

**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%)		$4.70 \times 50\% = 2.35$	
b. Students (50%)		$4.67 \times 50\% = 2.34$	
TOTAL for Instruction	40%	4.69	1.88
2. Research	30%	4.50	1.35
3. Extension	15%	4.75	0.71
4. Administration	15%	4.5	0.68
5. Production	0%	0	0
TOTAL			4.61

EQUIVALENT NUMERICAL RATING: 4.61


Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.61


ADJECTIVAL NUMERICAL RATING

Outstanding


Prepared by:


AGNES M. TAVEROS
Name of Faculty

Reviewed by:


SANTIAGO T. PEÑA, JR.
Dean, Head DVBS

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 **JULY 1, 2019** to **DECEMBER 31, 2019**.

AGNES M. TAVEROS
Ratee

Approved:

SANTIAGO T. PEÑA, JR.
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Higher Education Services	FTE	Teaching	15	55.95	5	5	5	5.00	
	No. of teaching materials produced, updated or revised	Developing outcomes-based syllabi and lab exercises in courses handle	5	5	5	4	5	4.67	
	No. of thesis manuscript reviewed and assisted	Adviser	5	5	5	4	5	4.67	
	No. of field practice report reviewed and assisted	Field practice coordinator	1						Complied with last January to June 2019
	Approved thesis manuscript submitted within the prescribed period	SRC adviser or member	5						
	Approved field practice report submitted within the prescribed period	Field practice coordinator	2						
	Number of students sent for practicum	Field practice coordinator	23						
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	5	4	4	4.33	
	Number of research paper presentd	Presentor	1						Complied with Jan-June 2019
	Number of research papers reviewed for publication in a refereed journal	Reviewer	1	1	5	4	5	4.67	
Extension Services	Number of extension projects being conducted	As component leader on Vaccinating Chicken Flocks Against ND Disease in Leyte	1	1	5	5	5	5.00	
	Technical/Expert services	As veterinarian/consultant for small animals, wildlife animals, in the CVM clinic and neighboring barangays	16	16	5	4	5	4.67	

	Number of beneficiaries served	Vaccination and seminar of farmer beneficiaries on Vaccinating Chicken Flocks Against ND Disease in Leyte	10	10	5	4	5	4.67	
Administrative Support Services	CVM Faculty and Staff meetings attended	As faculty	6	9	5	5	5	5.00	
	No. of documents acted upon on time	As faculty member, academic adviser, SRC member and field practice coordinator	10	20	5	5	5	5.00	
	No. of documents released on time	Academic adviser	10	20	5	5	5	5.00	
	No. of assigned tasks completed before the deadline	Academic adviser, CVM faculty, CVM Committee member or chairman	7	7	4	4	4	4.00	
	Number of student-related activities assisted	Guide, oversee and facilitate student activities	5	5	4	4	4	4.00	
Total Over-all Rating								18.80	

Average Rating (Total Over-all rating divided by 4)	18.80/4	4.70
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.70
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

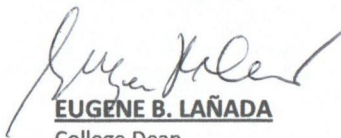
Explore other potential extension activities/services

Evaluated and Rated by:


SANTIAGO T. PEÑA, JR.
Dept./Unit Head

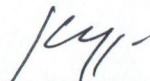
Date: _____

Recommending Approval:


EUGENE B. LAÑADA
College Dean

Date: _____

Approved by:


BEATRIZ S. BELONIAS
Vice President for Instruction

Date: _____

LEGEND:

Q ¹ – quality	4.6 - 5.0	Outstanding
E ² – Efficiency	3.8 - 4.5	Very Satisfactory
T ³ – Timeliness	3.0 - 3.7	Satisfactory
A ⁴ – 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: July, 2019

Target Date: December, 2019

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: October 2019

Target Date: December 2019

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.

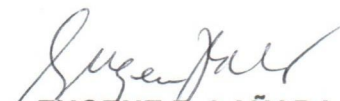
Recommendation:

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:

Conforme:


AGNES M. TAVEROS
Ratee


EUGENE B. LAÑADA
College Dean