

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **DINAH M. ESPINA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head (50%) from IPCR	0.50	4.98	2.49
b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	4.00	2.00
Total for Instruction	70%	4.49	3.14
2. Research	5%	5.00	0.25
3. Extension	10%	5.00	0.50
4. Administration	15%	4.92	0.74
TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.63


EQUIVALENT NUMERICAL RATING: 4.63
 Add: Additional Points, if any: -
 TOTAL NUMERICAL RATING: **4.63**

ADJECTIVAL RATING: **Outstanding**

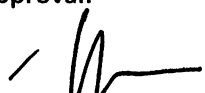
Prepared by:


DINAH M. ESPINA
 Assoc. Prof. 3


Reviewed by:


JULIUS V. ABELA
 Department Head

Recommending Approval:


VICTOR B. ASIO
 Dean, CAFS

Approved:


BEATRIZ S. BELONIAS
 Vice-President for Instruction

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

1. 2019-2020
 2. 2020-2021
 3. 2021-2022
 4. 2022-2023
 5. 2023-2024

Всего за период:

Итого:

1. 2019-2020
 2. 2020-2021

1. 2019-2020
 2. 2020-2021

Всего:

Итого:

2019-2020

2019-2020

2020-2021

2020-2021

2021-2022

2021-2022

2022-2023

2022-2023

Показатель	2019-2020	2020-2021	2021-2022
1. 2019-2020	100	100	100
2. 2020-2021	100	100	100
3. 2021-2022	100	100	100
4. 2022-2023	100	100	100
Итого:	100	100	100

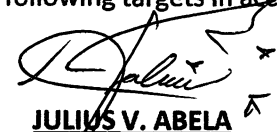
Всего за период:

1. 2019-2020
 2. 2020-2021
 3. 2021-2022
 4. 2022-2023

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **DINAH M. ESPINA**, of the **Department of Animal Science**, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January, 2018 to June, 2018**.


DINAH M. ESPINA
 Ratee

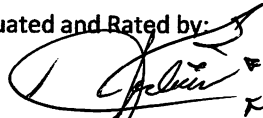
Approved: 
JULIUS V. ABELA
 Head of Unit

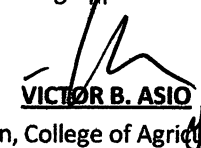
MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)
					Q ¹	E ²	T ³	A ⁴	
Advanced Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Status)	10.5	16.008	5	5	5	5.00	Faculty Academic Load
	Student Research Advising, Grad Outlines/Manuscripts								
	Graduate outlines approved/submitted	Chairman	2	3	5	5	5	5.00	Faculty Academic Load
	Graduate outlines approved/submitted	Member	1	3	5	5	5	5.00	Faculty Academic Load
	Graduate manuscripts approved	Chairman	2	4	5	5	5	5.00	Faculty Academic Load
	Graduate Advisory Committee								
	Number of graduate advisees graduated within prescribe period	Chairman	2	4	5	5	5	5.00	Faculty Academic Load
	IM's Developed/Revised for Graduate Program								
New IM's	Graduate faculty	0	2	5	5	5	5.00	Faculty Academic Load	
Higher Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	15	47.52	5	5	5	5.00	Faculty Academic Load
	Number of Instructional Materials Developed/ Revised and Utilized:								
	New IM's	Developed New IM	1	2	5	5	5	5.00	On file
	Revised IM's within the last 3 years	Revised IMs/Course Outlines	1	3	5	5	5	5.00	On file
	Student Advising and Consultation Services:								
Number of hours spent on student consultation/advising	Attended to student consultation during consultation schedules	25	50	5	5	5	5.00	2 hrs/day	
Research Services	Number of R&D Projects/Studies Conducted/ Completed:								
	Job Placement of Graduates of BSA, BSFT, BSDC, and BAS of CAFS VSU Main Campus, Visca, Baybay City	Study Leader	0	1	5	5	5	5.00	On file
	Number of Linkages: Regional	Member	1	1	5	5	5	5.00	On File


Extension Services	Number of beneficiaries served:								
	Private individuals/groups	Served as Animal Science Specialist/consultant to walk-in individuals/beneficiaries	5	11	5	5	5	5.00	See files
	Technical/ Expert services (international, national, regional):								
	Commodity teams	Member of RRDCT-Livestock	0	1	5	5	5	5.00	On File
	Resource person	Rootcrops Production and Rootcrop-based Livestock Production Enterprise	0	1	5	5	5	5.00	
General Administration and Support Services	Number of staff managed	Animal Nutrition Lab. In-charge	1	1	5	5	5	5.00	See File
	AACCUP Area 6 in PhD Ansci Level I	Area In-charge	1	1	5	5	4	4.67	On File
	Number of University/college committees	Member	2	3	5	5	5	5.00	See file
	Number of DAS Committees	Member	5	8	5	5	5	5.00	See file
Total Over-all Rating								94.67	

Average Rating (Total Over-all Rating/No. of A⁴ Entries)		4.98
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.98
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendation for Development Purpose:
Needs to extend/give extra time for student consultation time per week. Provide good teaching assistance to Animal Science laboratory grading system.

Evaluated and Rated by: 
JULIUS V. ABELA
 Head, Dept. of Animal Science
 Date: _____

Recommending Approval: 
VICTOR B. ASIO
 Dean, College of Agriculture
 Date: _____

Approved by: 
BEATRIZ S. BELONIAS
 Vice-President for Instruction
 Date: _____

Legend:
 Q¹ - Quality
 E² - Efficiency
 T² - Timeliness
 A⁴ - Average

Rating Scale:
 4.6 - 5.0 Outstanding
 3.8 - 4.5 Very Satisfactory
 3.0 - 3.7 Satisfactory
 2.2 - 2.9 Unsatisfactory
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EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DINAH M. ESPINA
Performance Rating: OUTSTANDING

AIM: To efficiently deliver Instruction, Research, Extension and Production services to achieve department targets.

Proposed Interventions to Improve Performance:

Date: January, 2018 **Target Date:** June, 2018

First Step: A normal teaching load (Instruction function) in order to have time for research, extension activities and revision/crafting of IMs.

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


Date: **Target Date:**

Next Step: RDE activities, publication, and revision/preparation of IMs/Syllabi

Outcome: Research output for publication, engaged in Extension/ and Production activities, revised IMs.

Recommendation: The department should recruit additional regular faculty to cover the load of those who are on study leave and the K-11 and K-12 subjects, to de-load existing faculty.

Prepared by:


JULIUS V. ABELA
DAS Head

Conforme:


DINAH M. ESPINA
Name of Ratee Faculty/Staff