

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **CARL LEONARD M. PRADERA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.91 x50%= 2.45	
b. Students (50%)		4.33 x50%= 2.16	
Total for Instruction	40%	4.61	1.84
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		4.67 100% = 4.67	
Total for Research	30%	4.67	1.40
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%	5.00	0.75
5. Production	0%	0	0.00
TOTAL			4.74

EQUIVALENT NUMERICAL RATING: **4.74**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.74**ADJECTIVAL RATING: **Outstanding**

Prepared by:

Reviewed by:

CARL LEONARD M. PRADERA

Name of Faculty

SANTIAGO R. PEÑA, JR.

Department Head

Recommending Approval:

SANTIAGO R. 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 accomplishments in accordance with the indicated measures for the period **January to June 2023**.


CARL LEONARD M. PRADERA
Ratee

Approved: 
SANTIAGO T. PEÑA, JR.
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	PI 5: FTE	Instruction	8	18	5	5	5	5.00	
	PI 8: Number of students advised	As thesis adviser, as SRC							
	On thesis/ field practice/ special problem	As adviser/ SRC member/SRC chairman/field practice coordinator	20	10	5	5	5	5.00	
	Number of approved manuscripts submitted within prescribed period	As thesis adviser	6	-					To be accomplished on July to December 2023
	Number of students advised on consultation	As academic adviser	10	30	5	5	5	5.00	
RESEARCH SERVICES	PI 3: Number of research outputs published in internationally-refereed or CHED recognized journal within the year	As primary author	1	-					To be accomplished on July to December 2023
	PI 4: Number of research outputs presented in regional/national/international fora/conferences	As oral presenter	1	2	5	5	5	5.00	

	PI 14. Number of research output publication produced/ related technical publication/ Manual produced & distribution	As primary author	1	-					To be accomplished on July to December 2023
	PI 29. Number of publication qualified for VSU publication incentive award	As corresponding author	1	1	5	5	5	5.00	
	Number of externally-funded research projects conducted	As project staff	1	1	4	4	4	4.00	
EXTENSION SERVICES	PI 1: Number of trainees	As extension component leader/member in VETMends	15	15	5	5	5	5.00	
	PI 4. Number of beneficiaries served: Individuals	As extension component leader/member in VETMends	30	30	5	5	5	5.00	
	PI.5: Number of technical/expert services rendered	As component leader/member of VETMends extension project	1	1	5	5	5	5.00	
	PI 13. Number of trainees weighted by the length of training	As component leader/member of VETMends extension project	7	7	5	5	5	5.00	
	PI 21. Number of clients assisted in agri-fair, walk in clients, training requests, in-house reviews, training and related activities	As expert in the field of veterinary medicine	30	30	5	5	5	5.00	
ADMINISTRATIVE SUPPORT SERVICES	PI 3. Number of coaching sessions among department heads, faculty and staff	As Department Head / faculty member	2	2	5	5	5	5.00	

	PI 5. Number of regular and special meetings conducted	As Department Head and faculty member	12	9	5	5	5	5.00	
Total Over-all Rating								19.67	

Average Rating (Total Over-all rating divided by 4)	19.67/4	4.91
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.91
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

Recommended for phd degree

Evaluated & Rated by:

SANTIAGO T. PEÑA, JR.

Dept/Unit Head

Date:

July 13, 2023

Recommending Approval:

SANTIAGO T. PEÑA, JR.

College Dean

Date:

July 13, 2023

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

July 14, 2023

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

PERFORMANCE MONITORING & COACHING JOURNAL

✓	1st	Q U A R T E R
✓	2 nd	
	3 rd	
	4th	

Name of Office: DEPARTMENT OF VETERINARY PARACLINICAL SCIENCES, COLLEGE OF VETERINARY MEDICINE

Head of Office: Dr. CARL LEONARD M. PRADERA


Number of Personnel: 5 Academic Staff, 7 administrative staff


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Discussion of job-related accomplishments and planning	X	X	-	-	Done during meetings.
Teaching monitoring.	X	-	-	-	
Monitoring of VSUEE courses (online teaching platform).	X	-	-	VSUEE Evaluation	Done twice the academic semester.
Coaching Discuss ways to improve the execution of the assigned tasks	X	X	-	-	Done during Dean, heads, and Secretary Meetings
Research and extension projects planning	X	X	-	-	With CVM staff
Plan in operationalizing CVM facilities and equipment.	X	X	-	-	Done during meetings.

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

Noted by:


SANTIAGO T. PEÑA, JR.
Immediate Supervisor


BEATRIZ S. BELONIAS
Next Higher Supervisor

TRACKING TOOL FOR MONITORING TARGETS


Major Final Output/Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS				REMARKS
				1 st Week	2 nd Week	3 rd Week	4 th Week	
MFO 1. Curriculum Program Management System								
PI 1. Total FTE, coordinated, implemented and monitored	Teaching	Balala, LM Dautil, JP Cortes, MA Olana, KOA Lumain, JPL	January to June 2023	x	x	x	x	None
PI8. Number of students advised:								
On thesis	As thesis adviser	Balala, LM Dautil, JP Cortes, MA Olana, KOA Lumain, JPL	January to June 2023	x	x	x	x	None
No. of approved manuscript submitted within prescribed period	As thesis Adviser and SRC member/ chairman	Balala, LM Dautil, JP Cortes, MA Olana, KOA Lumain, JPL	January to June 2023	x	x	x	x	None
On Consultation	As academic adviser or SRC member/ chairman	Balala, LM Dautil, JP Cortes, MA Olana, KOA Lumain, JPL	January to June 2023	x	x	x	x	None
Additional Outputs								
PI 11. Number of instructional materials reviewed	As a member of the Instruction Committee	Balala, LM Olana, KOA Lumain, JPL	January to June 2023	x	x	x	x	None
PI 15: Number of virtual classrooms created and operationalized	As course in-charge	Balala, LM Dautil, JP Cortes, MA Olana, KOA Lumain, JPL	January to June 2023	x	x	x	x	None
Flexible instructional materials	As author/co-author and faculty member handing the course	Balala, LM Dautil, JP Cortes, MA Olana, KOA Lumain, JPL	January to June 2023	x	x	x	x	None
Assessment tool	As faculty member handing the course	Balala, LM Dautil, JP Cortes, MA Olana, KOA Lumain, JPL	January to June 2023	x	x	x	x	None
UFMO 3: Research Innovation Services								
PI 1: Number of published papers in internationally indexed journals	As author/co-author	Balala, LM Lumain, JPL	January to June 2023	x	x	x	x	None
PI 2: Number of research outputs presented in regional/national/ int'l fora/conferences	As author/co-author	Balala, LM Lumain, JPL	January to June 2023	x	x	x	x	None

PI 9: Number of research outputs in the last three years utilized by the industry or other beneficiaries	As project leader	Balala, LM Lumain, JPL	January to June 2023	x	x	x	x	None
PI 11: Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	As author/co-author	Balala, LM Cortes, MA Olana, KOA Lumain, JPL	January to June 2023	x	x	x	x	None
PI 14: Number of research output publication produced/ related technical publication/ Manual produced and distributed	As author/co-author	Balala, LM Lumain, JPL	January to June 2023	x	x	x	x	None
PI 28: Number of IP related trainings and seminars attended (local/national/ international trainings/ conference)	As faculty member	Balala, LM Dautil, JP Cortes, MA Olana, KOA Lumain, JPL	January to June 2023	x	x	x	x	None

MFO 4 Extension Services

PI 1. Number of trainees weighted by the length of training	As a veterinarian	Balala, LM Dautil, JP Cortes, MA Olana, KOA Lumain, JPL	January to June 2023	x	x	x	x	None
PI 4. Number of beneficiaries served	As extension component leader/member	Balala, LM Dautil, JP Cortes, MA Olana, KOA Lumain, JPL	January to June 2023	x	x	x	x	None
PI 5. Number of technical services	As resource person	Balala, LM Dautil, JP Cortes, MA Olana, KOA Lumain, JPL	January to June 2023	x	x	x	x	None
PI 13. Number of trainees weighted by the length of training	As expert in the field of veterinary medicine	Balala, LM Dautil, JP Cortes, MA Olana, KOA Lumain, JPL	January to June 2023	x	x	x	x	None
PI 21: Number of clients assisted in agri-fair, walk-in clients, training requests, in-house reviews, trainings and related activities	As expert in the field of veterinary medicine	Balala, LM Dautil, JP Cortes, MA Olana, KOA Lumain, JPL	January to June 2023	x	x	x	x	None

Prepared by:


CARL LEONARD M. PRADERA
 Department 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: January, 2023 **Target Date:** June, 2023

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: November, 2022 **Target Date:** December, 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/college 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:


CARL LEONARD M. PRADERA
Ratee