

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **KENNY ORIEL A. OLANA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.95x50%= 2.48	
b. Students (50%)		3.40x50%= 1.70	
Total for Instruction	70%	4.18	2.93
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%)			
Total for Extension	00%		
4. Administration	30%	5.00	1.50
5. Production	0%	0	0.00
TOTAL			4.43

EQUIVALENT NUMERICAL RATING: **4.43**

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: **4.43**


ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

Reviewed by:

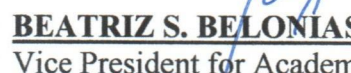

KENNY ORIEL A. OLANA
Name of Faculty


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, **KENNY ORIEL A. OLANA**, 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 to December, 2021**.


KENNY ORIEL A. OLANA
Ratee

Approved: 
EUGENE B. LAÑADA
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	4	34.15	5	5	5	5.00	
	PI 8: Number of students advised on thesis	As thesis adviser	1	4	5	5	5	5.00	
	Number of students advised on consultation	As academic adviser	2	5	5	5	5	5.00	
	PI 10: Number of virtual classrooms created and operationalized	Create functional virtual classroom	1	1	5	5	4	4.67	
	Flexible instructional materials	Author instructional materials	1	1	5	5	4	4.67	
	Assessment tools	As faculty handling the courses	1	3	5	5	5	5.00	
EXTENSION SERVICES	Number of trainees weighted by the length of training	As extension chairman	45						No formal training conducted
General Admin & Support Services	Number of meetings attended	As faculty member	5	11	5	5	5	5.00	
	Number of documents acted on time	As faculty member	5	10	5	5	5	5.00	


	Number of documents released on time	As faculty member	5	10	5	5	5	5.00	
	Number if assigned task completed before the deadline	As faculty member	2	5	5	5	5	5.00	
Total Over-all Rating									
								9.89	

Average Rating (Total Over-all rating divided by 4)	9.89/2	4.95
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.95
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

*Do more work
Get a PGP*

Evaluated & Rated by:


EUGENE B. LAÑADA
Dept/Unit Head


Date: _____

Recommending Approval:


SANTIAGO TAPÉNA, JR.
Dean/Director

Date: _____

Approved by:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Date: _____

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

PERFORMANCE MONITORING FORM

Name of Employee: **KENNY ORIEL A. OLANA**

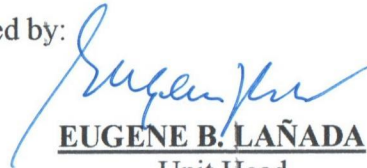
Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Maintained Moodle online courseware for VMed 155, VMed 199, VZoo 106, VZoo 108	Virtual classroom	August, 2021	August 2021	August 2021	Impressive	Outstanding	Be more creative on virtual platform
2	Computed grades for VMed 155, VMed 199, VZoo 106, VZoo 108	Grade sheets	December 2021	December 2021	December 2021	Impressive	Outstanding	Efficient
3	Made exams for for VMed 155, VMed 199, VZoo 106, VZoo 108	Examinations	December 2021	December 2021	December 2021	Impressive	Outstanding	Learn to make Higher-order thinking skills questions
4	As extension chairman	Organized meetings, planning sessions with LGU and CVM, Attended meeting of Southern Leyte PVSO and CVM	October 2021	October 2021	October 2021	Impressive	Outstanding	Enhance interpersonal communication skills
6	As member of extension projects	Participated in anti-Rabies	July 2021	July 2021	July 2021	Impressive	Outstanding	Enhance interpersonal

		vaccination drives						communication skills
		Participated in ASF Blood collection activities,	August 2021	August 2021	August 2021			
		Participated in planning sessions for the World Rabies Day	September 2021	September 2021	September 2021			

* 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: KENNY ORIEL A. OLANA
Performance Rating: VERY SATISFACATORY

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, 2021 Target Date: December, 2021

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, 2021 Target Date: December, 2021

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:


SANTIAGO T. PEÑA, JR.
College Dean

Conforme:


KENNY ORIEL A. OLANA
Ratte