

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Members: **CARL LEONARD M. PRADERA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.57 \times 50\% = 2.29$	
b. Students (50%)		$4.67 \times 50\% = 2.34$	On leave
TOTAL for Instruction	40%	4.63	1.85
2. Research	30%	4.33	1.30
3. Extension	15%	4.44	0.67
4. Administration	15%	4.67	0.70
5. Production	0%	0	0
TOTAL			4.52

EQUIVALENT NUMERICAL RATING: 4.52

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.52


ADJECTIVAL NUMERICAL RATING

VERY SATISFACTORY

Prepared by:


CARL LEONARD M. PRADERA
Name of Faculty

Reviewed by:


EUGENE B. LAÑADA
Dean, Head DVPCS

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

“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 JULY 1, 2019 to DECEMBER 31, 2019.

CARL LEONARD M. PRADERA
Officer

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	Instruction	10	42.85	5	5	5	5.00	
	Number of student-related activities assisted	Guide, oversee and facilitate students' activities	4	5	5	4	5	4.67	
Research Services	Number of research projects being conducted	As co-researcher on the <i>Survey on the Prevalence of Selected Animal-Borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associated Risk Factors</i> As co-researcher on Vaccinating Chicken Flocks Against Newcastle Disease in Leyte.	2	2	5	4	4	4.33	
Extension Services	Number of beneficiaries served	As veterinarian and member of City Rabies Control Committee	10	15	4	4	5	4.33	
	Number of extension projects being conducted	As co- component leader on Vaccinating Chicken Flocks Against Newcastle Disease in Leyte	1	1	5	4	4	4.33	
	Technical/ Expert services	As veterinarian/consultant for small animals, wildlife animals, in the CVM clinic and neighboring barangays Co-component leader of <i>Survey on the Prevalence of Selected Animal-Borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associated Risk Factors</i>	15	20	5	5	4	4.67	

Administrative Support Services	Meetings attended	As faculty, CVM committee and CRCC member	10	10	5	4	5	4.67	
	No. of documents acted upon on time	As faculty member, academic adviser and SRC member	10	10	5	4	5	4.67	
	No. of documents released on time	As academic adviser	5	5	5	5	4	4.67	
	No. of assigned tasks completed before the deadline	As faculty member	5	7	5	4	5	4.67	
Total Over-all Rating								18.28	

Average Rating (Total Over-all rating divided by 4)	18./4	4.57
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.57
ADJECTIVAL RATING		Outstanding

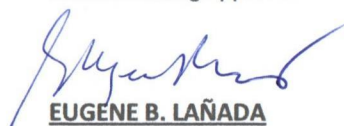
Comments & Recommendations for Development Purpose:

Evaluated and Rated by:


EUGENE B. LAÑADA
 Dept./Unit Head

Date: _____

Recommending Approval:


EUGENE B. LAÑADA
 College Dean

Date: _____

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Instruction

Date: _____

LEGEND:

Q ¹ – quality	4.6 - 5.0	Outstanding
E ² – Efficiency	3.8 - 4.5	Very Satisfactory
T ³ – Timeliness	3.0 - 3.7	Satisfactory
A ⁴ – Average	2.2 - 2.9	Unsatisfactory
	2.1 & below	Poor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: CARL LEONARD M. PRADERA
Performance Rating: VERY SATISFACTORY

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 2019 **Target Date:** December 2019

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 College Secretary.

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

Date: October 2019 **Target Date:** December 2019

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:

Conformed:

CARL LEONARD M. PRADERA

Ratee

EUGENE B. LAÑADA

College Dean