

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

Name of Faculty Members: **AGNES M. TAVEROS**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.66 x 50% = 2.33	
b. Students (50%)		4.17 x 50% = 2.09	
TOTAL for Instruction	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

EQUIVALENT NUMERICAL RATING: 4.54

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.54

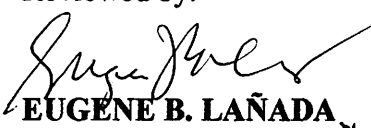
ADJECTIVAL NUMERICAL RATING

**OUTSTANDING**


Prepared by:

  
**AGNES M. TAVEROS**  
Name of Faculty

Reviewed by:

  
**EUGENE B. LAÑADA**  
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. LANADA**  
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>	
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 <i>Survey of the Prevalence of Selected Animal-Borne Zoonotic Bacterial, fungal and Parasitic Agents and Associated Risk Factors</i>	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	

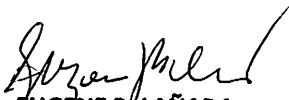
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Average Rating (Total Over-all rating divided by 4)	18.62	4.66
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.66
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for  
Development Purpose:

*Do more research in  
the line of specialty*

Evaluated and Rated by:



**EUGENE B. LAÑADA**  
Dept./Unit Head

Date: \_\_\_\_\_

Recommending Approval:



**EUGENE B. LAÑADA**  
College Dean

Date: \_\_\_\_\_

Approved by:



**BEATRIZ S. BELONIAS**  
Vice President for Instruction

Date: \_\_\_\_\_

LEGEND:	Q <sup>1</sup> – quality	4.6 - 5.0	Outstanding
	E <sup>2</sup> – Efficiency	3.8 - 4.5	Very Satisfactory
	T <sup>3</sup> – Timeliness	3.0 - 3.7	Satisfactory
	A <sup>4</sup> – Average	2.2 - 2.9	Unsatisfactory
		2.1 & below	Poor

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: AGNES M. TAVEROS  
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:

  
EUGENE B. LAÑADA  
College Dean

Conforme:

  
AGNES M. TAVEROS  
Ratee