

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **LOLITO C. BESTIL**

Period: January-June 2018

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	4.87	2.44
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
Total for Instruction		70%	4.94	3.45
2.	Research	10%	4.95	0.50
3.	Extension	15%	4.85	0.73
4.	Administration	5%	4.90	0.25
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.92

EQUIVALENT NUMERICAL RATING:

4.92

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

4.92

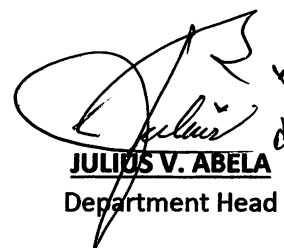
ADJECTIVAL RATING:

OUTSTANDING

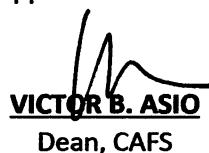
Prepared by:


LOLITO C. BESTIL
 Professor VI

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

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Time	Lat	Long	Alt	Wind	Temp	Humid	Clouds	Remarks
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0300	10 00	100 00	100	000	100	100	000	Clear
0400	10 00	100 00	100	000	100	100	000	Clear
0500	10 00	100 00	100	000	100	100	000	Clear
0600	10 00	100 00	100	000	100	100	000	Clear
0700	10 00	100 00	100	000	100	100	000	Clear
0800	10 00	100 00	100	000	100	100	000	Clear
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1900	10 00	100 00	100	000	100	100	000	Clear
2000	10 00	100 00	100	000	100	100	000	Clear
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2200	10 00	100 00	100	000	100	100	000	Clear
2300	10 00	100 00	100	000	100	100	000	Clear

10. **PROBATION** - 100%
 11. **RECORDS** - 100%
 12. **FINANCIAL** - 100%

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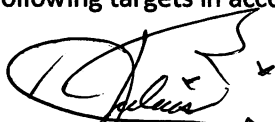
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OFFICE OF THE ATTORNEY GENERAL

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **LOLITO C. BESTIL**, 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**.


LOLITO C. BESTIL
 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 (V-SL Status)	3	8.259	5	5	5	5.0	
	Number of Curricular Review	Reviewer	0	0					
	Approved Graduate Outlines/ Manuscripts submitted within prescribed period	Adviser/Chair, GAC	2	4	5	5	5	5.0	
	Number of Graduates within prescribed period:								
	Masters, Ph.D.	Chairman, GAC	2	3	5	5	5	5.0	
		Member, GAC	1	3	5	5	4	4.7	
	Number of hours spent on student consultation	Adviser/GAC member	25	35	5	5	5	5.0	
Higher Education Services	Full Time Equivalent (FTE)	Instruction (V-SL status)	9	18.3	5	5	5	5.0	
	Number of Student Research Advising:								
	Approved Undergraduate outlines/manuscript submitted within the prescribed period	Thesis Adviser/Comm. member	0	1	5	5	5	5.0	
		Student Research Coordinator	1	1	5	5	5	5.0	
	Student Advising and Consultation Services:								
	Number of hours spent on student consultation	Academic Adviser	15	20	5	4	4	4.3	
	Number of student organizations advised	Adviser	0	1	5	4	4	4.3	
	Number of student-related activities assisted	Committee members	1	2	5	4	5	4.7	
	Number of curricular programs reviewed	CHED-RQAT Member	0	0					
	Board Examination review classes (LEA, etc.)	Reviewer	1	2	5	5	5	5.0	

Research Services	Number of research articles submitted for publication in CHED accredited journals/internationally indexed journals	Main Author/Co-author	1	3	5	5	5	5.0	
	No. of articles reviewed for publication	Reviewer	0	2	5	5	4	4.7	
	Number of Research Outputs Presented in Regional/National/Internat'l Fora /Conferences:								
	In Regional <i>Fora</i> /Conferences (including In-house Review)	Researcher/Presenter	1	3	5	5	5	5.0	
	In National/International <i>Fora</i> /Conferences	Researcher/Presenter	0	0					
	Number of scientific sessions moderated/ evaluated	Moderator/Evaluator	0	0					
	Number of Proj./Studies conducted/completed	Project/Study Leader	4	4	5	5	5	5.0	
	Amount/value (Million Php) of research funds/resources externally generated	Project Leader	0	200,000	5	5	5	5.0	
	Number of linkages forged:								
	National/Regional (DAR, DA, etc.)	Project Leader	0	1	5	5	5	5.0	
Extension Services	Local (Farmer-assn., etc.)	Project Leader	0	0					
	Number of trainings served:								
	DAR/DA/LGU/Others trainings	Resource person	1	2	5	5	5	5.0	
	ATI/VSU trainings	Resource person	1	2	5	5	5	5.0	
	Technical/Expert services (international, national, regional, local):								
	Farmers' Field Day/Farmer consultations	Subj. matter specialist	1	5	5	4	5	4.7	
Administrative Support Services	Number of NGO/FA/Coop/farms served	Res. Person/ Consult.	0	2	5	5	4	4.7	
	Attendance to University committees:								
	Number of meetings of University committees attended	Committee Chair/ Member	10	15	5	5	5	5.0	
	RDE Project administration:								
	Number of PR, canvass papers, PO/vouchers, TO, trip tickets signed and released on time	Project/Study Leader	5	10	5	5	5	5.0	
	Number of Project Reports signed and submitted on time	Project/Study Leader	0	0					
	Number of Project coordination meetings conducted	Project Leader	4	5	5	5	4	4.7	
	Total Over-all Rating							121.8	

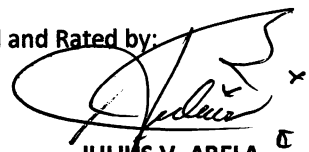
Average Rating (Total Over-all Rating/No. of A4 Entries)		4.87
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.87
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendation for Development Purpose:

Needs to extend/give extra time for student consultation time per week.




Evaluated and Rated by:



JULIUS V. ABELA
Head, Dept. of Animal Science

Date: _____

Recommending Approval:



VICTOR B. ASIO
Dean, College of Agriculture and Food Science

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
2.1 - & below Poor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LOLITO C. BESTIL
Performance Rating: OUTSTANDING

Aim: To provide technical assistance to partner units within VSU system, NGOs, line agencies, and farmers.

Proposed interventions to improve performance and/or competence and qualification to assume higher responsibilities:

Date: January 2018

Target date: June 2018

First step:

Communicate with external campuses and partner units (line agencies/NGO) and discuss their technical needs in support to their livestock project implementation and management, and the capacity-building needs of project personnel.

Result:

Technical trainings for capacity-building conducted, and project implementation and management assisted.

Next step:

Guide and assist them in designing R&D studies in support to their livestock project operation/management.

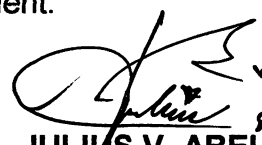
Outcome:

Improved livestock project management; researches conducted and empowered researchers.


Final step/Recommendation:

Serve as Resource Person in these partner units/external campuses & farmers.
Develop short courses on livestock project management.

Prepared by:


JULIUS V. ABELA
Unit Head

Conforme:


LOLITO C. BESTIL
Name of Faculty/Ratee

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: _____
Performance Rating: _____

Agree to provide technical assistance to partner office within VSO system WQOL line
agencies and for more

Proposed in this sentence to improve performance and qualification to
accomplish responsibilities

Date: January 1918 _____
Target date: June 1918 _____

First step:
Communicate with external managers and other units (this separate WQOL) and
discuss their technical needs in order to develop technical information
and management and the ability to bring funds of project personnel

Second:
Technical assistance to develop business conducted and project implementation
and management assisted

Third:
Outline and assist with designing WQOL/other to support to first division
project opportunities for management

Fourth:
Improve financial project management, new project conditions and evaluation
management

Fifth:
First step: Research and development in three center international companies & families
to develop and conduct an inventory of technical assistance

APPROVED
DATE: _____
BY: _____

APPROVED
DATE: _____
BY: _____