

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	4.96	2.48
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	4.50	2.25
Total for Instruction		70%	4.73	3.31
2.	Extension	5%	4.89	0.24
3.	Production	15%	4.96	0.74
4.	Administration	10%	5.00	0.50
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.80

EQUIVALENT NUMERICAL RATING:

4.80

Add: Additional Points, if any:

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TOTAL NUMERICAL RATING:


4.80


ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

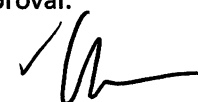
Reviewed by:


MA. ROSA DE LIMA G. BEATO
Instructor 3


JULIUS V. ABELA
Department Head

Recommending Approval:

Approved:



VICTOR B. ASIO
Dean, CAFSP

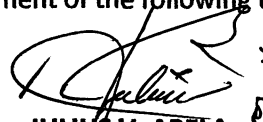
BEATRIZ S. BELONIAS
Vice-President for Instruction

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, 2018 to June, 2018.


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 ¹	E ²	T ³	A ⁴	
Advanced Education	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	-	-	-	-	-	-	
Higher Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	30	40.7	5	4.5	5	4.83	
	Student Advising and Consultation Services:								
	Number of organizations advised	1) Senior Adviser of Society of Animal Science Students (SASS)	1	1	5	5	5	5.00	
	Number of students coordinate/ advised for Field Practice	Field Practice Coordinator	25	34	5	5	5	5.00	
Extension Services	Number of Beneficiaries Served	Served as Animal Science Speaker/consultant to walk in individuals/beneficiaries	5	10	5	5	5	5.00	
		Served as resource person in providing educational tours	2	3	5	4.5	5	4.83	
	Technical/Expert Services (International, national, regional)	Served as resource person in NGOs, ATI , and VSU Review Center	2	3	5	4.5	5	4.83	
Production Services	Number of Animal Projects developed/improved or maintained	Develop and maintain the DAS Beef Cattle and Pasture Project	1	1	5	4.5	5	4.83	
	Number of staff/caretakers managed	Supervised staff/caretakers	4	4	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%	90%	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%	60%	5	5	5	5.00	

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END TO BEA-

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Administrative & Support Services	Number of Faculty/Staff meeting attended	Attended meetings	4	5	5	5	5	5.00	
	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)	50%	80%	5	5	5	5.00	
	Number of department committees involvement	1. As Chairperson: Library Enhancement and Socials and Sports Committees	1	2	5	5	5	5.00	
		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	
	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								74.33	

Average Rating (Total Over-all Rating/No. of A ⁴ Entries)		4.96
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.96
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendation for Development Purpose:
Needs to extend/give extra time for student consultation time per week.

Evaluated and Rated by:

JULIUS V. 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: Q¹ - Quality
E⁴ - 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

EMPLOYEE DEVELOPMENT PLAN

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

Aim: To improve departmental works, seek improvement in teaching strategies and enhance the management of beef cattle project.

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

Date: January 2018 Target Date: March 2018

First Step: Outline things to be done and practice time management.

Result: Students were guided on the discussion and laboratory works. Increase the number of animal and income of the project.

Date: April 2018 Target Date: June 2018


Next Step: Improve teaching strategies to impart knowledge to the students.

Outcome: Carried out responsibilities, better comprehension and learning received by the students. Increased the number of animals and income of the project.


Final Step/Recommendation:

Attend various seminars and trainings related to the field of discipline.

Prepared by:


JULIUS V. ABELA
Unit Head

Conforme:


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