

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ROGER ROQUE E. BUSTAMANTE

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	50	4.79	2.39
	b. Student (50%) from Teaching Performance Eval'n. By-Students	50	4.67	2.33
Total for Instruction		70%	4.73	3.31
2.	Research	5%	4.50	0.23
3.	Extension	10%	4.86	0.49
4.	Production	10%	4.67	0.47
5.	Administration	5%	5.00	0.25
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.74

EQUIVALENT NUMERICAL RATING:

4.74

Add: Additional Points, if any:

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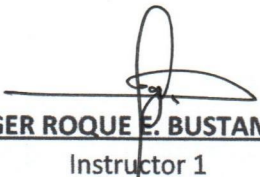
TOTAL NUMERICAL RATING:

4.74

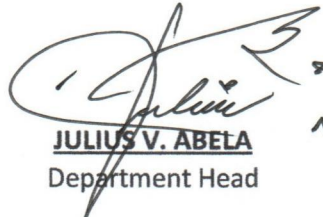
ADJECTIVAL RATING:

OUTSTANDING


Prepared by:


ROGER ROQUE E. BUSTAMANTE
Instructor 1

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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **ROGER ROQUE E. BUSTAMANTE**, 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, 2019 to June, 2019**.

ROGER ROQUE E. BUSTAMANTE

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	
Higher Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	35	40.67	5	5	5	5.00	
	Number of Instructional Facilities/ Laboratories Developed/ Improved/ Maintained	Manager, DAS Goat and Sheep Project	1	1	5	4	4	4.33	
	Student Advising and Consultation Services:								
	Number of students advised - as Academic Adviser	Advised BAS students	50	57	5	5	5	5.00	
	Number of hours spent on student consultation	Academic Adviser/Consultant to BAS students	10	12	5	4	4	4.33	
	Number of senior high school students lectured	Serve as lecturer of the SH students	20	28	5	4	5	4.67	
	Number of Trainings/Seminars Attended	Participant	1	2	5	5	5	5.00	
	Number of students in NSTP-CWTS training Coordinated	Coordinator	40	42	5	5	4	4.67	
Research Services	Percentage of research project accomplished	Study Leader, : Study 4: In Situ Digestibility of Supplemental Forage-Based Silages and Bypass Protein Source and their effects on basal diet utilization & Grower Goat Performance	90%	97%	5	4	4	4.33	
	Number of Students for Research Advising and Consultation Services	Thesis Adviser	1	1	5	5	4	4.67	
Extension Services	No. of beneficiaries served	Served as Animal Science Specialist/consultant to walk in individuals/beneficiaries	10	15	5	5	5	5.00	
		Served as Animal Science Extension Communicator	1	1	5	4	5	4.67	

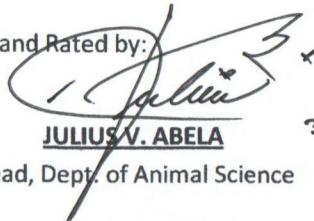
	No. of trainings served	Served as Resource in of ATI-R8 for Livestock and Sustainability	1	1	5	5	5	5.00	
	No. of extension project proposals submitted	Researcher/Project Leader	2	2	5	5	5	5.00	
	No. of extension project proposals approved	Researcher/Project Leader	2	2	5	5	5	5.00	
	Amount of extension money generated from external funding (DA/YRRP)	Researcher/Project Leader	Php 1 M	Php 1.3 M	5	4	5	4.67	
	No. of extension projects conducted	Researcher/Project Leader	2	2	5	4	5	4.67	
	Number of linkages forged:								
	Regional	Study Leader	1	1	5	5	4	4.67	
	Local (Mayors, MAOs, Farmer Associations)	Project Leader	1	4	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	5	7	5	5	4	4.67	
	Number of Project Reports signed and submitted on time	Project Leader	2	2	5	5	5	5.00	
	Number of Project Coordination meetings conducted (with Mayors, MAOs, Farmer Associations)	Project Leader	2	2	5	5	5	5.00	
Production	Number of Animal Projects Supervised	Manager of DAS Goat and Sheep Project	1	1	5	5	5	5.00	
	Number of staff/caretakers managed	Supervised staff/caretakers	2	2	5	4	5	4.67	
	Percentage of STF projects supporting instruction, research, and extension	DAS Goat/Sheep Project supporting instruction, research, and extension	75%	80%	5	4	5	4.67	
	Percentage increase in inventory value and/ or income of the projects relative to previous year	DAS Goat and Sheep Project Income	40%	45%	5	4	4	4.33	
Administrative Support Services	Number of Faculty/Staff meeting attended	Attended meetings	3	3	5	5	5	5.00	
	Number of department committees involved as member	Member: DAS AACCUP , COE, NAFES, ISO; DAS instructional Materials Review; DAS Social and Sports; DAS Research and Development; DAS Laboratory and Library Enhancement; DAS Physical and Site Development; DAS Undergrad. Stud. Res. Committees	5	7	5	5	5	5.00	
	Number of department committees involved as chairman	DAS Extension and Training	1	1	5	5	5	5.00	
				Total Over-all Rating				134.00	

Average Rating (Total Over-all Rating/No. of A ⁴ Entries)		4.79
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.79
ADJECTIVAL RATING		Outstanding

Comments & Recommendation for Development Purpose:

Needs to pursue
Ph.D degree

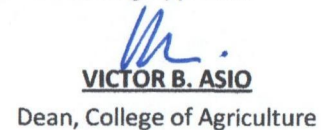
Evaluated and Rated by:


JULIUS V. ABELA

Head, Dept. of Animal Science

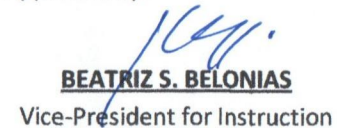
Date: _____

Recommending Approval:


VICTOR B. ASIO
Dean, College of Agriculture

Date: _____

Approved by:


BEATRIZ S. BELONIAS
Vice-President for Instruction

Date: _____

Legend:

Q¹ - Quality
E^c - Efficiency
T^c - 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: ROGER ROQUE E. BUSTAMANTE
Performance Rating: OUTSTANDING

Aim: To further improved teaching strategies and participate to the
Research activities of the Department.

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

Date: January 2019 Target Date: June 2019

First Step Continue developing instructional materials and develop strategies
in handling field activities for the students to learn by doing.
Participate with the research of Dr. Bestil at VSU-Villaba.

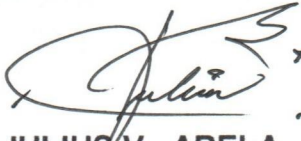
Result: Students were able to cope up with class discussions and become
more responsible in the class field activities learned strategies in
doing research work in a bigger perspective.

Outcome: Good performance in the examination and better field output
(laboratory works). Able to link with other researches.

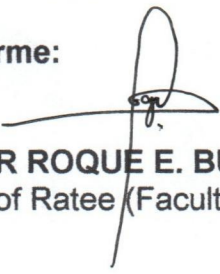
Final Step/Recommendation:

Adopt the strategies employed for the next batch of students. Continue
the linkage with other researchers.

Prepared by:


JULIUS V. ABELA
Unit Head

Conforme:


ROGER ROQUE E. BUSTAMANTE
Name of Ratee (Faculty)