

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Ma. Rosa De Lima G. Beato

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	4.91	2.46
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	4.33	2.17
Total for Instruction		70%	4.62	3.24
2.	Extension	15%	4.92	0.74
3.	Production	10%	4.92	0.49
4.	Administration	5%	4.87	0.24
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.71

EQUIVALENT NUMERICAL RATING:

4.71

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.71

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

Reviewed by:

MA. ROSA DE LIMA G. BEATO

Instructor 3

JULIUS V. ABELA

Department Head

Recommending Approval:

Approved:

VICTOR B. ASIO

Dean, CAFS

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

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MA. ROSA DE LIMA G. DEATO

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (1x3) (4)
1. Instruction	a. Head (50%) from IFCR	0.50	4.81	2.40
	b. Student (50%) from Teaching Performance Eval. by Students	0.50	4.33	2.17
	Total for Instruction	1.00	4.57	4.57
2. Extension		15%	4.83	0.72
3. Production		10%	4.92	0.49
4. Administration		20%	4.87	0.97
TOTAL		100%	TOTAL NUMERICAL RATING	6.71

EQUIVALENT NUMERICAL RATING:
Add. Additional Points, if any:
TOTAL NUMERICAL RATING:

6.71

OUTSTANDING

ADJECTIVAL RATING:

Prepared by:

Reviewed by:

JULIUS V. ABELA
Department Head

MA. ROSA DE LIMA G. DEATO
Instructor 3

Recommending Approval:

Approved:

BEATRIZ S. DELONIA
Vice-President for Instruction

VICTOR B. ASIO
Dean, CAS

RATING SCALE: 4.6-5.0 Outstanding
3.8-4.5 Very Satisfactory
3.0-3.7 Satisfactory
2.5-2.9 Unsatisfactory
2.1 & below Poor

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, MA. ROSA DE LIMA G. BEATO, 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 July, 2018 to December, 2018.

MA. ROSA DE LIMA G. BEATO
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 Leave Status)	5	5	5	5	5	5.00	
Higher Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	18	19.9	5	4.5	5	4.83	
Extension Services	Student Advising and Consultation Services:								
	Number of organizations advised	1) Senior Adviser of Society of Animal Science Students (SASS)	1	1	5	5	5	5.00	
	Number of students coordinate/ advised for Field Practice	Field Practice Coordinator	25	25	5	5	5	5.00	
	No. of beneficiaries served (as specialist/consultant & as resource person)								
	Groups	Resource Person	2	5	5	4	5	4.67	
	Individuals (walk-in)	Animal Production Specialist	5	5	4	5	5	4.67	
	No. of extension proposals submitted	Researcher/Project Leader	2	2	4.5	5	5	4.83	
	No. of extension proposals approved	Researcher/Project Leader	2	2	5	5	5	5.00	
	Amount of extension money generated from external funding	Researcher/Project Leader	Php 6 M	Php 6.3 M	5	5	5	5.00	
	No. of extension projects conducted	Researcher/Project Leader	8	8	5	5	5	5.00	
	Number of linkages forged:								
	Regional	Project Leader	0	0					
	Local (Mayors, MAOs, Farmer Associations)	Project Leader	8	8	5	5	5	5.00	
	Extension Project Administration:								
	Number of PR, canvass papers, PO, Vouchers, TO, trip tickets signed and released on time	Project Leader	15	29	5	5	5	5.00	

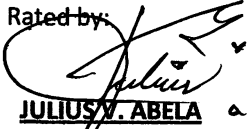
	Number of Project Reports signed and submitted on time	Project Leader	8	8	5	5	5	5.00	
	Number of Project Coordination meetings conducted (with Mayors, MAOs, Farmer Associations)	Project Leader	8	14	5	5	5	5.00	
Production Services	Number of Animal Projects developed/improved or maintained	Develop and maintain the DAS Beef Cattle and Pasture Project	1	1	5	5	5	5.00	
	Number of staff/caretakers managed	Supervised staff/caretakers	4	4	5	5	5	5.00	
	Percentage of STF projects supporting instruction, research and extension	DAS Beef Cattle and Pasture project supporting instruction, research and extension	75%	80%	5	5	5	5.00	
	Percentage increase in inventory sales and/or income of the projects relative to previous year	DAS Beef Cattle and Pasture Project	40%	50%	5	4	5	4.67	
Administrative & Support Services	PI 1 Number of Faculty/Staff meeting attended	Attended meetings	4	5	5	5	5	5.00	
	PI 2. Percentage of accomplishment in DAS AACUP Accreditation in Area 2 (Faculty), PhD Level 1 Accreditation	Gathered and prepared documents for Area 2 (PhD Level 1 Accreditation)	100%	100%	5	5	5	5.00	
	PI 3. Number of department committees involvement	1. As Chairperson: Library Enhancement and Socials and Sports Committees	1	2	4	4	5	4.33	
		2. As Member: Curriculum, Personnel Grievance, Instructional Materials Review (IMRC), Research and Development, Extension, Training and Community Development, Laboratory Enhancement, and Accreditation for AACUP, COE, NAFES, ISO.	4	7	5	5	5	5.00	
	PI 4. Number of university assignments approved by the university	Department-Based Guidance Facilitator and Department Tree Planting Coordinator	1	2	5	5	5	5.00	
Total Over-all Rating								113.00	


Average Rating (Total Over-all Rating/No. of A ⁴ Entries)		4.91
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.91
ADJECTIVAL RATING		OUTSTANDING


Comments & Recommendation for Development Purpose:
*Needs further studies on Ph.D.
 & other academic trainings
 in the next two years.*

Legend:

- Q¹ - Quality**
- E⁴ - Efficiency**
- T² - Timeliness**
- A⁴ - Average**

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: _____

- 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**

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ma. ROSA DE LIMA G. BEATO
Performance Rating: OUTSTANDING

Aim: To improve department works (instruction, research and extension)
and enhance the management of beef cattle project.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 2018 Target Date: September 2018

First Step: Outline things to be done to achieve better accomplishments.

Result: Students were guided on the discussion and laboratory works. Increased
number of animals and income in the beef cattle project. In regards to extension
YRRP Projects, MOA's were signed by farmers' organization beneficiaries for eight
(8) municipalities.

Date: October 2018 Target Date: December 2018

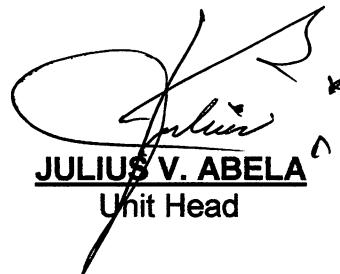
Next Step: Improve teaching strategies to impart knowledge to students
(instruction) and to extension YRRP project beneficiaries.

Outcome: Carried out responsibilities.


Final Step/Recommendation:

Request the instructor to attend seminars and trainings for advance
knowledge related to the field of discipline.

Prepared by:


JULIUS V. ABELA
Unit Head

Conforme:


MA. ROSA DE LIMA G. BEATO
Name of Ratee (Faculty)

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MA. ROSA DELIMA G. BEATO
 Performance Rating: OUTSTANDING

Aim: To improve department work (instruction, research and extension) and enhance the management of beef cattle project.

Proposed interventions to improve performance and/or Competence and Qualification to assume higher responsibilities:

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Request the instructor to attend seminars and trainings for advance knowledge related to the field of discipline.

Prepared by:

JULIUS Y. ABELA
 Unit Head

Conformer:

MA. ROSA DELIMA G. BEATO
 Name of Ratee (Faculty)