SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **AGNES M. TAVEROS**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4. 89 x 50%= 2.45	
b. Students (50%)		4.50 x 50%= 2.25	
Total for Instruction	70%	4.70	3.29
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	00%		
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		4.87 x100% = 4.87	
Total for Extension	15%	4.87	0.73
4. Administration	15%	4.93	0.74
5. Production	0%	0	0.00
TOTAL			**4.76**

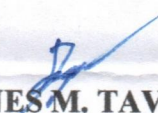EQUIVALENT NUMERICAL RATING: **4.76**
Add: Additional Points, if any:
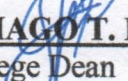TOTAL NUMERICAL RATING: **4.76**

ADJECTIVAL RATING: **Outstanding**
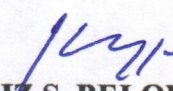
Prepared by: Reviewed by:

AGNES M. TAVEROS   **SANTIAGO T. PEÑA, JR.**
Name of Faculty   Department Head

Recommending Approval:

SANTIAGO T. PEÑA, JR.
College Dean
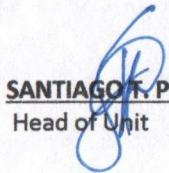
Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **AGNES M. TAVEROS** of the **College of Veterinary Medicine** commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January** to **December 2022.**

AGNES M. TAVEROS
Ratee

Approved: **SANTIAGO T. PEÑA, JR.**
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Targets	Actual Accomplishment	Rating				Remarks
					Q[1]	E[2]	T[3]	A[4]	
HIGHER EDUCATION SERVICES	PI 5: Total FTE	As course in-charge	5	43.85	5	5	5	5.00	
	PI 8: Number of students advised:								
	On thesis/ field practice/special problem	As adviser	2	6	5	5	5	5.00	
	No. of approved manuscripts submitted within prescribed period	As adviser	2	3	5	5	5	5.00	
	On consultation	As adviser	4	35	5	5	4	4.67	
	PI 9: Number of student organizations advised/ assisted								
	Student organizations advised	As adviser	1	1	5	5	5	5.00	
	Student organizations assisted on student related activities	As adviser	1	1	5	5	5	5.00	
	PI 10: Number of instructional materials developed								
	Number of virtual classrooms created and operationalized	As course in-charge/instructor	2	2	5	5	4	4.67	
	Flexible instructional materials	As course in-charge/instructor	2	2	5	5	4	4.67	
	Assessment tools	As course in-charge/instructor	3	4	5	5	5	5.00	
	PI 11: Additional Outputs - No of instructional materials reviewed	As IMs Committee Chairman	4	22	4	5	5	4.67	
	PI 1: Number of person-days trained weighted by length of training	As component leader/ member	8	-	5	4	5	4.67	Second half (July-Dec)

General Admin. & Support Services (GASS)	Indicator	Role	Target	Actual	1	2	3	4	Total Over-all Rating
	Number of Best practices/new initiatives in College administration replicated/benchmarked by other Colleges/other agencies	As content contributor	1	1	5	5	4	4.67	14.67
	Number of Committee activities completed	As member of the duly-approved CVM standing committees	1	2	5	5	5	5.00	
	Number of regular meetings attended (each faculty should include this PI with target of 12)	As member of the CVM faculty	6	10	5	5	5	5.00	
	Number of planning sessions, tracking and monitoring of targets, etc. attended or assisted to ensure attainment of College/department targets	As content contributor	2	2	5	5	5	5.00	
	Number of coaching sessions attended or assisted among department heads, faculty & staff	As faculty	1	1	5	5	5	5.00	
	PI 6. Additional Outputs								
	PI 21: Number of clients assisted in agri-fair, walk-in clients, training requests, in-house reviews, trainings, and related activities	As component leader/ member/ technical personnel	39	200	5	5	5	5.00	
	PI 13: Number of trainees weighted by the length of training (Output indicator)	As component leader/ member	16	-	5	4	5	4.67	Second half (July-Dec)
	PI5: Number of technical/expert services	As resource person	1	1	5	5	5	5.00	
	PI 4: Number of beneficiaries served	As component leader/ member	18	51	5	5	5	5.00	

Average Rating (Total Over-all rating divided by 3)	14.67/3	4.89	
Additional Points:			
Approved Additional points (with copy of approval)			
FINAL RATING	4.89		
ADJECTIVAL RATING		Outstanding	

Comments & Recommendations for Development

Purpose: *Publish first research works and conduct of surveys ... (handwritten)*

Evaluated & Rated by:

SANTIAGO T. PEÑA, JR.
Dept/Unit Head   Date: 8/11/2022

Recommending Approval:

SANTIAGO T. PEÑA, JR.
College Dean   Date: 8/11/2022

Approved by:

BEATRIZ S. BELONIAS
Vice President   Date: 8/10/2022

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: <u>AGNES M. TAVEROS</u>

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	Teaching	Grades	Jan, 2022	June 2022	June 2022	Very impressive	Outstanding	Find ways to increase student engagement
2	Thesis manuscript preparation advising	Approved thesis manuscript	Jan, 2022	June 2022	June 2022	Very impressive	Outstanding	Find ways to encourage student independence
3	Student academic advisee advising during consultation	Suggestions to resolve advisee issues and problems	Jan, 2022	June 2022	June 2022	Very impressive	Outstanding	Find ways to encourage other advisees to consult me
4	Advising student organization advising	Advice to CSSC issues and problems	Jan, 2022	June 2022	June 2022	Very impressive	Outstanding	Find ways to encourage organization to improve record-keeping
5.	Assisting student organization activities	Suggestions on issues and problems of organization	Jan, 2022	June 2022	June 2022	Very impressive	Outstanding	Find ways to encourage student organization to increase attendance during activities
6.	Creating and operationalizing virtual classrooms	Online-ready courseware	Jan, 2022	June 2022	June 2022	Very impressive	Outstanding	Find ways to improve courseware
7.	Developing flexible instructional materials	Flexible instructional materials	Jan, 2022	June 2022	June 2022	Very impressive	Outstanding	Find ways to increase flexibility of IM
8.	Developing assessment tools	Assessment tools in the courses handled	Jan, 2022	June 2022	June 2022	Very impressive	Outstanding	Find ways to increase assessment tools
9.	With the CVM IMs Committee, reviewing instructional materials for the 2nd sem courses	Approved OBE syllabi	Jan, 2022	June 2022	June 2022			
10.	Training of clienteles as component leader of two of CVM's extension projects	Trainees weighted by the length of training	Jan, 2022	June 2022	June 2022	Impressive	Satisfactory	Find more aggressive ways of implementing the

#	Activity	Expected Output		Target	Actual	*	**	Remarks
	and as a member of CVM's extension project							extension projects even in time of the pandemic
11.	Extending expert/technical services to livestock raisers	Advice to resolve health and other problems of livestock and poultry raisers	January 2022	June 30, 2022	June 30, 2022	Very impressive	Outstanding	Find ways to reach out to more livestock raisers in need of vet services
12.	Attending or assisting coaching sessions among department heads, faculty & staff	Improved efficiency in the resolution and completing of the coaching sessions	January 2022	June 30, 2022	June 30,2022	Very impressive	Outstanding	Find better ways of attending or assisting coaching sessions
13.	Attending or assisting planning sessions, tracking and monitoring of targets, etc. to ensure attainment of College/department targets	Improved efficiency in the tracking and monitoring of targets, etc. to ensure attainment of College/department targets	January 2022	June 30, 2022	June 30, 2022	Very impressive	Outstanding	Find better ways of attending or assisting planning sessions, tracking and monitoring of targets
14.	Attending regular meetings	Improved efficiency of CVMs regular meetings	January 2022	June 30, 2022	June 30, 2022	Very impressive	Outstanding	Find better ways of
15.	Organizing/attending Committee activities	Improved efficiency in attainment of Committee meetings in the CVM	January 2022	June 30, 2022	June 30, 0202	Very impressive	Outstanding	Find better ways of attending regular meetings
16.	Assisting in the best practices/new initiatives in College administration	Creation of best practices in the CVM	January 2022	June 30, 2022	June 30,2022	impressive	Outstanding	Find better ways of creating best practices at CVM

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

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

Prepared by:

SANTIAGO T. PEÑA, JR.
Unit Head

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **AGNES M. TAVEROS**
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: **January, 2022**   **Target Date:** **June, 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: **March, 2022**   **Target Date:** **June, 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.
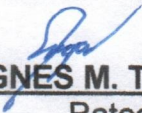
Recommendation:

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:

AGNES M. TAVEROS
Ratee