

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **JANE P. DAUTIL**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)		4.86 x100%= 4.86	
b. Students (0%)			
Total for Instruction	70%	4.86	3.40
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		0x100% = 0	
Total for Research	00%	0	0
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		4.67x100% = 4.67	
Total for Extension	15%	4.67	0.70
4. Administration	15%	5.00	0.75
5. Production	0%	0	0.00
TOTAL			4.85



EQUIVALENT NUMERICAL RATING: **4.85**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.85**ADJECTIVAL RATING: **Outstanding**

Prepared by:

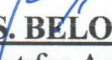
Reviewed by:


JANE P. DAUTIL
Name of Faculty
LOTIS M. BALALA
Department Head

Recommending Approval:


SANTIAGO T. PEÑA, JR.
College Dean

Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Jane P. Dautil, of the College of Veterinary Medicine commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period June 2022 to December 31, 2022.

JANE P. DAUTIL

Ratee

Approved:

LOTIS M. BALALA

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	6	14.90	5	5	5	5.00	
	Number of students advised:								
	On thesis	As thesis adviser/SRC member	2	5	5	5	5	5.00	
	<i>No. of approved manuscript submitted within the prescribed period</i>	As thesis adviser and SRC member	2	5	5	4	5	4.67	
	<i>On consultation</i>	As academic adviser	2	70	5	5	5	5.00	
EXTENSION SERVICES	Number of technical/expert services/Consultancy	As veterinarian/consultant for dogs and cats in the CVM clinic and neighboring barangays	10	20	5	4	5	4.67	
ADMINISTRATIVE SUPPORT SERVICES	Number of meeting attended	As faculty, CVM committee and CRCC member	4	8	5	5	5	5.00	
	Number of documents acted upon on time	As faculty member, academic adviser and SRC member	2	75	5	5	5	5.00	

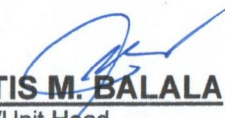
	Number of documents released on time	As Academic Adviser	2	70	5	5	5	5.00	
Total Over-all Rating								14.59	

Average Rating (Total Over-all rating divided by 3)	14.59/3	4.86
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.86
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

Dr. Dawit is humble and teachable. She should be sent to more trainings in capacity building and leadership to prepare her to next level subject specialist.

Evaluated & Rated by:


LOTIS M. BALALA
Dept/Unit Head

Date:

2/10/2008


Recommending Approval:


SANTIAGO T. PEÑA, JR.
College Dean

Date:

2/12/2008

Approved by:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Date:

2/16/2008

1 – Quality 2 – Efficiency 3 – Timeliness 4 – Average

PERFORMANCE MONITORING FORMName of Employee: JANE P. DAUTIL

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Created OBE Syllabus for VMED 101, VMIC 103, VMED 108	OBE Syllabus	August 2022	August 2022	September 12, 2022	Impressive	Outstanding	Add more assessment
2	Maintained Moodle online courseware for VMED 101, VMIC 103, VMED 108	Virtual classroom	August 2022	August 2022	September 12, 2022	Impressive	Outstanding	Be more creative on virtual platform
3	Made midterm exams for VMED 101, VMIC 103, VMED 108	Printed Exams	November 2022	November 2022	November 2022	Impressive	Outstanding	Efficient
4	Computed midterm grades for VMED 101, VMIC 103, VMED 108	Grades in Cumulus	November 2022	December 2022	December 2022	Impressive	Outstanding	Efficient
5	As member of extension projects	Participated in anti-Rabies vaccination drives Participated in planning sessions for neutering drive in VSU Anniversary and	September 28, 2022	September 28, 2022	September 28, 2022	Impressive	Outstanding	Enhance interpersonal communication skills

		World Rabies Day						
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* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


LOTIS M. BALALA
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JANE P. DAUTIL
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: July, 2022 **Target Date:** December, 2022

First Step: A normal teaching load (Instruction function) in order to have time for research, extension activities and revision of instructional materials and to devote time as a veterinarian.

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

Date: October, 2022 **Target Date:** December, 2022


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 the K to 12 subjects to de-load existing faculty.

Prepared by:


SANTIAGO T. PEÑA, JR.
College Dean

Conforme:


JANE P. DAUTIL
Ratee