SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Members:

AGNES M. TAVEROS

Program Involvement	Percentage Weight of Involvment	Numerical Rating (Rating x%)	Equivalent Numerical Rating
(1)	(2)	(8)	(2x3)
1. Instruction	(=)	(8)	(2.1.5)
a. Head/Dean (50%)		4.66 x 50% = 2.33	
b. Students (50%)		4.17 x 50% = 2.09	
TOTAL for Instructiion	40%	4.42	1.77
2. Research	30%	4.50	1.35
3. Extension	15%	4.83	0.72
4. Administration	15%	4.67	0.70
5. Production	0%	0	0
TOTAL			4.54

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4.54

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.54

ADJECTIVAL NUMERICAL RATING

OUTSTANDING

Prepared by:

NĶSYM. TAVEROS

Name of Faculty

Reviewed by:

EUGENE B. LANADA

Dean, Head DVPCS

Approved:

BEATRIZ S. BELONIAS

Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, AGNES M. TAVEROS, of the College of Veterinary Medicine commit to deliver and agree to be rated on the attainment of the following targets in accordance

with the indicated measures for the period JANUARY 1, 2018 to JUNE 30, 2018.

AGNES M. TAVEROS

Ratee

Approved:

Dr. EUGENE B.

Head of Unit

	Success Indicators			Actual		1	Remarks		
MFO & PAPs		Tasks Assigned	Target	Accomplishment	Q¹	E²	T ³	A ⁴	
Higher Education Services	FTE	Teaching	15	56.60	5	5	5	5.00	
	No. of teaching materials produced, updated or revised	Developing outcomes-based syllabi and lab exercises in courses handle	5	10	4	5	4	4.33	
	No. of thesis manuscript reviewed and assisted	Adviser	5	5	5	4	4	4.33	
	No. of field practice report reviewed and assisted	Field practice coordinator	1	2	4	4	5	4.33	
	Approved thesis manuscript submitted within the prescribed period	SRC adviser or member	7	8	5	5	5	5.00	
	Approved field practice report submitted within the prescribed period	Field practice coordinator	2	2	5	4	5	4.67	
	Number of students sent for practicum	Field practice coordinator	50	50	4	5	5	4.67	
Research Services	Number of research being conducted	As co-researcher on the Survey of the Prevalence of Selected Animal-Borne Zoonotic Bacterial, fungal and Parasitic Agents and Associated Risk Factors	1	1	4	4	4	4.00	
	Number of research papers reviewed for publication in a refereed journal	Reviewer	1	1	5	5	5	5.00	

Extension Services	Number of extension	As component leader on Vaccinating Chicken Flocks	1	1	4	5	4	4.33	
	projects being conducted	Against ND Disease in Leyte							
	Number of persons trained	Resource person on the Training of Trainers on CSFBS	10	15	5	5	5	5.00	
		on Free-Range Chicken Management							
	Technical/Expert services	As veterinarian/consultant for small animals, wildlife	16	18	5	5	5	5.00	
		animals, in the CVM clinic and neighboring barangays							
**************************************	Number of beneficiaries served	Vaccination and seminar of farmer beneficiaries on	10	20	5	5	5	5.00	**
		Vaccinating Chicken Flocks Against ND Disease in Leyte							
Administrative	CVM Faculty and Staff	As faculty	6	8	5	4	5	4.67	
Support Services	meetings attended								
	No. of documents acted	As faculty member, academic adviser, SRC member	10	30	4	5	5	4.67	
	upon on time	and field practice coordinator							
	No. of documents released	Academic adviser	10	15	4	4	5	4.33	
	on time								
	No. of assigned tasks	Academic adviser, CVM faculty, CVM Committee	7	7	5	4	4	4.33	
	completed before the	member or chairman							
	deadline			ga., 4111					
	Number of student-related	Guide, oversee and facilitate student activities	5	7	5	5	5	5.00	
	activities assisted								
	Revision of existing curriculum proposal to comply with new	Review of new curriculum based on CMO No. 1 s. 2018	1	1	5	5	5	5.00	
	CMO - CMO No. 1 s. 2018								
· · · · · · · · · · · · · · · · · · ·	Phase 2 Level 3 AACCUP	Area I In-charge	1	1	5	4	5	4.67	
	accredited								
Total Over-all Rating								18.62	

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Average Rating (Total Over-all rating divided by 4)	18.62	4.66
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.66
ADJECTIVAL RATING		Outstanding

FINALR	ATING					
ADJECT	IVAL RATING					
Evaluated	d and Rated by:					Recommending Approval:
Allan	Mel					Sun Alle
	B. LAÑADA					EUGENE B. LAÑADA
Dept./Uni	it Head					College Dean
Date:						Date:
LEGEND:	Q¹ – quality	4.6	_	5.0	Outstanding	
	E ² – Efficiency	3.8		4.5	Very Satisfactory	
	T³ – Timeliness	3.0	-	3.7	Satisfactory	
	A ⁴ – Average	2.2	-	2.9	Unsatisfactory	
		2.1 8	k bel	low	Poor	

Comments & Recommendate Development Purpose:	ations for
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Approved by:	
BEATRIZ S. BELONIAS Vice President for Instruction t	

Date:____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: <u>AGNES M. TAVEROS</u> 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: 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 of instructional materials

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

Date: April 2018 Target Date: June 2018

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 those who are on study leave and the K to 12 subjects to de-load existing faculty.

Prepared by:

College Dean

Conforme:

AGNES/M. TAVEROS

Ratee