

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

Name of Faculty Member: **JADE DHAPNEE Z. COMPENDIO**

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head from IPCR	1.00	4.65	4.65
	b. Student, <i>TPES for Year 2nd Sem., 2021-2022</i>	NA	NA	NA
Total for Instruction		60%	4.65	2.79
2.	Research			
	a. Client/Dir. For Research (50%)	0.50	0.00	0.00
	b. Dept Head/Center Director (50%)	0.50	0.00	0.00
Total for Research		10%	4.89	0.49
3.	Extension			
	a. Client/Dir. For Research (50%)	0.50	0.00	0.00
	b. Dept Head/Center Director (50%)	0.50	0.00	0.00
Total for Extension		10%	5.00	0.50
4.	Administration	10%	4.93	0.49
5.	Production	10%	4.93	0.49
TOTAL		100%		4.77

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.77

-

4.77

ADJECTIVAL RATING:

**Outstanding**

Prepared by:

  
**JADE DHAPNEE Z. COMPENDIO**  
Assistant Professor II

Reviewed by:

  
**MANUEL D. GACUTAN, JR.**  
Head, DAS-CAFS

Recommending Approval:

  
**VICTOR B. ASIO**  
Dean, CAFS

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice-President for Academic Affairs

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

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JADE DHAPNEE Z. COMPENDIO**, a faculty member of the **DEPARTMENT OF ANIMAL SCIENCE** commits to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **July to December, 2022**.

Approved:

**JADE DHAPNEE Z. COMPENDIO**

Assistant Professor 3

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

**MANUEL D. GACUTAN, JR.**

Department Head

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

**VICTOR B. ASIO**

College Dean

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

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplish-ment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented	A1. Actual Faculty's FTE	Handles subjects/courses assigned	2	3.34	5	5	5	5.00	see workload
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3. Number of students advised on thesis/special problem/dissertation:								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation	1	1	4	4	4	4.00	see workload



		<b>A4.</b> Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	10	5	5	5	5.00	
	<b>PI 9:</b> Number of instructional materials developed *	<b>A5.</b> Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	3	4	4	4	4.00	ANSC221, ANSC251, ANSC393
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	5	5	5	4	4.67	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	10	5	5	4	4.67	
		<b>A6 :</b> Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		<b>A7:</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	2	4	4	4	4.00	ANSC221, ANSC251
	<b>PI 10.</b> Additional outputs:	<b>A8.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI 5:</b> Total FTE, coordinated, implemented	<b>A9.</b> Actual Faculty's FTE	Handles and teaches courses assigned	2	3.55	5	5	5	5.00	see workload
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	10	5	5	4	4.67	
		<b>A 11.</b> Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period							

		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	1	2	5	5	4	4.67	
		<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	5	5	5	4	4.67	
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	10	5	5	4	4.67	
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	10	5	5	5	5.00	
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to students	15	30	5	5	5	5.00	see workload
		<b>A17.</b> Number of students advised on thesis/field practice/special problem:								
		As Adviser	Advises, and corrects research outline and thesis/SP manuscript	2	4	5	5	5	5.00	see workload
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	5	10	4	4	4	4.00	see workload
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	2	5	5	4	4.67	see workload
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	60	5	5	5	5.00	
	<b>PI 9:</b> Number of student organizations advised/assisted*	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	5	5.00	SASS
		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	5	5	5.00	SASS
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							



		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	10	4	4	4	4.00	AnSc 199
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	10	5	5	5	5.00	AnSc 199
		<b>A 23 :</b> Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	4	5	5	4.67	AnSc 199
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	1	5	5	5	5.00	
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	1	4	4	4	4.00	See MOU
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 3 . RESEARCH SERVICES</b>										

	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries							
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research or project within the year							
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year:	Writes publishable materials out of research outputs and submits for publication							
		In refereed int'l journals		50%	50%	5	4	5	4.67	See 1 Publication
		In refereed nat'l/regional journals								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences							
		In int'l fora/conferences								
		In nat'l/regional fora/conferences								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)								
		<b>A 33.</b> Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	1	1	5	5	5	5.00	SHJ



		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
		Number of training/seminars attended related to research	Attends seminar/trainings related to research	2	5	5	5	5	5.00	see annual report
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership							
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	10	30	5	5	5	5.00	ATI NTC VIII
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implements duly approved extension projects							
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	50%	100%	5	5	5	5.00	ATI NTC VIII
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							

	Research Mentoring	Research Mentor								
	Peer reviewers/ Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons		1	1	5	5	5	5.00	ATI NTC VIII
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
	<b>PI 8.</b> Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	<b>A 44.</b> Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	100 % compliant	100 % compliant	5	5	5	5.00	
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools							



		On program accreditations	AACUP Area (MAGDev and MS Animal Science)	1	1	5	5	5	5.00	see workload
		On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients	zero % complaint	zero % complaint	5	5	5	5.00	
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							
		Number of activities/initiatives as Manager of DAS Poultry Project	Planning on the maintenance and productivity of the farm	10	18	5	5	5	5.00	see workload
		Number of costumers entertained for querries regarding technical and marketing purposes of animals	Initiate/planning marketing strategies of the animals	40	120	5	5	5	5.00	
		Number of University-Based Committees	Review, suggest, and approve research proposals, report projects as member of TWG	0	2	5	5	5	5.00	see appointment
		Number of Department/College Based Committee as Chairman/Member	Plans and implements activities expected of the committee assignment	5	12	5	5	4	4.67	see workload
		<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
	<b>Total Overall Rating</b>								180.67	
	<b>Average Rating</b>		Comments & Recommendations for Development Purpose: Dr. Compendio should submit research and extension proposals. Also, she has to expedite development of learning materials assigned to her. She should also further improve the management of the poultry project.						4.754	
	<b>Adjectival Rating</b>								<b>Outstanding</b>	

Evaluated & Rated by:

  
**MANUEL D. GACUTAN, JR.**

Department Head

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

Recommending Approval:

  
**VICTOR B. ASIO**

Dean, CAFS

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

Approved by:

  
**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

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

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: JADE DHAPNEE Z. COMPENDIO

Performance Rating: OUTSTANDING

Aim: To improve teaching effectiveness and enrich research capabilities; develop research proposals; and involve in extension works.

Proposed Interventions to Improve Performance:

Date: June 2022

Target Date: December 2022

**First Step:**

Develop or revise OBE course syllabi for assigned graduate and undergraduate courses.

Allocate time for development of research proposal.

Attend to relevant trainings for research.

Improve management of the poultry project

**Result:**

Teaching methods applied were student-centered and graduate courses were taught with higher order thinking skills

Drafted research proposal for submission

Attended several trainings related to research.

Produced purebred stocks as breeders

Date: January, 2023

Target Date: June 2023

**Next Step:**

Coaching and monitoring to improve further teaching strategies.

Submit research and extension proposals for funding.

Continue professional development related to instruction, research, and extension.

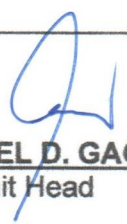
Improve further the management of poultry project

Present scientific papers in conferences and publish articles in peer-reviewed journals

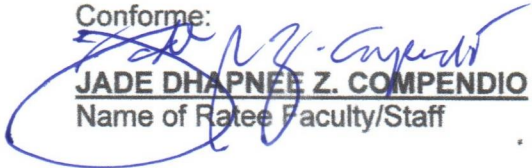
Outcome: \_\_\_\_\_

Final Step/Recommendation: \_\_\_\_\_

Prepared by:

  
**MANUEL D. GACUTAN JR**  
Unit Head

Conforme:

  
**JADE DHAPNEE Z. COMPENDIO**  
Name of Ratee Faculty/Staff