

**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%)		4.67 x 50% = 2.34	
b. Students (50%)		4.33 x 50% = 2.17	
TOTAL for Instruction	40%	4.51	1.80
2. Research	30%	4.67	1.40
3. Extension	15%	4.67	0.70
4. Administration	15%	4.67	0.70
5. Production	0%	0	0
TOTAL			4.61

EQUIVALENT NUMERICAL RATING: 4.61

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.61

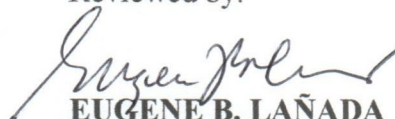
ADJECTIVAL NUMERICAL RATING

OUTSTANDING

Prepared by:

Reviewed by:


SHIELA R. RABE
Name of Faculty


EUGENE B. LAÑADA
Dean, Head DVPCS

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

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 JANUARY 1, 2019 to JUNE 30, 2019.


SHIELA R. RABE
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	Instruction	4	33.70	5	5	5	5.00	
	Number of student-related activities assisted	Guide, oversee and facilitate students' activities	2	2	4	4	5	4.33	
Research Services	Number of beneficiaries served	As veterinarian on Vaccinating Chicken flocks in Leyte	1	1	5	4	5	4.67	
Extension Services	Number of beneficiaries served	As veterinarian and member of City Rabies Control Committee	1	1	5	4	5	4.67	
	Meetings attended	As faculty, CVM committee and CRCC member	6	10	4	5	5	4.67	
Administrative Support Services	No. of documents acted upon on time	As faculty member, academic adviser and SRC member	10	12	4	5	5	4.67	
	No. of documents released on time	As academic adviser	2	12	5	5	4	4.67	
	No. of assigned tasks completed before the deadline	As faculty member	5	8	4	5	5	4.67	
Total Over-all Rating								18.68	

Average Rating (Total Over-all rating divided by 4)	18.68/4	4.67
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.67
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for
Development Purpose:

Completed by
Marilyn, Degree ASAT

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:

Q¹ – quality

E² – Efficiency

T³ – Timeliness

A⁴ – Average

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

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: January, 2019 Target Date: June, 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: April, 2019 Target Date: June, 2019

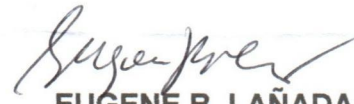
Next Step: To do instruction, research, extension and revision of instructional materials.

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
Ratte