

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **CARL LEONARD M. PRADERA**

| Program Involvement<br>(1)             | Percentage<br>Weight of<br>Involvement<br>(2) | Numerical Rating<br>(Rating x%)<br>(3) | Equivalent<br>Numerical<br>Rating<br>(2x3) |
|--|---|--|--|
| 1. Instruction                         |   |  |  |
| a. Head/Dean (50%)                     |   | 4.93 x50%= 2.47                        |  |
| b. Students (50%)                      |   | 4.00 x50%= 2.00                        |  |
| Total for Instruction                  | 40%   | 4.47                                   | 1.79                                       |
| 2. Research                            |   |  |  |
| a. Client/Dir. for Research (50%)      |   |  |  |
| b. Dept. Head/Center Director<br>(50%) |   | 4.67 100% = 4.67                       |  |
| Total for Research                     | 30%   | 4.67                                   | 1.40                                       |
| 3. Extension                           |   |  |  |
| a. Client/Dir. for Extension (50%)     |   |  |  |
| b. Dept Head/Center Director<br>(50%)  |   | 4.89x100% = 4.89                       |  |
| Total for Extension                    | 15%   | 4.89                                   | 0.73                                       |
| 4. Administration                      | 15%   | 4.84                                   | 0.73                                       |
| 5. Production                          | 0%  | 0                                      | 0.00                                       |
| <b>TOTAL</b>                           |   |  | <b>4.65</b>                                |

EQUIVALENT NUMERICAL RATING: **4.65**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.65**ADJECTIVAL RATING: **Outstanding**

Prepared by:

Reviewed by:

**CARL LEONARD M. PRADERA**

Name of Faculty

**LOTIS M. BALALA**

Department Head

Recommending Approval:

**SANTIAGO E. PEÑA, JR.**

College Dean

Approved:

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

**“Exhibit B”**

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **CARL LEONARD M. PRADERA**, of the College of Veterinary Medicine 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 to June 30, 2022.**

  
**CARL LEONARD M. PRADERA**

Ratee

Approved:

  
**LOTIS M. BALALA**

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> |  |
| <b>HIGHER EDUCATION SERVICES</b> | <b>PI 5:</b> FTE  | Instruction  | 8      | 28.80                 | 5              | 5              | 5              | 5.00           |  |
|                                  | <b>PI 8:</b> Number of students advised   | As thesis adviser, as SRC member/chairman                      |        |                       |                |                |                |                |  |
|                                  | On thesis/ field practice/ special problem  | As adviser/ SRC member/SRC chairman/field practice coordinator | 20     | 50                    | 5              | 5              | 5              | 5.00           |  |
|                                  | Number of approved manuscripts/thesis outline submitted within prescribed period  | As thesis adviser  | 6      | -                     | 4              | 5              | 5              | 4.67           | To be accomplished this July to December |
|                                  | Number of students advised on consultation  | As academic adviser  | 10     | 10                    | 5              | 5              | 5              | 5.00           |  |
|                                  | PI 11: Additional outputs – Number of instructional materials reviewed  | As member of the Instructional Materials and IMs Committee     | 2      | 3                     | 5              | 5              | 5              | 5.00           |  |
| <b>RESEARCH SERVICES</b>         | <b>PI. 3:</b> Number of research outputs published in internationally-refereed or CHED recognized journal within the year | As corresponding author  | 1      | -                     | 5              | 5              | 4              | 4.67           | To be accomplished this July to December |
|                                  | Number of externally-funded research projects conducted   | As project staff   | 1      | 1                     | 5              | 4              | 4              | 4.33           |  |



|  |   |   |    |     |   |   |   |       |  |
|--|---|---|----|-----|---|---|---|-------|--|
| <b>EXTENSION SERVICES</b>              | <b>PI 1:</b> Number of trainees weighted by the length of training  | As extension component leader/member in Rabies Awareness Campaign | 10 | 125 | 5 | 5 | 5 | 5.00  |  |
|  | <b>PI.5:</b> Number of technical/expert services rendered   | As component leader/member of VETMends extension project          | 1  | 125 | 5 | 4 | 5 | 4.67  |  |
|  | <b>PI 11:</b> Additional outputs Expert/technical services rendered (training, referral, consultation, disease diagnosis and other relevant activities) | As expert in the field of veterinary medicine                     | 10 | 20  | 5 | 5 | 5 | 5.00  |  |
| <b>ADMINISTRATIVE SUPPORT SERVICES</b> | Number of meetings (college, department, special, consultation meetings, etc)   | As faculty member   | 12 | 12  | 5 | 4 | 5 | 4.67  |  |
|  | Number of activities attended and organized by committee  | As chairman/member of the duly-approved CVM standing committees   | 5  | 6   | 5 | 4 | 5 | 4.67  |  |
| <b>Total Over-all Rating</b>           |   |   |    |     |   |   |   | 19.33 |  |

|  |                |                    |
|--|----------------|--------------------|
| <b>Average Rating (Total Over-all rating divided by 4)</b> | <b>19.33/4</b> | <b>4.83</b>        |
| <b>Additional Points:</b>                                  |                |                    |
| <b>Approved Additional points (with copy of approval)</b>  |                |                    |
| <b>FINAL RATING</b>  |                | <b>4.83</b>        |
| <b>ADJECTIVAL RATING</b>                                   |                | <b>Outstanding</b> |

**Comments & Recommendations for Development Purpose:**

Dr. Prater is doing a great job in the college. It is recommended that he also manages his time well to maintain a healthy & balance life.

Evaluated & Rated by:

**LOTIS M. BALALA**

Dept/Unit Head

Date:

2/2/2022

Recommending Approval:

**SANTIAGO T. PEÑA, JR.**

College Dean

Date:

8/1/2022

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date:

8/10/2022

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

# PERFORMANCE MONITORING FORM


Name of Employee: CARL LEONARD M. PRADERA

| Task No. | Task Description  | Expected Output   | Date Assigned  | Expected Date to Accomplish | Actual Date accomplished | Quality of Output* | Over-all assessment of output** | Remarks/ Recommendation                              |
|----------|---|---|----------------|-----------------------------|--------------------------|--------------------|---------------------------------|--|
| 1        | Created Virtual Classroom for VMed 195                  | Virtual classroom   | January 2022   | January 2022                | January 2022             | Impressive         | Outstanding                     | Add more content                                     |
| 2        | Maintained Moodle online courseware for VPat 102        | Virtual classroom   | January 2022   | January 2022                | January 2022             | Impressive         | Outstanding                     | Be more creative on virtual platform                 |
| 3        | Computed grades for VPat 102 and VMed 195               | Grade sheets  | June 2022      | June 2022                   | June 2022                | Impressive         | Outstanding                     | Efficient  |
| 4        | Made exams for VPat 102                                 | Examinations  | June 2022      | June 2022                   | June 2022                | Impressive         | Outstanding                     | Learn to make Higher-order thinking skills questions |
| 5        | As faculty assigned for AREA III Level IV accreditation | Compliance and Narrative Report<br><br>Presentation                   | January 2022   | June 2022                   | June 2022                | Impressive         | Outstanding                     | Enhance managerial skills                            |
| 6        | As member of extension projects                         | Participated in anti-Rabies vaccination drive held at Baybay City Gym | March 26, 2022 | March 26, 2022              | March 26, 2022           | Impressive         | Outstanding                     | Efficient  |
| 7        | As SRC member/chairman in student thesis                | Approved thesis manuscript  | February 2022  | June 2022                   | June 2022                | Impressive         | Outstanding                     | Enhance time management                              |
| 8        | As Field Practicum Coordinator                          | Approved Field Practicum report                                       | January 2022   | June 2022                   | June 2022                | Impressive         | Outstanding                     | Enhance time management                              |

\* Either very impressive, impressive, needs improvement, poor, very poor

\*\* Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

  
**LOTIS M. BALALA**  
 Unit Head



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: CARL LEONARD M. PRADERA  
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, 2022 Target Date: June, 2022

First Step: A normal teaching load (Instruction function) in order to have time for research, extension activities and revision of instructional materials and to devote time as a veterinarian.

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

Date: March, 2022 Target Date: June, 2022

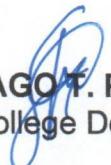
Next Step: To do instruction, research, extension and revision of instructional materials.

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 the K to 12 subjects to de-load existing faculty.

Prepared by:

  
SANTIAGO T. PEÑA, JR.  
College Dean

Conforme:

  
CARL LEONARD M. PRADERA  
Ratee