

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

Name of Faculty Member: Ma. Rosa De Lima G. Beato

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	0.50	4.91	2.46
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
Total for Instruction		70%	4.96	3.47
2.	Extension	15%	4.92	0.74
3.	Production	10%	4.92	0.49
4.	Administration	5%	4.87	0.24
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.94

EQUIVALENT NUMERICAL RATING:

4.94

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:


4.94


ADJECTIVAL RATING:

OUTSTANDING

Prepared by:


Reviewed by:


  
**MA. ROSA DE LIMA G. BEATO**  
Instructor 3

  
**JULIUS V. ABELA**  
Department Head

Recommending Approval:

Approved:

  
**VICTOR B. ASIO**  
Dean, CAFS

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

**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, **MA. ROSA DE LIMA G. BEATO**, 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 **January, 2019 to June, 2019**.

**MA. ROSA DE LIMA G. BEATO**

Ratee

Approved:

**JULIUS V. ABELA**

Head of Unit


MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Higher Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	25	48.80	5	4.5	5	4.83	
	<b>Student Advising and Consultation Services:</b>								
	Number of organizations advised	1) Senior Adviser of Society of Animal Science Students (SASS)	1	1	5	5	5	5.00	
	Number of students advised / coordinated:	1) Thesis Adviser (VSU-Villaba students thesis)	1	2	5	5	5	5.00	
		2) Field Practice Coordinator/adviser	25	27	5	5	5	5.00	
Extension Services	<b>No. of beneficiaries served (as specialist/consultant &amp; as resource person)</b>								
	Groups	Resource Person	2	5	5	4	5	4.67	
	Individuals (walk-in)	Animal Production Specialist	5	5	4	5	5	4.67	
	No. of extension proposals submitted	Researcher/Project Leader	2	2	4.5	5	5	4.83	
	No. of extension proposals approved	Researcher/Project Leader	2	2	5	5	5	5.00	
	Amount of extension money generated from external funding	Researcher/Project Leader	Php 6 M	Php 6.3 M	5	5	5	5.00	
	No. of extension projects conducted	Researcher/Project Leader	8	8	5	5	5	5.00	
	<b>Number of linkages forged:</b>								
	Local (Mayors, MAOs, Farmer Associations)	Project Leader	8	8	5	5	5	5.00	
	<b>Extension Project Administration:</b>								
	Number of PR, canvass papers, PO, Vouchers, TO, trip tickets signed and released on time	Project Leader	15	21	5	5	5	5.00	




	Number of Project Reports signed and submitted on time	Project Leader	8	8	5	5	5	5.00	
	Number of Project Coordination meetings conducted (with Mayors, MAOs, Farmer Associations)	Project Leader	5	5	5	5	5	5.00	
Production Services	Number of Animal Projects developed/improved or maintained	Develop and maintain the DAS Beef Cattle and Pasture Project	1	1	5	5	5	5.00	
	Number of staff/caretakers managed	Supervised staff/caretakers	3	3	5	5	5	5.00	
	Percentage of STF projects supporting instruction, research and extension	DAS Beef Cattle and Pasture project supporting instruction, research and extension	75%	80%	5	5	5	5.00	
	Percentage increase in inventory sales and/or income of the projects relative to previous year	DAS Beef Cattle and Pasture Project	40%	50%	5	4	5	4.67	
Administrative & Support Services	PI 1 Number of Faculty/Staff meeting attended	Attended meetings	4	5	5	5	5	5.00	
	PI 2. Percentage of accomplishment in DAS AACCUP Accreditation in Area 2 (Faculty), PhD Level 1 Accreditation	Gathered and prepared documents for Area 2 (PhD Level 1 Accreditation)	100%	100%	5	5	5	5.00	
	PI 3. Number of department committees involvement	1. As Chairperson: Library Enhancement and Socials and Sports Committees	1	2	4	4	5	4.33	
		2. As Member: Curriculum, Personnel Grievance, Instructional Materials Review (IMRC), Research and Development, Extension, Training and Community Development, Laboratory Enhancement, and Accreditation for AACCUP, COE, NAFES, ISO.	4	7	5	5	5	5.00	
	PI 4. Number of university assignments approved by the university	Department-Based Guidance Facilitator and Department Tree Planting Coordinator	1	2	5	5	5	5.00	
Total Over-all Rating								113.00	

Average Rating (Total Over-all Rating/No. of A <sup>4</sup> Entries)		4.91
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.91
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendation for Development Purpose:  
**Needs further studies, Ph.D, and other academic trainings in the next two years.**




Evaluated and Rated by:

  
JULIUS N. ABELA

Head, Dept. of Animal Science

Date: \_\_\_\_\_

Recommending Approval:

  
VICTOR B. ASIO

Dean, College of Agriculture

Date: \_\_\_\_\_

Approved by:

  
BEATRIZ S. BELONIAS

Vice-President for Instruction

Date: \_\_\_\_\_

Legend:

- Q<sup>1</sup> - Quality
- E<sup>4</sup> - Efficiency
- T<sup>2</sup> - Timeliness
- A<sup>4</sup> - Average

Rating Scale:

- 4.6 - 5.0 Outstanding
- 3.8 - 4.5 Very Satisfactory
- 3.0 - 3.7 Satisfactory
- 2.2 - 2.9 Unsatisfactory
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EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ma. ROSA DE LIMA G. BEATO  
Performance Rating: OUTSTANDING

Aim: To improve departmental works (instruction, research, extension, and production).

**Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:**

Date: January 2019 Target Date: March 2019

First Step: Outline things to be done to achieve better accomplishments.

Result: Students were guided on the discussion and laboratory works. Increased number of animals and income in the beef cattle project. In regards to extension YRRP Projects, MOA's were signed by farmers' organization beneficiaries for eight (8) municipalities.

Date: April 2019 Target Date: June 2019

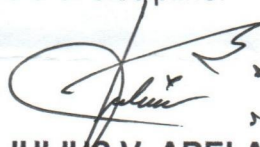
Next Step: Scout for a scholarship to be admitted as a Ph.D. student in a local Or in international university.

Outcome: Carried out responsibilities.

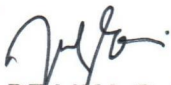
Final Step/Recommendation:

Needs further studies – Ph.D. degree, request to attend seminars and trainings for advance knowledge related to the field of discipline.

Prepared by:

  
**JULIUS V. ABELA**  
Unit Head

Conforme:

  
**MA. ROSA DE LIMA G. BEATO**  
Name of Ratee (Faculty)