College of Veterinary Medicine 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 to December 2022**.

  
**CARL LEONARD M. PRADERA**  
Ratee

Approved:   
**LOTIS M. BALALA**  
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>HIGHER EDUCATION SERVICES</b>	<b>PI 5:</b> FTE	Instruction	8	13.98	5	5	5	5.00	
	<b>PI 8:</b> Number of students advised	As thesis adviser, as SRC member/chairman							
	On thesis/ field practice/ special problem	As adviser/ SRC member/SRC chairman/field practice coordinator	20	42	5	5	5	5.00	
	Number of approved manuscripts/thesis outline submitted within prescribed period	As thesis adviser	6	6	5	5	5	5.00	
	Number of students advised on consultation	As academic adviser	10	20	5	5	5	5.00	
<b>RESEARCH SERVICES</b>	<b>PI. 3:</b> Number of research outputs published in internationally-refereed or CHED recognized journal within the year	As corresponding author	1	1	5	5	5	5.00	
	Number of externally-funded research projects conducted	As project staff	1	1	5	4	4	4.33	




<b>EXTENSION SERVICES</b>	<b>PI 1:</b> Number of trainees weighted by the length of training	As extension component leader/member in Rabies Awareness Campaign	10	125	5	5	5	5.00	
	<b>PI.5:</b> Number of technical/expert services rendered	As component leader/member of VETMends extension project	1	125	5	5	5	5.00	
	<b>PI 11:</b> Additional outputs Expert/technical services rendered (training, referral, consultation, disease diagnosis and other relevant activities)	As expert in the field of veterinary medicine	10	20	5	5	5	5.00	
<b>ADMINISTRATIVE SUPPORT SERVICES</b>	Number of meetings (college, department, special, consultation meetings, etc)	As faculty member	5	10	5	5	5	5.00	
	Number of activities attended and organized by committee	As chairman/member of the duly-approved CVM standing committees	5	6	5	5	5	5.00	
<b>Total Over-all Rating</b>								<b>19.67</b>	

<b>Average Rating (Total Over-all rating divided by 4)</b>	<b>19.67/4</b>	<b>4.92</b>
<b>Additional Points:</b>		
<b>Approved Additional points (with copy of approval)</b>	<b>XX</b>	
<b>FINAL RATING</b>		<b>4.92</b>
<b>ADJECTIVAL RATING</b>		<b>Outstanding</b>

**Comments & Recommendations for Development Purpose:**


*Dr. Pradera is an achiever. I would recommend for him to take lead role in research where he can share his expertise and gain more experience.*

Evaluated & Rated by:

  
**LOTIS M. BALALA**  
 Dept/Unit Head


Date: 2/13/2008

Recommending Approval:

  
**SANTIAGO T. PEÑA, JR.**  
 College Dean

Date: 2/13/2008

Approved by:

  
**BEATRIZ S. BELONIAS**  
 Vice President for Academic Affairs

Date: 2/16/2008

# PERFORMANCE MONITORING FORM


Name of Employee: CARL LEONARD M. PRADERA

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
2	Maintained Moodle online courseware for VPat 101 and VCLN 102	Virtual classroom	August 2022	August 2022	August 2022	Impressive	Outstanding	Be more creative on virtual platform
3	Computed midterm grades for VPat 101, VCLN 102 and VMED 195	Grade sheets	November 2022	November 2022	November 2022	Impressive	Outstanding	Efficient
4	Made exams for VPat 101 and VCLN 102	Printed exams	November 2022	November 2022	November 2022	Impressive	Outstanding	Learn to make Higher-order thinking skills questions
6	As member of extension projects	Participated in anti-Rabies vaccination drive held at Baybay City Gym	September 28, 2022	September 28, 2022	September 28, 2022	Impressive	Outstanding	Efficient
		Participated in anti-Rabies vaccination drive held at Limasawa, Southern Leyte	August 25-26, 2022	August 25-26, 2022	August 25-26, 2022			
8	As Field Practicum Coordinator	Approved Field Practicum report	August 2022	December 2022	November 2022	Impressive	Outstanding	Enhance time management

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

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

Prepared by:

  
**LOTIS M. BALALA**  
 Unit Head



**EMPLOYEE DEVELOPMENT PLAN**

**Name of Employee:** CARL LEONARD M. PRADERA

**Performance Rating:** OUTSTANDING

**AIM:** To efficiently deliver Instruction, Research and Extension services to achieve the College targets.

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

**Date:** July, 2022 **Target Date:** December, 2022

**First Step:** A normal teaching load (Instruction function) in order to have time for research, extension activities and revision of instructional materials and to devote time as a veterinarian.

**Result:** A better schedule that will allow time for research, extension, field veterinarian and revision of new Instructional Materials.

**Date:** October, 2022 **Target Date:** December, 2022

**Next Step:** To do instruction, research, extension and revision of instructional materials.

**Outcome:** Submitted research output for publication, engaged in Extension activities and revised Instructional Materials.


**Recommendation:**

The department should recruit additional faculty to cover the load of the K to 12 subjects to de-load existing faculty.

Prepared by:

  
**SANTIAGO T. PEÑA, JR.**  
College Dean

Conforme:

  
**CARL LEONARD M. PRADERA**  
Ratee