

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

Name of Faculty Members: **AGNES M. TAVEROS**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.68 x 50% = 2.34	
b. Students (50%)		4.75 x 50% = 2.36	
TOTAL for Instruction	40%	4.70	1.88
2. Research	30%	4.67	1.40
3. Extension	15%	4.78	0.72
4. Administration	15%	4.6	0.69
5. Production	0%	0	0
TOTAL			4.69

EQUIVALENT NUMERICAL RATING: 4.69


Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.69

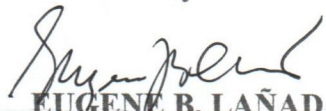
ADJECTIVAL NUMERICAL RATING

Outstanding


Prepared by:


AGNES M. TAVEROS
Name of Faculty

Reviewed by:



EUGENE B. LAÑADA
Dean, Head DVPCS

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **AGNES M. TAVEROS**, of the **College of Veterinary Medicine** commit 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**.


AGNES M. TAVEROS
Ratee

Approved: **SANTIAGO T. PEÑA, JR.**
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	Teaching	15	25	5	5	5	5.00	
	No. of teaching materials produced, updated or revised	Developing outcomes-based syllabi and lab exercises in courses handle	5	5	5	4	5	4.67	
	No. of thesis manuscript reviewed and assisted	Adviser	5	5	4	4	5	4.33	
	No. of field practice report reviewed and assisted	Field practice coordinator	1	19	5	5	5	5.00	
	Approved thesis manuscript submitted within the prescribed period	SRC adviser or member	5	7	5	4	5	4.67	
	Approved field practice report submitted within the prescribed period	Field practice coordinator	2	19	5	5	5	5.00	
	Number of students sent for practicum	Field practice coordinator	23	23	4	5	5	4.67	
Research Services	Number of research being conducted	As co-researcher on the <i>Survey of the Prevalence of Selected Animal-Borne Zoonotic Bacterial, fungal and Parasitic Agents and Associated Risk Factors</i>	1	2	4	5	5	4.67	
	Number of research paper presented	Presenter	1	1	5	4	5	4.67	
	Number of research papers reviewed for publication in a refereed journal	Reviewer	1	1	5	4	5	4.67	
Extension Services	Number of extension projects being conducted	As component leader on Vaccinating Chicken Flocks Against ND Disease in Leyte	1	1	4	4	5	4.33	
	Technical/Expert services	As veterinarian/consultant for small animals, wildlife animals, in the CVM clinic and neighboring barangays	16	30	5	5	5	5.00	
	Number of beneficiaries served	Vaccination and seminar of farmer beneficiaries on	10	30	5	5	5	5.00	

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: AGNES M. TAVEROS

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

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

Date: April 2019

Target Date: June 2019

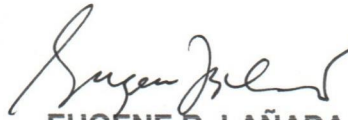
Next Step: To do instruction, research, extension and revision of instructional materials.

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:


AGNES M. TAVEROS
Ratee