

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: CARL LEONARD . PRADERA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)		4.93x100% = 4.93	
b. Students (0%)			
Total for Instruction	70%	4.93	3.45
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		0.00x100% = 0.00	
Total for Research	0.00%	0.00	0.00
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		5.00x100% = 5.00	
Total for Extension	15%	5.00	0.75
4. Administration	15%	4.84	0.73
5. Production	0%	0	0.00
<b>TOTAL</b>			<b>4.93</b>

EQUIVALENT NUMERICAL RATING: 4.93

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.93

ADJECTIVAL RATING: Outstanding

Prepared by:

  
**CARL LEONARD M. PRADERA**  
Name of Faculty

Reviewed by:

  
**EUGENE B. LAÑADA**  
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, CARL LEONARD M. PRADERA, 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 JULY 2020 to DECEMBER 31, 2020.

  
**CARL LEONARD M. PRADERA**

Ratee

Approved:   
**EUGENE B. LAÑADA**  
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>HIGHER EDUCATION SERVICES</b>	FTE	Instruction	5	8.60	5	5	5	5.00	
	Number of instructional materials developed:								
	<i>Online ready courseware</i>	As author and course-in-charge	2	2	5	5	5	5.00	
	<i>Flexible instructional materials</i>	As author and course-in-charge	2	2	5	5	5	5.00	
	<i>Assessment tools</i>	As course-in-charge	1	1	4	5	5	4.67	
	<i>Number of virtual classrooms created and operationalized</i>	As course-in-charge	2	2	5	5	5	5.00	
<b>EXTENSION SERVICES</b>	Number of extension projects being conducted	As a member on Sustainable Control of Newcastle disease (ND) in Smallholder Chicken Flocks in the City of Baybay, Leyte	1	1	5	5	5	5.00	
<b>ADMINISTRATIVE SUPPORT SERVICES</b>	Meetings attended	As faculty member, CVM Committee and CRCC member	6	10	5	5	5	5.00	
	No. of documents acted upon on time	As faculty member and academic adviser	30	40	5	5	5	5.00	
	No. of documents released on time	As academic adviser	30	40	5	4	5	4.67	

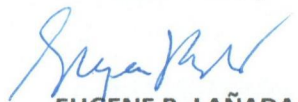
	No. of assigned tasks completed before the deadline	As faculty member	1	2	4	5	5	4.67	
<b>Total Over-all Rating</b>								14.77	

<b>Average Rating (Total Over-all rating divided by 3)</b>	<b>14.77/3</b>	<b>4.92</b>
<b>Additional Points:</b>		
<b>Approved Additional points (with copy of approval)</b>	<b>XX</b>	
<b>FINAL RATING</b>		<b>4.92</b>
<b>ADJECTIVAL RATING</b>		<b>Outstanding</b>

**Comments & Recommendations for Development Purpose:**

*complete your masters  
degree in Vet. Sci.*

Evaluated & Rated by:



**EUGENE B. LAÑADA**

Dept/Unit Head

Date:

3/10/2021

Recommending Approval:



**SANTIAGO T. PEÑA, JR.**

College Dean

Date:

3/12/2021

Approved by:



**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date:

4/30/21

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average



## Exhibit I

**PERFORMANCE MONITORING FORM**Name of Employee: CARL LEONARD M. PRADERA


<b>Task No.</b>	<b>Task Description</b>	<b>Expected Output</b>	<b>Date Assigned</b>	<b>Expected Date to Accomplish</b>	<b>Actual Date accomplished</b>	<b>Quality of Output*</b>	<b>Over-all assessment of output**</b>	<b>Remarks/ Recommendation</b>
1	Teaching	Exams	August 2020	December 2020	December 2020	Outstanding	Outstanding	Find ways to increase student engagement
2	Consultation with students	Final decision of the student	July 2020	June 20, 2020	June 2020	Very impressive	Outstanding	Find ways to encourage other students to consult me
3	Developing assessment tools	Assessment tools	July 2020	August 2020	August 2020	Very Impressive	Very satisfactory	Find ways and be more creative in developing more assessment tools
4	Developing virtual classrooms	Virtual classrooms	July 2020	August 2020	August 2020	Outstanding	Outstanding	Make full use of the application of VSUEE and increase student engagement
5	Extension service, technical/expert services/ consultancy	Animal health check-up	July 2020	December 2020	December 2020	Very Impressive	Outstanding	Improve technical service rendered
6	Admission and registration services	Number of students enrolled and validated within	July 2020	August 2020	August 2020	Outstanding	Outstanding	Find ways to increase student engagement

		scheduled regular registration period.						
7	Submission of research article	Acknowledge ment receipt from the journal	July 2020	December 2020	December 2020	Very Impressive	Very satisfactory	None
8	Faculty member, CVM Committee, CRCC member and administrative support services	Attended meetings	July to December 2020	July to December 2020	July to December 2020	Very impressive	Outstanding	Find ways to improve promptness
		Number of documents acted upon on time	July to December 2020	July to December 2020	July to December 2020	Outstanding	Outstanding	
		Number of documents released on time	July to December 2020	July to December 2020	July to December 2020	Outstanding	Outstanding	
		Number of assigned tasks completed before the deadline	July to December 2020	July to December 2020	July to December 2020	Very impressive	Outstanding	

\* Either very impressive, impressive, needs improvement, poor, very poor

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

Prepared by:

  
**EUGENE B. LAÑADA**  
Unit Head

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: CARL LEONARD M. PRADERA

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 2020 **Target Date:** December 2020

**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 College Secretary.

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

**Date:** October 2020 **Target Date:** December 2020

**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:

Conformed:

  
CARL LEONARD M. PRADERA  
Ratee

  
SANTIAGO T. PEÑA, JR.  
College Dean