

## 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%)		4.86x50%= 2.43	
b. Students (50%)		3.14x50%= 1.57	
Total for Instruction	70%	4.00	2.80
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%)		4.84x100% = 4.84	
Total for Extension	15%	4.84	0.73
4. Administration	15%	4.87	0.73
5. Production	0%	0	0.00
<b>TOTAL</b>			<b>4.26</b>

EQUIVALENT NUMERICAL RATING: **4.26**

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: **4.26**

ADJECTIVAL RATING:

**Very Satisfactory**

Prepared by:

Reviewed by:

  
**AGNES M. TAVEROS**  
Name of Faculty

  
**SANTIAGO T. PEÑA, JR.**  
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, **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 **July to December 2021**.

  
**AGNES M. TAVEROS**  
Ratee

Approved:

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

MFO & PAPs	Success Indicators	Tasks Assigned	Targets	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
HIGHER EDUCATION SERVICES	PI 5: Total FTE, coordinated, implemented and monitored	As course in-charge	5	34.10	5	5	5	5.00	
	PI 8: Number of students advised:								
	On thesis/ field practice/special problem	As adviser	1	7	5	5	5	5.00	
	No. of approved manuscripts submitted within prescribed period	As adviser	1	2	5	5	4	4.67	
	On consultation	As adviser	2	41	5	5	5	5.00	
	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	4	4.67	
	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	5	5.00	
	Assessment tools	As course in-charge/instructor	3	3	5	5	4	4.67	



[illegible]

Average Rating (Total Over-all rating divided by 3)	14.58/3	4.86
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.86
ADJECTIVAL RATING		Outstanding

**Comments & Recommendations for Development Purpose:**

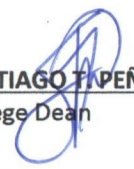
*Assist with publication of new scientific articles for the College/USM.*


Evaluated & Rated by:

Recommending Approval:

Approved by:

  
**SANTIAGO T. PEÑA**  
Dept/Unit Head

  
**SANTIAGO T. PEÑA, JR.**  
College Dean

  
**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

1 – Quality    2 – Efficiency    3 – Timeliness    4 – Average

## PERFORMANCE MONITORING FORM

Name of Employee: AGNES M. TAVEROS

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	August 30, 2021	Jan. 28, 2022	Jan. 28, 2022	Very impressive	Outstanding	Find ways to increase student engagement
3	Thesis manuscript preparation advising	Approved thesis manuscript	August 30, 2021	Jan. 28, 2022	Jan. 28, 2022	Very impressive	Outstanding	Find ways to encourage student independence
4	Field practice report preparation advising	Approved field practice reports	August 30, 2021	Jan. 28, 2022	Jan. 28, 2022	Very impressive	Outstanding	Find ways to encourage student independence
5	Student advisee advising during consultation	Suggestions to resolve advisee issues and problems	August 30, 2021	Jan. 28, 2022	Jan. 28, 2022	Very impressive	Outstanding	Find ways to encourage other advisees to consult me
6.	Advising student organization advising	Advice to CSSC issues and problems	August 30, 2021	Jan. 28, 2022	Jan. 28, 2022	Very impressive	Outstanding	Find ways to encourage organization to improve record-keeping
7.	Assisting student organization activities	Suggestions on issues and problems of organization	August 30, 2021	Jan. 28, 2022	Jan. 28, 2022	Very impressive	Outstanding	Find ways to encourage student organization to increase attendance during activities
8.	Developing online-ready courseware	Online-ready courseware	August 30, 2021	Jan. 28, 2022	Jan. 28, 2022	Very impressive	Outstanding	Find ways to improve courseware
9.	Developing flexible instructional materials	Flexible instructional materials	August 30, 2021	Jan. 28, 2022	Jan. 28, 2022	Very impressive	Outstanding	Find ways to increase flexibility of IM



10.	Developing assessment tools	Assessment tools in the courses handled	August 30, 2021	Jan. 28, 2022	Jan. 28, 2022	Very impressive	Outstanding	Find ways to increase assessment tools
11.	Creating and operationalizing virtual classrooms	Operational virtual classrooms	August 30, 2021	Jan. 28, 2022	Jan. 28, 2022	Very impressive	Outstanding	Find ways to increase students use of virtual classroom
14	Do consultancy work	Advice to resolve health and other problems of livestock and poultry raisers	August 30, 2021	Jan. 28, 2022	Jan. 28, 2022	Very impressive	Outstanding	-

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

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

Prepared by:

  
**SANTIAGO T. PEÑA, JR.**  
 Unit Head

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: AGNES M. TAVEROS  
Performance Rating: VERY SATISFACTORY

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:

  
AGNES M. TAVEROS  
Ratte