

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

Name of Faculty Member: ROGER ROQUE E. BUSTAMANTE

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from iPCR	50	4.80	2.40
	b. Student (50%) from Teaching Performance Eval'n. By Students	50	5.00	2.50
Total for Instruction		70%	4.90	3.43
2.	Research	5%	4.50	0.23
3.	Extension	10%	4.85	0.48
4.	Production	10%	4.67	0.47
5.	Administration	5%	5.00	0.25
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.86

EQUIVALENT NUMERICAL RATING:

4.86

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.86

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

ROGER ROQUE E. BUSTAMANTE

Instructor 1

Reviewed by:

JULIUS V. ABELA

Department Head

Recommending Approval:

VICTOR B. ASIO

Dean, CAFS

Approved:

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, **ROGER ROQUE E. BUSTAMANTE**, 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 **July, 2019 to December, 2019**.



ROGER ROQUE E. BUSTAMANTE

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	
Higher Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	37	43.35	5	5	5	5	5.00
	Number of Instructional Facilities/ Laboratories Developed/ Improved/ Maintained	Manager, DAS Goat and Sheep Project	1	1	5	4	4	4	4.33
	Student Advising and Consultation Services:								
	Number of students advised - as Academic Adviser	Advised BAS students	53	61	5	5	5	5	5.00
	Number of organizations advised	Senior Adviser of Society of Animal Science Students (SASS)	1	1	5	5	5	5	5.00
	Number of students advised / coordinated:	Field Practice Coordinator/adviser	10	13	5	5	5	5	5.00
	Number of hours spent on student consultation	Academic Adviser/Consultant to BAS students	10	12	5	4	4	4	4.33
	Number of students in NSTP-CWTS training	Coordinator	55	61	5	5	4	4	4.67
Research Services	Number of Trainings/Seminars Attended	Participant	1	2	5	5	5	5	5.00
	Percentage of research project accomplished	Study Leader, : Study 4: In Situ Digestibility of Supplemental Forage-Based Silages and Bypass Protein Source and their effects on basal diet utilization & Grower Goat Performance	95%	99%	5	4	4	4	4.33
	Number of Students for Research Advising and Consultation Services	Thesis Adviser	1	1	5	5	4	4	4.67
Extension Services	No. of beneficiaries served	Served as Animal Science Specialist/consultant to walk in Individuals/beneficiaries	10	15	5	5	5	5	5.00
		Served as Animal Science Extension Communicator	1	1	5	4	5	5	4.67

	No. of extension project proposals submitted	Researcher/Project Leader	2	2	5	5	5	5.00	
	No. of extension project proposals approved	Researcher/Project Leader	2	2	5	5	5	5.00	
	Amount of extension money generated from external funding (DA/YRRP)	Researcher/Project Leader	Php 1 M	Php 1.3 M	5	4	5	4.67	
	No. of extension projects conducted	Researcher/Project Leader	2	2	5	4	5	4.67	
	Number of linkages forged:								
	Regional	Study Leader	1	1	5	5	4	4.67	
	Local (Mayors, MAOs, Farmer Associations)	Project Leader	1	4	5	5	5	5.00	
	Extension Project Administration:								
	Number of PR, canvass papers, PO, Vouchers, TO, trip tickets signed and released on time	Project Leader	5	7	5	5	4	4.67	
	Number of Project Reports signed and submitted on time	Project Leader	2	2	5	5	5	5.00	
Production	Number of Project Coordination meetings conducted (with Mayors, MAOs, Farmer Associations)	Project Leader	2	2	5	5	5	5.00	
	Number of Animal Projects Supervised	Manager of DAS Goat and Sheep Project	1	1	5	5	5	5.00	
	Number of staff/caretakers managed	Supervised staff/caretakers	2	2	5	4	5	4.67	
	Percentage of STF projects supporting instruction, research, and extension	DAS Goat/Sheep Project supporting instruction, research, and extension	75%	80%	5	4	5	4.67	
	Percentage increase in inventory value and/ or income of the projects relative to previous year	DAS Goat and Sheep Project Income	40%	45%	5	4	4	4.33	
	Number of Faculty/Staff meeting attended	Attended meetings	3	3	5	5	5	5.00	
	Number of department committees involved as mem	Member: DAS AACUP , COE, NAFES, ISO; DAS instructional Materials Review; DAS Social and Sports; DAS Research and Development; DAS Laboratory and Library Enhancement; DAS Physical and Site Development; DAS Undergrad. Stud. Res. Committees	5	7	5	5	5	5.00	
	Number of department committees Involved as chairman	DAS Extension and Training	1	1	5	5	5	5.00	
					Total Over-all Rating				134.33
	Administrative Support Services								

Average Rating (Total Over-all Rating/No. of A ⁴ Entries)		4.80
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.80
ADJECTIVAL RATING		Outstanding

Comments & Recommendation for Development Purpose: *Must attend trainings, workshops & skills development in handling animal and small.*

Evaluated and Rated by: *[Signature]*
JULIUS V. ABELA
 Head, Dept. of Animal Science
 Date: 3-9-2020

Recommending Approval: *[Signature]*
VICTOR B. ASIO
 Dean, College of Agriculture
 Date: 3-27-2020

Approved by: *[Signature]*
BEATRIZ S. BELONIAS
 Vice-President for Instruction
 Date: 4-01-2020

Legend:
 Q⁴ - Quality
 E⁴ - Efficiency
 T⁴ - Timeliness
 A⁴ - Average

Rating Scale:

4.6 - 5.0 Outstanding
 3.8 - 4.5 Very Satisfactory
 3.0 - 3.7 Satisfactory
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 2.1 - & below Poor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ROGER ROQUE E. BUSTAMANTE
Performance Rating: OUTSTANDING

Aim: To apply new teaching strategies learned to students (instruction) and impart/share the trainings on animal production conducted in the department to the farmers' beneficiaries in his extension YRRP (project).

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

Date: July 2019 Target Date: December 2019

First Step Make the discussion lively and encourage student centered learning environment strategy and prepare modules for trainings for the farmers.

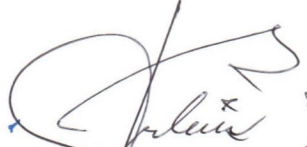
Result: Higher percentage of passing the course subjects by students. Trained farmers beneficiaries on YRRP extension projects.

Outcome: Students passed the course subjects (instruction) and YRRP farmers' beneficiaries started to adapt the technologies shared.

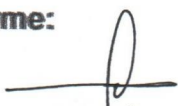
Final Step/Recommendation:

Continue to adapt the teaching strategies and improved training modules for the farmers' trainings.

Prepared by:


JULIUS V. ABELA
Unit Head

Conforme:


ROGER ROQUE E. BUSTAMANTE
Name of Ratee (Faculty)