# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Members:

## **AGNES M. TAVEROS**

	Program Involvement	Percentage Weight of Involvment	Numerical Rating (Rating x%)	Equivalent Numerical Rating
	(1)	(2)	(Xating X/0) (3)	(2x3)
1.	Instruction			
	a. Head/Dean (50%)		$4.68 \times 50\% = 2.34$	
	b. Students (50%)		$4.75 \times 50\% = 2.36$	
	TOTAL for Instructiion	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:
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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:

Dean, Head DVPCS

Approved:

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

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

with the indicated pagasures for the period JANUARY 1, 2019 to JUNE 30, 2019. 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

AGNES M. TAVEROS

Approved:

Head of Unit SANTIAGON, PEÑA, JR.

				Actual			Rating		Remarks
MFO & PAPs	Success Indicators	Tasks Assigned	Target	Accomplishment	Q <sub>1</sub>	E <sup>2</sup>	<b>T</b> 3	A <sub>4</sub>	
Higher Education Services	FTE	Teaching	15	25	Q	ū	U	5.00	
	No. of teaching materials produced, updated or revised	Developing outcomes-based syllabi and lab exercises in courses handle	5	5	5	4	ر.	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	л	5.00	
	Approved thesis manuscript submitted within the prescribed period	SRC adviser or member	5	7	v	4	U	4.67	
	Approved field practice report submitted within the prescribed period	Field practice coordinator	2	19	5	U	-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 Survey of the Prevalence of Selected Animal-Borne Zoonotic Bacterial, fungal and Parasitic Agents and Associated Risk Factors	1	2	4	ū	5	4.67	
	Number of research paper presentd	Presentor	1	1	(J	4	Cī.	4.67	
	Number of research papers reviewed for publication in a refereed journal	Reviewer	1	1	\( \sigma \)	4	5	467	
Extension Services	Number of extension projects being conducted	As component leader on Vaccinating Chicken Flocks Against ND Disease in Leyte	1	1	4	4	C7	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	

		Vaccinating Chicken Flocks Against ND Disease in Leyte							
Administrative Support Services	CVM Faculty and Staff meetings attended	As faculty	6	10	4	4	5	4.33	
	No. of documents acted	As faculty member, academic adviser, SRC member	10	0.0	л	л	л	E 00	
	upon on time	and field practice coordinator	TO	20	U	U	U	5.00	
	No. of documents released on time	Academic adviser	10	20	5	5	5	5.00	
	No. of assigned tasks completed before the deadline	Academic adviser, CVM faculty, CVM Committee member or chairman	7	7	4	4	5	4.33	
	Number of student-related activities assisted	Guide, oversee and facilitate student activities	5	ر. د	4	4	5	4.33	
Total Over-all Rating								18.72	

Average Rating (Total Over-all rating divided by 4)	18.72/4	4.68
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.68
ADJECTIVAL RATING		Outstanding

**Development Purpose: Comments & Recommendations for** 

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Evaluated and Rated by:

SANTIAGOX / PEÑA, JR.
Dept./Unk Head

College Dean

Approved by:

Recommending Approval:

Vice Président for Instruction t

LEGEND:  $Q^1$  – quality  $E^2$  – Efficiency  $T^3$  – Timeliness A<sup>4</sup> – Average 3.8 2.1 & bellow - 5.0 - 4.5 3.7 Outstanding Very Satisfactory Poor Unsatisfactory Satisfactory

## **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:

Conforme: