



Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: JULIUS V. ABELA

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.74	70%	3.32
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.0	30%	1.2
TOTAL NUMERICAL RATING			4.52

TOTAL NUMERICAL RATING: 4.52

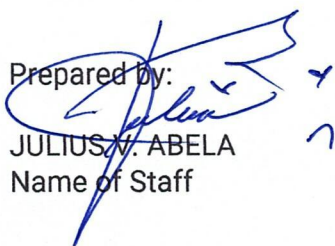
Add: Additional Approved Points, if any:


TOTAL NUMERICAL RATING: 4.52

FINAL NUMERICAL RATING 4.52

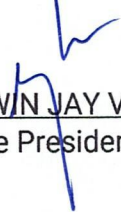
ADJECTIVAL RATING: VS

Prepared by:


JULIUS V. ABELA
Name of Staff


ELWIN JAY V. YU
VP for Admin and Finance

Approved:


ELWIN JAY V. YU
Vice President

"Exhibit B"

I, JULIUS V. ABELA, of the University Disaster Risk-Reduction & Management, Safety & Security Office accomplished the following targets for the period January - June 2024


JULIUS V. ABELA

Ratee

7-10-24

MFO / PAPS	Program/Activities/ Projects	Tasks Assigned	ACCOMPLISHMENT		Rating				Remarks
			Target	Actual	Q ¹	E ²	T ³	A ⁴	
UMFO5: Support to Operations (STO)									
VPAF STO3: ARTA aligned compliance and reporting requirements									
PI 5. Percentage of external clients served and rated the service at least very satisfactory or higher	To serve all clients to meet their satisfactory requirements	Supervision/ Monitor	100%	100%	5	4	5	4.7	Served all transactions of public clients that exceeds the CC standards
UMFO 6 General Administration and Support Services (GASS)									
VPAF MFO 7: Security Services Management Office									
Security Services Management MFOs:									
MFO 1. Conduct Investigation on reported incidents									
PI 1. Investigate all reported incidents	Investigating incident reports inside the VSU perimeter	Supervision/ Monitor reported incidents	100%	100%	5	5	4	4.7	All incidents recorded on the blotter logbook and reported by SG were investigated prudently, and has taken proper action
PI 2. Forward reported incidents to the top management	Submission of consolidated monthly incident reports to the legal office	Review/ Approval of reported incidents	100%	100%	5	5	4	4.7	Endorsement to the legal office for proper action

MFO 2. Accomplishment reporting									
MFO 3. Safety management									
PI 3. Number of Univeristy events provided with security assistance	Number of University events provided with security assistance	Supervision	3	3	5	5	4	4.7	Student Activities, Centennial Anniversary, VSUIHS Graduation, Selection of candidates for the VSU's 7th President
PI 4. Traffic flow management inside the campus	Implementation of traffic policies inside the campus	Supervision	90%	100%	5	5	4	4.7	Fully implemented campus traffic protocols
PI 5. Campus Security and Safety Management Plan	University Security and Safety Management Plan	Supervision	100%	100%	5	5	4	4.7	Fully implemented campus protocols for security and safety
PI 6. Attend DRRM-related trainings	For DRRM preparation	Participate training and workshops	100%	100%	5	5	5	5.0	Attended Basic Life Support Training-workshop
MFO 4. Maintain Peace and Order									
PI 4. Collaboration with LGU's and other local organization	Creates linkages with Local Government units	Local Support	1	1	5	5	5	5.0	Coordinated with local government units such as AFP, PNP, BFP, and EOD during centennial Anniversary for the security and safety
MFO 5. Administrative and Support Services Management									
PI 1. Efficient office management and maintenance	Office management	Supervision	95%	100%	5	5	5	5.0	Zero % customer complaints
PI 2. Creation and implementation of DRRM Plan	University DRRM Plan	University Plan	1	1	4	5	4	4.3	Crafted by CMC and was presented already to the UADCO. For furnish for BOR presentation

MFO 6. Office Improvement and Maintenance / Office Management									
PI 1. Request purchase of back-up handheld radio	For communication purposes	Office Management	10.00	15	5	5	4	4.7	Submitted the request to purchase 15 handheld radios and other DRRM equipment
PI 2. Hire additional office staff	DRRM clerk	Office Management	1	1	5	5	4	4.7	The Job vacancy was posted in the VSU job posting
MFO 7. Proactive Risk and Disaster Management									
PI 1. DRRM programs/ trainings conducted in the campus in preparation to calamities/ disaster	For disaster preparedness	Personnel Development	1	3	5	5	5	5.0	Facilitated the 3 session BLS training-workshop
Total Over-all Rating								61.7	

Average Rating(Total Overall rating divided by 13)		4.74
Additional Points:		
Approved additional points(with copy of approval)	xx	
FINAL RATING		4.74
ADJECTIVAL RATING		O

Comments & Recommendations for Development Purpose:

Improve personnel monitoring skills and coaching and recommended to attend DRRM seminars and workshops

Evaluated & Rated by:

Approved by:

ELWIN JAY V. YU
VP for Admin & Finance
Date: 8-20-24

ELWIN JAY V. YU
VP for Admin & Finance
Date: 8-20-24

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

PERFORMANCE MONITORING & COACHING JOURNAL

/	1st	Q U A R T E R
/	2 nd	
	3 rd	
	4th	

Name of Office: University Disaster Risk-Reduction & Management, Safety & Security Office

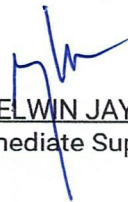
Head of Office: JULIUS V. ABELA

Number of Personnel: 61

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	The top management follow up on actions from the incident reports and follow-up accomplishments quarterly or as the need arises.	Participation of the head in meetings, and workshops conducted by top management.	The issued Memorandums of the Top Management were followed and relayed to the subordinates for implementation	'LOI and verbal instructions of the University President and OVPAF were implemented	Instruction was given.
Coaching	Attend seminars/workshops related to Disaster and Risk-Reduction Management for DRRM planning. Advice for the strict implementation of security and safety university protocol.				The staff concerned were given instructions

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


DR. ELWIN JAY V. YU
 Immediate Supervisor

Noted by:

PROSE IVY G. YEPES
 Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ABELA, JULIUS V.
Performance Rating: O

Aim: To develop linkages and provide training for security personnel as emergency responders to become more resilient and prepared for calamities/ disasters.

Proposed Interventions to Improve Performance:

Date: January 2024 Target Date: January – March 2024

First Step: Coordinate with other agencies for the conduct of disaster preparedness training such as earthquake and fire drills, WASAR/MOSAR, and other DRRM-related activities.

Result: Facilitated the conduct of Basic Life Support attended by organic security guards, neighboring barangays, and students for emergency preparedness.

Date: January 2024 Target Date: January to December 2024

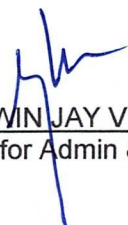
Next Step: Requesting to attend seminars and training for security managers to comply with the application for a License to Operate the security service of the University

Outcome: For continuance of security service inside the campus for the safety and security of constituents

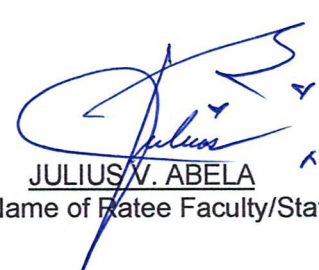
Final Step/Recommendation:

Attend DRRM-related and security-related seminars or trainings for regular updates

Prepared by:


ELWIN JAY V. YU
VP for Admin & Finance

Conforme:


JULIUS V. ABELA
Name of Ratee Faculty/Staff



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JANUARY – JUNE 2024

Name of Staff: JULIUS V. ABELA Position: HEAD, UDRRMSSO

Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements.
1	Poor	The staff fails to meet job requirements

A. Commitment (both for subordinates and supervisors)		Scale				
1.	Demonstrates sensitivity to client's needs and makes the latter's experience in transacting business with the office fulfilling and rewarding.	5	4	3	2	1
2.	Makes self-available to clients even beyond official time	5	4	3	2	1
3	Submits urgent non-routine reports required by higher offices/agencies such as CHED, DBM, CSC, DOST, NEDA, PASUC and similar regulatory agencies within specified time by rendering overtime work even without overtime pay	5	4	3	2	1
4.	Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time.	5	4	3	2	1
5.	Commits himself/herself to help attain the targets of his/her office by assisting co-employees who fail to perform all assigned tasks	5	4	3	2	1
6.	Regularly reports to work on time, logs in upon arrival, secures pass slip when going out on personal matters and logs out upon departure from work.	5	4	3	2	1
7.	Keeps accurate records of her work which is easily retrievable when needed.	5	4	3	2	1
8.	Suggests new ways to further improve her work and the services of the office to its clients	5	4	3	2	1
9	Accepts additional tasks assigned by the head or by higher offices even if the assignment is not related to his position but critical towards the attainment of the functions of the university	5	4	3	2	1

10. Maximizes office hours during lean periods by performing non-routine functions the outputs of which results as a best practice that further increase effectiveness of the office or satisfaction of clientele	5	4	3	2	1
11. Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment	5	4	3	2	1
12. Willing to be trained and developed	5	4	3	2	1
Total Score	49				
B. Leadership & Management (For supervisors only to be rated by higher supervisor)	Scale				
1. Demonstrates mastery and expertise in all areas of work to gain trust, respect and confidence from subordinates and that of higher superiors	5	4	3	2	1
2. Visionary and creative to draw strategic and specific plans and targets of the office/department aligned to that of the overall plans of the university.	5	4	3	2	1
3. Innovates for the purpose of improving efficiency and effectiveness of the operational processes and functions of the department/office for further satisfaction of clients.	5	4	3	2	1
4. Accepts accountability for the overall performance and in delivering the output required of his/her unit.	5	4	3	2	1
5. Demonstrates, teaches, monitors, coaches and motivates subordinates for their improved efficiency and effectiveness in accomplishing their assigned tasks needed for the attainment of the calibrated targets of the unit	5	4	3	2	1
Total Score	19				
Average Score	4				
Overall recommendation:					


DR. ELWIN JAY V. YU
 Immediate Supervisor

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: JULIUS V. ABELA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.9x50% = 2.45	
b. Students (50%)		4.75x50% = 2.37	
Total for Instruction	45%	4.8	2.16
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	10%	5	.5
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension	5%	5	0.25
4. Administration	40%	5 4.74	2 1.92
5. Production			
TOTAL	100%		4.9 4.83

EQUIVALENT NUMERICAL RATING: 4.9 4.

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.9

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

JULIUS V. ABELA

Professor II

MANUEL D. GACUTAN, JR.

Department Head

Recommending Approval:

SUZETTE B. LINA

Dean/Director

Approved:

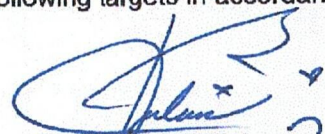
ROTACIO S. GRAVOSO

Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JULIUS V. ABELA**, a faculty member of the **DEPARTMENT OF ANIMAL SCIENCE** commits to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January 2024** to June, 2024.



JULIUS V. ABELA

Professor II

Date: 24 July 2024

Approved:



MANUEL D. GACUTAN, JR.

Department Head

Date: 24 July 2024

Date: 21 July 2021										
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										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	1	1.88	4	4	4	4	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	5	7	5	5	5	5	
		A3. Number of students advised on thesis/special problem/dissertation:								
		As GAC Chairman	Advises and corrects re-search outline and thesis/SP/ dissertation manuscript	5	7	5	5	5	5	
		AS GAC Member	Advises and corrects re-search outline and thesis/SP/ dissertation manuscript	3	3	5	5	5	5	
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	10	20	5	5	5	5	

	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	1	2	5	5	5	5	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	2	5	5	5	5	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	4	5	5	5	5	
		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 Moodle or Google Classroom	2	2	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	2	2	5	5	5	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						
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	3	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	5	5	5	5	5	5	

		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	2	5	5	5	5	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	4	5	5	5	5	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	4	5	5	5	5	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	4	8	5	5	5	5	
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	12	12	5	5	5	5	
		A17. Number of students advised on thesis/field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	3	4	5	5	5	5	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	5	5	5	5	5	5	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	25	35	5	5	5	5	
	PI 9: Number of student organizations advised/assisted*	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	5	5	
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	5	5	5	
	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	1	1	5	5	5	5	

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	2	5	5	5	5	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	2	5	5	5	5	
		<u>A 23</u> : Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor							
		<u>A 24</u> : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	5	5	5	5	
	PI 11. Additional outputs	<u>A 25</u> . 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	1	1	5	5	5	5	
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	2	3	5	5	5	5	
		<u>A 26</u> . Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	2	2	5	5	5	5	
UMFO 3 . RESEARCH SERVICES										
	<u>PI 1</u> . Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<u>A27</u> . 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		-	-	-	-	-	
	<u>PI 2</u> . Number of research outputs completed within the year *	<u>A 28</u> . Number of research outputs completed within the year *	Conducts and completes research project 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-referred or CHED recognized journal within the year:	Writes publishable materials out of research outputs and submits for publication		-	-	-	-	-	
		In refereed int'l journals		1	1	5	5	5	5	
		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 scientific 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 the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	-	-	-	-	-	-	
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	1	1	5	5	5	5
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	6	7	5	5	5	5
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	Implements duly approved extension projects		-	-	-	-	-
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 technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries	2	2	5	5	5	5
Research Mentoring	Research Mentor			-	-	-	-	-
Peer reviewers/ Panelists	Peer reviewers/Panelists		-	-	-	-	-	-
Resource Persons	Resource Persons			-	-	-	-	-
Convenor/Organizer	Convenor/Organizer		-	-	-	-	-	-
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 (excl. conducted by faculty or student & faculty) *	-	-	-	-	-	-	-	-	
	A 43. Other outputs implementing the new normal due to covid 19	-	-	-	-	-	-	-	-	
UMFO 5. SUPPORT TO OPERATIONS										
	OVP I NFO 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	100% Compliant	100%	5	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	-	-	-	-	-	-	-
		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 % no complaint	Zero	5	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							

		Number of activities/initiatives as Head of OUDRRM	Planning, organizing, approving etc activities of the unit	10	12	5	5	5	5	
		Number of University-Based Committees	Review, suggest and approve research proposals, report projects as member of TWG	1	3	5	5	5	5	
		Number of Department/College Based Committee as Chairman/Member	Plans and implements activities expected for committed assignment	5	5	5	5	5	5	
Total Over-all Rating									189	
Average Rating									4.97	
ADJECTIVAL RATING									Outstanding	

Comments & Recommendations for Development Purpose:
*Submit more research and extension proposals.
 Attend/Present papers in cc-conferences*

Evaluated & Rated by:

MANUEL D. GACUTAN, JR.

Head, DAS-CAFS

Date: July 24, 2024

Recommending Approval:

SUZETTE B. LINA

Dean, CAFS

Date: _____

Approved by:

ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: _____

Rating Scale: **4.6 -5.0 Outstanding**
3.8 - 4.5 Very Satisfactory

3.0-3.7 Satisfactory
2.2-2.9 Unsatisfactory

2.1 - & below Poor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **JULIUS V. ABELA**

Performance Rating: **OUTSTANDING**

Aim: To improve teaching effectiveness and enrich research capabilities; develop research proposals; and involve in extension works.

Proposed Interventions to Improve Performance:

Date: January 2024

Target Date: June 2024

First Step: Coaching and monitoring to improve further teaching strategies. Draft research proposals for funding. Develop extension proposals for funding, continue professional development related to instruction, research and extension.

Present scientific papers in conferences and publish articles in peer-reviewed journals.

Result: Better schedule that will allow time for research, extension, publication and revision/crafting of new IMS.

Date: July 2024

Target Date: December 2024

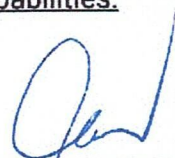
Next Step: Utilization of various technology options, connect to students. Consider new learning methods and collaborations with other faculty. Participation in agricultural webinars and training online.

Outcome: Update the teaching guide, references of subjects and teaching strategies to be used in classes.

Final Step/Recommendation:

Enhance the learning materials used in the classes and collaborate with other departments/ agencies for possible research and extension capabilities.

Prepared by:


MANUEL D. GACUTAN, Jr.
Head, DAS CAFS

Conforme:


JULIUS V. ABELA

Name of Ratee Faculty/Staff



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: ABELA, JULIUS V.

Department: Dept. of Animal Science

College: College of Agriculture & Food Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
AnSc 112	SWINE PRODUCTION AND MANAGEMENT	LEC	4.00	Very Satisfactory	80.0%
AnSc 112	SWINE PRODUCTION AND MANAGEMENT	LEC	5.00	Outstanding	100.0%
AnSc 112	SWINE PRODUCTION AND MANAGEMENT	LAB	5.00	Outstanding	100.0%
AnSc 112	SWINE PRODUCTION AND MANAGEMENT	LEC	5.00	Outstanding	100.0%
Average Rating			4.75	Outstanding	95.00%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory (S)

3.50 – 4.49 Very Satisfactory (VS)

4.50 – 5.00 Outstanding (O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: May 02, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 02, 2024

Received by:

ABELA, JULIUS V.

Name and Signature of Faculty

Date:

Distribution of copies: ODIE, College, Department, Faculty