SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **KENNY ORIEL A. OLANA**

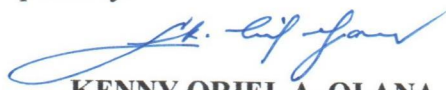| Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.78 x50%= 2.38	
b. Students (50%)		5.00x50% = 2.50	
Total for Instruction	70%	4.89	3.42
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		0 x100% = 0.00	
Total for Research	0%	0.00	0.00
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		0.00x100% = 0.00	
Total for Extension	0%	0.00	0.00
4. Administration	30%	4.89	1.47
5. Production	0%	0	0.00
TOTAL			**4.89**

EQUIVALENT NUMERICAL RATING: **4.89**
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: **4.89**

ADJECTIVAL RATING: **Outstanding**

Prepared by: Reviewed by:

KENNY ORIEL A. OLANA   **EUGENE B. LAÑADA**
Name of Faculty   Department Head

Recommending Approval:

EUGENE B. LAÑADA
College Dean

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>KENNY ORIEL A. OLANA</u>, of the <u>College of Veterinary Medicine</u> commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>January</u> to <u>June</u>, **2020.**

KENNY ORIEL A. OLANA
Ratee

Approved: **EUGENE B. LAÑADA**
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	5	9.39	5	5	5	5.00	
	Number of student organizations advised/ assisted:								
	Student organizations advised	Co-advised Dog Owner's Club	1	1	4	5	4	4.33	
	Student organizations assisted on student related activities	Assisted Dog Owner's Club	1	1	5	4	5	4.67	
	Number of instructional materials developed:								
	On-line ready courseware	Created Moodle online courseware for VMed 147	1	1	4	5	5	4.67	
	Flexible instructional materials	Created Learning Guide of VMed 147	1	1	5	4	5	4.67	
	Number of virtual classrooms created and operationalized	Created Moodle online platform for Vmed 147. Google Classroom is in progress.	1	1	5	4	5	4.67	

					1	2	3	4	
Administrative Support Services	Number of meeting attended	As faculty, CVM committee and CRCC member	5	11	5	5	4	4.67	
	Number of documents acted upon on time	As College secretary	10	15	5	5	5	5.00	
	Number of documents release on time	As College secretary and Academic Adviser	10	15	4	5	5	5.00	
Total Over-all Rating								9.56	

Average Rating (Total Over-all rating divided by 2)	**9.56 / 2**	4.78
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.78
ADJECTIVAL RATING		**Outstanding**

Comments & Recommendations for Development Purpose:
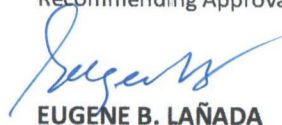
Do more research

Evaluated & Rated by:

EUGENE B. LAÑADA
Dept/Unit Head

Date: 10/5/20

Recommending Approval:

EUGENE B. LAÑADA
College Dean

Date: 10/5/20

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Date: _____

1 – Quality   2 – Efficiency   3 – Timeliness   4 – Average

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **KENNY ORIEL A. OLANA**

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	Co-advised Dog Owner's Club	Advising students	January, 2020	Up to present	June 2020	Impressive	Very Satisfactory	
2	Assisted Dog Owner's Club	Assisted students in activities	February, 2020	Up to present	June 2020	Impressive	Very Satisfactory	
3	Created Moodle online courseware for VMed 147	Online courseware	July, 2020	August 2020	July 31, 2020	Impressive	Very Satisfactory	
4	Created Learning Guide of VMed 147	Instructional Material	April, 2020	August 2020	August 14, 2020	Impressive	Very Satisfactory	
5	Created Moodle online platform for Vmed 147. Google Classroom is in progress.	Virtual classroom	July, 2020	August 2020	August 24, 2020	Impressive	Very Satisfactory	
6								
7								

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

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

Prepared by:

EUGENE B. LAÑADA
Unit Head

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **KENNY ORIEL A. OLANA**
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 2020**   **Target Date:** **June 2020**

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: **April 2020**   **Target Date:** **June 2020**

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:

EUGENE B. LAÑADA
College Dean

Conforme:

KENNY ORIEL A. OLANA
Ratee