

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

Name of Faculty Members: **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%)		4.50 x 50% = 2.25	
b. Students (50%)		4.67 x 50% = 2.34	
TOTAL for Instruction	70%	4.54	3.18
2. Research	0%	0.00	0.00
3. Extension	0%	0.00	0.00
4. Administration	30%	4.33	1.30
5. Production	0%	0	0
TOTAL			4.48

EQUIVALENT NUMERICAL RATING: 4.48


Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.48


ADJECTIVAL NUMERICAL RATING

**VERY SATISFACTORY**


Prepared by:

  
**SHIELA R. RABE**  
Name of Faculty


Reviewed by:

  
**EUGENE B. LAÑADA**  
Dean, Head DVPCS

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President for Instruction

  
**SHIELA R. RABE**  
Ratee

  
**EUGENE B. LAÑADA**  
Head of Unit

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**EMPLOYEE DEVELOPMENT PLAN**

**Name of Employee:** SHIELA R. RABE  
**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:** September, 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 veterinarian.

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

**Date:** August, 2019 **Target Date:** September, 2019

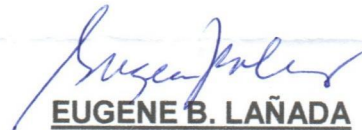
**Next Step:** To do instruction, research, extension and revision of instructional materials.

**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:

  
**EUGENE B. LAÑADA**  
College Dean

Conforme:

  
**SHIELA R. RABE**  
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