

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MICHAEL DOMINIC M. GARRIDO

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from iPCR	0.50	4.80	2.40
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	4.67	2.33
Total for Instruction		70%	4.73	3.31
2.	Administrative Support Services	30%	4.83	1.45
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.76

EQUIVALENT NUMERICAL RATING:

4.76

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.76

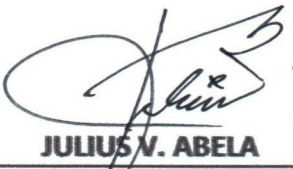
ADJECTIVAL RATING:

OUTSTANDING

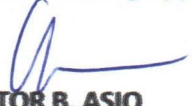
Prepared by:


MICHAEL DOMINIC M. GARRIDO
Instructor I

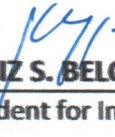
Reviewed by:


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 FORM (IPCR)

I, MICHAEL DOMINIC M. GARRIDO, 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 July, 2019 to December, 2019.

M.D.
MICHAEL DOMINIC M. GARRIDO
Ratee

Approved: JULIUS Y. 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	39.65	4.5	4.5	4.5	4.5	4.50
	Student Advising and Consultation Services:								
	Number of hours spent on student consultation	Academic Adviser (BSA/BAS)	50	70	5.0	5.0	5.0	5.0	5.00
	Number of students advised / coordinated	1) Thesis Adviser (VSU-Villaba students thesis)	1	1	5	5	4	4	4.67
	Number of students advised as member of Student Research Committee	1) Thesis SRC Member (VSU-Villaba students thesis)	1	2	5	5	5	5	5.00
Administrative Support Services	Number of student organizations coached	"Sepak Takraw" Varsity Coach	1	1	5	5	4	4	4.67
	Percentage of departments meetings attended	Faculty member	90%	100%	4.9	4.9	4.9	4.9	4.90
	Percentage of documents gathered for CAFS AACUP Accreditation Level 4 Phase II BSA	Gather and prepare document for area IV	85%	100%	4.9	4.9	4.9	4.9	4.90
	Number of VSU committees involved	ACRO - Alumni Coordinator for Animal Science	1	1	5	5	4	4	4.67
	Number of department committees involved:								
DAS Committees		Member: Research and Dev't., Laboratory and Library Enhancement, Accreditation for AACUP , COE, NAFES, Socials and Sports and Undergraduate Student Research	1	3	4.8	4.8	4.9	4.83	

	Number of DAS Animal Project managed/monitored	Project Manager	1	1	5	5	4	4.67
	Percentage of STF project supporting Instruction, research and expension	Poultry Project	50%	100%	5	5	5	5.00
Total Over-all Rating								52.80

Average Rating (Total Over-all Rating/No. of A ¹ Entries)		4.80
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING	4.80	
ADJECTIVAL RATING	Outstanding	

Comments & Recommendation for Development Purpose:
Must attend training & Conference and convention for the PSAS-HHQ

Evaluated and Rated by: 
JULIUS V. ABELA
Head, Dept. of Animal Science
Date: 3-9-2020

Recommending Approval: 
VICTOR B. ASIO
Dean, College of Agriculture
Date: 3-27-2020

Approved by: 
BEATRIZ S. BELONIAS
Vice-President for Instruction
Date: 4-01-2020

Legend: Q¹ - Quality
E² - Efficiency
T³ - 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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MICHAEL DOMINIC M. GARRIDO
Performance Rating: OUTSTANDING

Aim: To improve teaching effectiveness and enrich research knowledge related to instruction

Proposed Interventions to Improve Performance:

Date: July, 2019 Target Date: September, 2019

First Step:
Revised OBEalized teaching materials

Result:
Revised OBEalized teaching materials that enrich lessons learned by students.

Date: October, 2019 Target Date: December, 2019

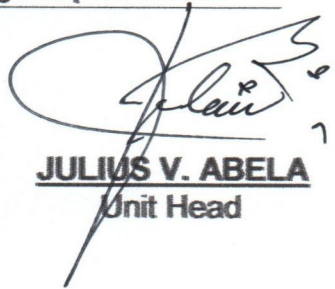
Next Step:
Attend seminar, trainings, and conferences for self-knowledge improvement

Outcome: Has not attended seminar, trainings, etc. but rather conducted seminars on small ruminant production and butchering.

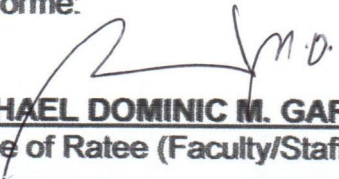
Final Step/Recommendation:

Constant update of teaching materials and attend seminars, trainings, onferences for self-knowledge improvement

Prepared by:


JULIUS V. ABELA
Unit Head

Conforme:


MICHAEL DOMINIC M. GARRIDO
Name of Ratee (Faculty/Staff)