

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **SHIELA R. RABE**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.96 x 50%= 2.48	
b. Students (50%)		4.25 x 50%= 2.13	
Total for Instruction	70%	4.61	3.23
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		4.89 x100% = 4.89	
Total for Extension	15%	4.89	0.73
4. Administration	15%	5.00	0.75
5. Production	0%	0	0.00
<b>TOTAL</b>			<b>4.71</b>

EQUIVALENT NUMERICAL RATING: **4.71**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.71**ADJECTIVAL RATING: **Outstanding**

Prepared by:

Reviewed by:

  
**SHIELA R. RABE**

Name of Faculty

  
**SANTIAGO T. PEÑA, JR.**

Department Head

Recommending Approval:

  
**SANTIAGO T. PEÑA, JR.**

College Dean

Approved:

  
**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

**“Exhibit B”**

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

I, **SHIELA R. RABE**, 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 **July 2022** to **December 2022**.

  
**SHIELA R. RABE**  
Ratee

Approved:   
**SANTIAGO T. PEÑA, JR.**  
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	PI 5: Total FTE, coordinates, implemented and monitored	As course in-charge	7	38.25	5	5	5	5.00	
	PI 8: Number of students advised:								
	On thesis/ field practice/ special problem	As adviser	4	8	5	5	5	5.00	
	Number of approved manuscripts submitted within prescribed period	As adviser	2	2	5	5	5	5.00	
	On consultation	As adviser	16	40	5	5	5	5.00	
	PI 10: Number of instructional materials developed								
	Number of virtual classrooms created and operationalized	As course in-charge/instructor	1	1	5	5	5	5.00	
	Flexible instructional materials	As course in-charge/instructor	2	2	5	5	5	5.00	
	Assessment tools (No. of courses handled X 2)	As course in-charge/instructor	2	2	5	5	5	5.00	
Extension Services	PI 1: Number of person-days trained weighted by length of training	As component leader/ member	8	30	-	-	-	-	Second half (July-Dec)
	PI 4: Number of beneficiaries served	As component leader/ member	18	100	5	5	5	5.00	
	PI5: Number of technical/expert services	As resource person	1	1	5	4	5	4.67	



	PI 13: Number of trainees weighted by the length of training (Output indicator)	As component leader/ member	16	30	-	-	-	-	Second half (July-Dec)
	PI 21: Number of clients assisted in agri-fair, walk-in clients, training requests, in-house reviews, trainings, and related activities	As component leader/ member/ technical personnel	39	100	5	5	5	5.00	
<b>General Admin. &amp; Support Services (GASS)</b>	PI 5: Number of meetings (college, department, special, consultation meeting, etc.,)								
	Number of college meetings	As CVM faculty member	5	6	5	5	5	5.00	
	Number of regular and committee meetings attended.	As member/chairman of the duly approved CVM standing committees.	5	6	5	5	5	5.00	
	Number of activities attended and organized by committee.	As member/chairman of the duly approved CVM standing committees.	4	5	5	5	5	5.00	
<b>Total Over-all Rating</b>								<b>14.89</b>	

<b>Average Rating (Total Over-all rating divided by 3)</b>	<b>14.89/3</b>	<b>4.96</b>
<b>Additional Points:</b>		
<b>Approved Additional points (with copy of approval)</b>		
<b>FINAL RATING</b>		<b>4.96</b>
<b>ADJECTIVAL RATING</b>		<b>Outstanding</b>

**Comments & Recommendations for Development Purpose:**

*Ensure completion of his degree asap.  
Publish research work.*

Evaluated & Rated by:

**SANTIAGO T. PEÑA, JR.**

Dept/Unit Head

Date: 2/14/2023

Recommending Approval:

**SANTIAGO T. PEÑA, JR.**

College Dean

Date: 2/14/2023

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date: 2/16/2023

## PERFORMANCE MONITORING FORM

Name of Employee: SHIELA R. RABE

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	Maintained Moodle online courseware for VPhy101, VPhy101	Virtual classroom	July 2022	December 2022	December 2022	Impressive	Outstanding	Be more creative on virtual platform
2	Computed grades for VPhy101 and VPha 101	Grade sheets	July 2022	June 2022	June 2022	Impressive	Outstanding	Efficient
3	Made exams for VPhy101 and VPha 101	Examinations	July 2022	November 2022	November 2022	Impressive	Outstanding	Learn to make Higher-order thinking skills questions
4	As extension program component member	Revised the IECs for rabies awareness.	July 2022	August 2022	August 2022	Impressive	Outstanding	Enhance creativity and technical capacity.
6	As member of extension projects	Participated in anti-Rabies vaccination drives  Participated in planning sessions for the Baybay-LGU Collaboration in Pet-wellness program	July 2022  July 2022	August 2022  September 2022	August 2022  September 2022	Impressive	Outstanding	Enhance interpersonal communication skills.

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

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

Prepared by:

**SANTIAGO T. PEÑA, JR.**

Unit Head



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: SHIELA R. RABE  
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, 2022 **Target Date:** December, 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:** October, 2022 **Target Date:** December, 2022

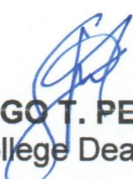
**Next Step:** To do instruction, research, extension and revision of instructional materials.

**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:

  
**SHIELA R. RABE**  
Ratee