

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Rating Period: July-December, 2017

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	50.00	4.89	2.44
b. Student (50%) from Teaching Performance Eval'n. B	50.00	4.60	2.30
Total for Instruction	70%	4.74	3.32
2 Research	5%	4.83	0.24
3 Extension	5%	5.00	0.25
4 Production	10%	4.83	0.48
5 Administration	10%	4.75	0.48
TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.77

EQUIVALENT NUMERICAL RATING:

4.77

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

4.77

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

Reviewed by:

ROGER ROQUE E. BUSTAMANTE

Instructor 1

DINAH M. ESPINA

Department Head

Approved:

EDGARDO E. TULIN

President

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 July, 2017 to December, 2017.

ROGER ROQUE E. BUSTAMANTE

Ratee

Approved:

DINAH M. ESPINA

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)	23	46.2	5	5	5	5.00	
	Number of Instructional Facilities/ Laboratories Developed/ Improved/ Maintained	Manager, DAS Goat and Sheep Project	1	1	5	5	5	5.00	
	Student Advising and Consultation Services:								
	Number of students advised - as Academic Adviser	Advised BAS students	25	37	5	5	5	5.00	
Research Services	Number of hours spent on student consultation								
	Number of senior high school students	Serve as lecturer of the SH students	39	69	5	5	5	5.00	
	Number of Trainings/Seminars Attended	Participant	1	5	5	5	5	5.00	
	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	50%	85%	5	5	5	4.83	
Extension Services	Number of Beneficiaries Served	Served as Animal Science Specialist/consultant to walk in individuals/beneficiaries	3	10	5	5	5	5.00	
		Served as Animal Science Extension Communicator	1	1	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	5	5	5.00	
	Percentage of STF projects supporting instruction, research, and extension	DAS Goat/Sheep Project supporting instruction, research, and extension	75%	90%	5	5	5	5.00	

Administrative Support Services	Percentage increase in inventory value and/ or income of the projects relative to previous year	DAS Goat and Sheep Project Income	40%	60%	5	4	4	4.33	
	Number of Faculty/Staff meeting attended	Attended meetings	5	6	5	4	4	4.33	
	Percentage of accomplishment in DAS AACUP Accreditation Preliminary Survey Visit (PhD) in Area IX (Laboratory)	Gathered and prepared documents for area IX	10%	50%	5	5	4.5	4.83	
	Number of department committees involved as member	Member: DAS AACUP, 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. Comm	5	8	5	5	4.5	4.83	
	Number of department committees involved as chairman	DAS Extension and Training	1		5	5	5	5.00	
			Total Over-all Rating		78.17				

Average Rating (Total Over-all Rating/No. of A ⁴ Entries)		4.89
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING	4.89	
ADJECTIVAL RATING	OUTSTANDING	

Comments & Recommendation for Development Purpose:

Received by:


TERESITA L. QUINANOLA
PRPEO

Date: _____

Calibrated by:


REMBERITO A. PATINDOL
PMT Chair

Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS
Vice-President for Instruction

Date: _____

Approved by:


EDGARDO E. TULIN
President

Date: _____

Legend: Q¹ - Quality
E² - Efficiency
T² - 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

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Bustamante, Roger Roque E.

First Semester 2017 - 2018

No. of Raters: 20

Subject: 1 - APLR 001 - Large Ruminant (K-11)

Class Type: Lecture

7-11F

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester					1	19	5.0
2 Always prepared and organized in class					1	19	5.0
3 Uses appropriate and updated instructional materials					2	18	5.0
4 Gives clear instructions/guidelines in accomplishing tasks					6	14	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable					6	14	5.0
6 Makes classroom activities interesting and lively				2	5	13	5.0
7 Encourages students to ask questions and welcomes comments and suggestions				1	5	14	5.0
8 Has mastery of the subject matter					4	16	5.0
9 Available for student consultation even outside class time					7	13	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully			1		6	13	5.0
11 Gives relevant assignments, course requirements					3	17	5.0
12 Returns quizzes, exams, homework, assignments and exercises				1	6	13	5.0
13 Fair in giving grades					5	15	5.0
14 Wears clean and appropriate clothes/attire in class					8	12	5.0
15 Firm in implementing policies yet approachable and understanding					4	16	5.0
16 Commands respect of students				1	4	15	5.0
17 Exercises decency in speech and actions					5	15	5.0
Median Rating		5.0					Outstanding
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Bustamante, Roger Roque E.

First Semester 2017 - 2018

No. of Raters: 22

Subject: 3 - AnSc 168 - Applied Animal Health

Class Type: Lecture

3-4MW

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester				7	8	7	4.0
2 Always prepared and organized in class				6	10	6	4.0
3 Uses appropriate and updated instructional materials				6	7	9	4.0
4 Gives clear instructions/guidelines in accomplishing tasks		1	1	9	8	3	3.5
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable		1	4	4	9	4	4.0
6 Makes classroom activities interesting and lively		1	3	7	8	3	3.5
7 Encourages students to ask questions and welcomes comments and suggestions		1	1	5	6	9	4.0
8 Has mastery of the subject matter		4	1	5	7	5	4.0
9 Available for student consultation even outside class time		1	2	5	4	10	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully			1	5	5	11	4.5
11 Gives relevant assignments, course requirements				3	10	9	4.0
12 Returns quizzes, exams, homework, assignments and exercises		1		7	8	5	4.0
13 Fair in giving grades		2		5	7	8	4.0
14 Wears clean and appropriate clothes/attire in class				3	9	10	4.0
15 Firm in implementing policies yet approachable and understanding				4	12	6	4.0
16 Commands respect of students			1	5	7	9	4.0
17 Exercises decency in speech and actions			1	7	5	9	4.0
Median Rating		4.0					Very Satisfactory
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

1. Other positive points of the teacher and his/her teaching	
1 Good & sociable	4.55%
2 Good in teaching	9.09%
3 Good teacher	4.55%
4 No comment	81.82%
2. Suggestions for teaching improvement	
1 Control your temper	4.55%
2 Don't just read the powerpoint slides	4.55%
3 Give clear discussion	4.55%
4 Give some activities	4.55%
5 Improve teaching	4.55%
6 Master the subject	9.09%
7 No comment	63.64%
8 Teach the lesson well	4.55%

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Bustamante, Roger Roque E.

First Semester 2017 - 2018

No. of Raters: 20

Subject: 3 - AnSc 133 - Dairy Production

Class Type: Laboratory

7-10T

<i>Work Performance</i>	NA	1 <i>Poor</i>	2 <i>Below Satisfactory</i>	3 <i>Satisfactory</i>	4 <i>Very Satisfactory</i>	5 <i>Outstanding</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester				4	9	7	4.0
2 Always prepared and organized in class				4	8	8	4.0
3 Uses appropriate and updated instructional materials				3	9	8	4.0
4 Gives clear instructions/guidelines in accomplishing tasks				5	7	8	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			1	4	10	5	4.0
6 Makes classroom activities interesting and lively				6	9	5	4.0
7 Encourages students to ask questions and welcomes comments and suggestions			2	2	9	7	4.0
8 Has mastery of the subject matter				2	9	8	4.0
9 Available for student consultation even outside class time				2	7	10	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully			1		11	8	4.0
11 Gives relevant assignments, course requirements				2	14	4	4.0
12 Returns quizzes, exams, homework, assignments and exercises		1	1	3	10	5	4.0
13 Fair in giving grades				5	8	7	4.0
14 Wears clean and appropriate clothes/attire in class			1	1	10	8	4.0
15 Firm in implementing policies yet approachable and understanding				2	12	6	4.0
16 Commands respect of students			1	2	9	8	4.0
17 Exercises decency in speech and actions				5	6	9	4.0
Median Rating		4.0					Very Satisfactory
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

1. Other positive points of the teacher and his/her teaching	
1 Explains the lessons clearly	5.00%
2 Fair in giving grades	5.00%
3 Good teacher	5.00%
4 No comment	85.00%
2. Suggestions for teaching improvement	
1 Control your temper	5.00%
2 Don't tolerate your students to interrupt your discussion	5.00%
3 Give more examples	5.00%
4 Improve teaching	5.00%
5 No comment	80.00%

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Bustamante, Roger Roque E. First Semester 2017 - 2018 No. of Raters: 20
Subject: 3 - AS 195 - Practicum in Animal Production Class Type: Laboratory 7-10MW

Work Performance	NA	1 Poor	2 Below Satis- factory	3 Satis- factory	4 Very Satis- factory	5 Out- standing	Median
1 Explains course objectives, requirement and grading system at the beginning of the semester					7	13	5.0
2 Always prepared and organized in class				1	6	13	5.0
3 Uses appropriate and updated instructional materials				2	5	13	5.0
4 Gives clear instructions/guidelines in accomplishing tasks				1	7	12	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				1	7	12	5.0
6 Makes classroom activities interesting and lively				1	4	15	5.0
7 Encourages students to ask questions and welcomes comments and suggestions				1	9	10	4.5
8 Has mastery of the subject matter					8	12	5.0
9 Available for student consultation even outside class time				1	11	8	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully			1		8	11	5.0
11 Gives relevant assignments, course requirements				1	9	10	4.5
12 Returns quizzes, exams, homework, assignments and exercises			1	2	10	7	4.0
13 Fair in giving grades			1		7	12	5.0
14 Wears clean and appropriate clothes/attire in class					4	16	5.0
15 Firm in implementing policies yet approachable and understanding			1		7	12	5.0
16 Commands respect of students				2	7	11	5.0
17 Exercises decency in speech and actions			1		6	13	5.0
Median Rating		5.0					Outstanding
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

1. Other positive points of the teacher and his/her teaching	
1 Approachable	5.00%
2 Comes to class on time	5.00%
3 Good teacher	10.00%
4 Jolly,funny	10.00%
5 Kind	15.00%
6 No comment	80.00%
2. Suggestions for teaching improvement	
1 No comment	100.00%

1. I am satisfied with the quality of the approach				
2. I am satisfied with the organization in class				
3. I am satisfied with the quality of the content				
4. I am satisfied with the quality of the delivery				
5. I am satisfied with the quality of the feedback				
6. I am satisfied with the quality of the assessment				
7. I am satisfied with the quality of the evaluation				
8. I am satisfied with the quality of the conclusion				
9. I am satisfied with the quality of the recommendation				
10. I am satisfied with the quality of the overall presentation				
11. I am satisfied with the quality of the overall performance				
12. I am satisfied with the quality of the overall outcome				
13. I am satisfied with the quality of the overall result				
14. I am satisfied with the quality of the overall achievement				
15. I am satisfied with the quality of the overall success				
16. I am satisfied with the quality of the overall progress				
17. I am satisfied with the quality of the overall improvement				

Overall Rating	2.0	Overall Rating	2.0
Overall Rating	2.0	Overall Rating	2.0
Overall Rating	2.0	Overall Rating	2.0
Overall Rating	2.0	Overall Rating	2.0
Overall Rating	2.0	Overall Rating	2.0
Overall Rating	2.0	Overall Rating	2.0
Overall Rating	2.0	Overall Rating	2.0
Overall Rating	2.0	Overall Rating	2.0
Overall Rating	2.0	Overall Rating	2.0
Overall Rating	2.0	Overall Rating	2.0

VISAYAN STATE UNIVERSITY
CERTIFIED TRUE COPY
BY DVP

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Bustamante, Roger Roque E.

First Semester 2017 - 2018

No. of Raters: 20

Subject: 3 - AnSc 168 - Applied Animal Health

Class Type: Lecture

9-10Th

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester					6	14	5.0
2 Always prepared and organized in class				1	6	13	5.0
3 Uses appropriate and updated instructional materials					7	13	5.0
4 Gives clear instructions/guidelines in accomplishing tasks			1		8	11	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			1	1	9	9	4.0
6 Makes classroom activities interesting and lively				2	11	7	4.0
7 Encourages students to ask questions and welcomes comments and suggestions				1	6	13	5.0
8 Has mastery of the subject matter					6	14	5.0
9 Available for student consultation even outside class time					5	15	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully					4	16	5.0
11 Gives relevant assignments, course requirements				1	7	12	5.0
12 Returns quizzes, exams, homework, assignments and exercises			1		6	13	5.0
13 Fair in giving grades				1	5	14	5.0
14 Wears clean and appropriate clothes/attire in class					6	14	5.0
15 Firm in implementing policies yet approachable and understanding					7	13	5.0
16 Commands respect of students					7	13	5.0
17 Exercises decency in speech and actions					4	16	5.0
Median Rating		5.0					Outstanding
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					