

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	4.96	2.48
	b. Student (50%) from Teaching Performance Eval'n. By-Students	50	5.00	2.30
Total for Instruction		70%	4.98	3.32
2.	Research	10%	5.00	0.50
3.	Extension	5%	4.89	0.24
4.	Production	10%	5.00	0.50
5.	Administration	5%	5.00	0.25
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.81

EQUIVALENT NUMERICAL RATING:

4.81

Add: Additional Points, if any:

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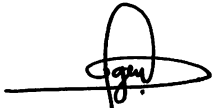
TOTAL NUMERICAL RATING:

4.81


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 **January, 2018 to June, 2018**.


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)	30	44.35	5	5	5	5.00	
	Number of Instructional Facilities/ Laboratories Developed/ Improved/ Maintained	Manager, DAS Goat and Sheep Project	1	1	5	5	4	4.67	
	Student Advising and Consultation Services:								
	Number of students advised - as Academic Adviser	Advised BAS students	35	50	5	5	5	5.00	
	Number of hours spent on student consultation								
	Number of senior high school students	Serve as lecturer of the SH students	20	29	5	5	5	5.00	
	Number of Trainings/Seminars Attended	Participant	1	5	5	5	5	5.00	
Research Services	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	80%	90%	5	5	5	5.00	
Extension Services	Number of Beneficiaries Served	Served as Animal Science Specialist/consultant to walk in individuals/beneficiaries	8	15	5	5	5	5.00	
		Served as Animal Science Extension Communicator	1	1	5	5	5	5.00	
	Resource Person	Served as Resource in CAFS-BIDANI-ATI extension project, Agriculturist Board exam Review,	1	1	4	5	5	4.67	

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (PROF)

ROGER ROQUE E. MUSTAMANTE, 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 January 2018 to June 2018.

ROGER ROQUE E. MUSTAMANTE

Head of Unit

Approved:

JOHN V. ALONSO

Head of Unit

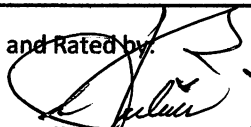
WFO & DARS	Success Indicators	Test Assigned	Targets	Actual Achievement	Rating	Comments
Higher Education Services	Full Time Equivalent (FTE)	Instruction (Pick/Vocation/Leave status)	30	44.34	5	2.00
	Non-Part of Instructional Activities (Laboratories)	Management, DAS Board and School Project	1	1	5	2.00
	Developed, Improved, Maintained					
	Student Advising and Consultation Services					
	Number of students advised - as Academic Adviser	Advised DAS students	25	20	5	2.00
	Number of hours spent on student consultation					
Research Services	Number of extra high school students	Serve as lecturer of the 34 students	20	20	5	2.00
	Number of Training Seminars Attended	Participant	1	1	5	2.00
	Percentage of research project accomplished	Study loaded, Study in Site Dismissibility of Supplemental Pupa-based Stages and Pupae Protein Source and their effects on basal diet utilization & Growth Gost Performance	80%	90%	5	2.00
Extension Services	Number of Beneficiaries Served	Served as Animal Science Specialist/consultant to walk in individual beneficiaries	8	12	5	2.00
		Served as Animal Science Extension Coordinator	1	1	5	2.00
		Served as Resource in CAPS-BIGAN-IT	1	1	5	2.00
		Extension project, Agricultural Board exam review	1	1	5	4.00

Production	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	5	5	5.00	
	Percentage of STF projects supporting instruction, research, and extension	DAS Goat/Sheep Project supporting instruction, research, and extension	75%	90%	5	5	5	5.00	
	Percentage increase in inventory value and/ or income of the projects relative to previous year	DAS Goat and Sheep Project Income	40%	60%	5	5	5	5.00	
Administrative Support Services	Number of Faculty/Staff meeting attended	Attended meetings	5	6	5	5	5	5.00	
	Percentage of accomplishment in DAS AACUP Accreditation Preliminary Survey Visit (PhD) in Area IX (Laboratory)	Gathered and prepared documents for area IX	30%	60%	5	5	5	5.00	
	Number of department committees involved as member	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. Comm.	5	8	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								84.33	

Average Rating (Total Over-all Rating/No. of A ⁴ Entries)		4.96
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.96
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendation for Development Purpose:
Needs to extend/give extra time for student research activity and consultation.

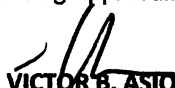
Evaluated and Rated by:


JULIUS V. ABELA

Head, Dept. of Animal Science

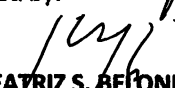
Date: _____

Recommending Approval:


VICTOR B. ASTIO
 Dean, College of Agriculture

Date: _____

Approved by:


BEATRIZ S. BELONIAS
 Vice-President for Instruction

Date: _____

Legend: Q¹ - 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
 2.2 - 2.9 Unsatisfactory
 2.1 - & below Poor

201-202-203-204-205-206-207-208-209-210-211-212-213-214-215-216-217-218-219-220-221-222-223-224-225-226-227-228-229-230-231-232-233-234-235-236-237-238-239-240-241-242-243-244-245-246-247-248-249-250-251-252-253-254-255-256-257-258-259-260-261-262-263-264-265-266-267-268-269-270-271-272-273-274-275-276-277-278-279-280-281-282-283-284-285-286-287-288-289-290-291-292-293-294-295-296-297-298-299-300-301-302-303-304-305-306-307-308-309-310-311-312-313-314-315-316-317-318-319-320-321-322-323-324-325-326-327-328-329-330-331-332-333-334-335-336-337-338-339-340-341-342-343-344-345-346-347-348-349-350-351-352-353-354-355-356-357-358-359-360-361-362-363-364-365-366-367-368-369-370-371-372-373-374-375-376-377-378-379-380-381-382-383-384-385-386-387-388-389-390-391-392-393-394-395-396-397-398-399-400-401-402-403-404-405-406-407-408-409-410-411-412-413-414-415-416-417-418-419-420-421-422-423-424-425-426-427-428-429-430-431-432-433-434-435-436-437-438-439-440-441-442-443-444-445-446-447-448-449-450-451-452-453-454-455-456-457-458-459-460-461-462-463-464-465-466-467-468-469-470-471-472-473-474-475-476-477-478-479-480-481-482-483-484-485-486-487-488-489-490-491-492-493-494-495-496-497-498-499-500-501-502-503-504-505-506-507-508-509-510-511-512-513-514-515-516-517-518-519-520-521-522-523-524-525-526-527-528-529-530-531-532-533-534-535-536-537-538-539-540-541-542-543-544-545-546-547-548-549-550-551-552-553-554-555-556-557-558-559-560-561-562-563-564-565-566-567-568-569-570-571-572-573-574-575-576-577-578-579-580-581-582-583-584-585-586-587-588-589-590-591-592-593-594-595-596-597-598-599-600-601-602-603-604-605-606-607-608-609-610-611-612-613-614-615-616-617-618-619-620-621-622-623-624-625-626-627-628-629-630-631-632-633-634-635-636-637-638-639-640-641-642-643-644-645-646-647-648-649-650-651-652-653-654-655-656-657-658-659-660-661-662-663-664-665-666-667-668-669-670-671-672-673-674-675-676-677-678-679-680-681-682-683-684-685-686-687-688-689-690-691-692-693-694-695-696-697-698-699-700-701-702-703-704-705-706-707-708-709-710-711-712-713-714-715-716-717-718-719-720-721-722-723-724-725-726-727-728-729-730-731-732-733-734-735-736-737-738-739-740-741-742-743-744-745-746-747-748-749-750-751-752-753-754-755-756-757-758-759-760-761-762-763-764-765-766-767-768-769-770-771-772-773-774-775-776-777-778-779-780-781-782-783-784-785-786-787-788-789-790-791-792-793-794-795-796-797-798-799-800-801-802-803-804-805-806-807-808-809-810-811-812-813-814-815-816-817-818-819-820-821-822-823-824-825-826-827-828-829-830-831-832-833-834-835-836-837-838-839-840-841-842-843-844-845-846-847-848-849-850-851-852-853-854-855-856-857-858-859-860-861-862-863-864-865-866-867-868-869-870-871-872-873-874-875-876-877-878-879-880-881-882-883-884-885-886-887-888-889-890-891-892-893-894-895-896-897-898-899-900-901-902-903-904-905-906-907-908-909-910-911-912-913-914-915-916-917-918-919-920-921-922-923-924-925-926-927-928-929-930-931-932-933-934-935-936-937-938-939-940-941-942-943-944-945-946-947-948-949-950-951-952-953-954-955-956-957-958-959-960-961-962-963-964-965-966-967-968-969-970-971-972-973-974-975-976-977-978-979-980-981-982-983-984-985-986-987-988-989-990-991-992-993-994-995-996-997-998-999-1000-1001-1002-1003-1004-1005-1006-1007-1008-1009-1010-1011-1012-1013-1014-1015-1016-1017-1018-1019-1020-1021-1022-1023-1024-1025-1026-1027-1028-1029-1030-1031-1032-1033-1034-1035-1036-1037-1038-1039-1040-1041-1042-1043-1044-1045-1046-1047-1048-1049-1050-1051-1052-1053-1054-1055-1056-1057-1058-1059-1060-1061-1062-1063-1064-1065-1066-1067-1068-1069-1070-1071-1072-1073-1074-1075-1076-1077-1078-1079-1080-1081-1082-1083-1084-1085-1086-1087-1088-1089-1090-1091-1092-1093-1094-1095-1096-1097-1098-1099-1100-1101-1102-1103-1104-1105-1106-1107-1108-1109-1110-1111-1112-1113-1114-1115-1116-1117-1118-1119-1120-1121-1122-1123-1124-1125-1126-1127-1128-1129-1130-1131-1132-1133-1134-1135-1136-1137-1138-1139-1140-1141-1142-1143-1144-1145-1146-1147-1148-1149-1150-1151-1152-1153-1154-1155-1156-1157-1158-1159-1160-1161-1162-1163-1164-1165-1166-1167-1168-1169-1170-1171-1172-1173-1174-1175-1176-1177-1178-117

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and Congress of Agriculture

Age-Related Inactivation

10/16/64

CO-OPATIVE PROBING

Appendix A

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Activity	Frequency	Duration	Resources	Cost
1. Review of the project and the organization's mission and vision.	1	1	1	200
2. Review of the project and the organization's mission and vision.	1	1	1	200
3. Review of the project and the organization's mission and vision.	1	1	1	200
4. Review of the project and the organization's mission and vision.	1	1	1	200
5. Review of the project and the organization's mission and vision.	1	1	1	200
6. Review of the project and the organization's mission and vision.	1	1	1	200
7. Review of the project and the organization's mission and vision.	1	1	1	200
8. Review of the project and the organization's mission and vision.	1	1	1	200
9. Review of the project and the organization's mission and vision.	1	1	1	200
10. Review of the project and the organization's mission and vision.	1	1	1	200

EMPLOYEE DEVELOPMENT PLAN

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

Aim: To further improved teaching strategies and participate to the Research activities of the Department.

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

Date: January 2018 Target Date: June 2018

First Step Continue developing instructional materials and develop strategies in handling field activities for the students to learn by doing. Participate with the research of Dr. Bestil at VSU-Villaba.

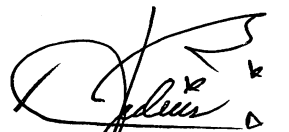
Result: Students were able to cope up with class discussions and become more responsible in the class field activities learned strategies in doing research work in a bigger perspective.

Outcome: Good performance in the examination and better field output (laboratory works). Able to link with other researches.

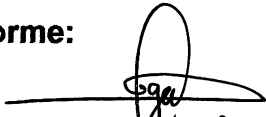
Final Step/Recommendation:

Adopt the strategies employed for the next batch of students. Continue the linkage with other researchers.

Prepared by:


JULIUS V. ABELA
Unit Head

Conforme:


ROGER ROQUE E. BUSTAMANTE
Name of Ratee (Faculty)