

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **CARL LEONARD . PRADERA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.90 x50%= 2.45	
b. Students (50%)		5.00x50% = 2.50	
Total for Instruction	40%	4.95	1.98
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		4.67x100% = 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			4.88

EQUIVALENT NUMERICAL RATING: **4.88**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.88**

ADJECTIVAL RATING: **Outstanding**

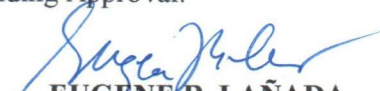
Prepared by:


CARL LEONARD M. PRADERA
Name of Faculty

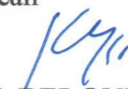
Reviewed by:


EUGENE B. LAÑADA
Department Head

Recommending Approval:


EUGENE B. LAÑADA
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 targets in accordance with the indicated measures for the period **JANUARY 2020** to **JUNE 30, 2020**.


CARL LEONARD M. PRADERA
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	15	41.70	5	5	5	5.00	
	Number of students advised:								
	<i>On thesis</i>	As thesis adviser	4	4	4	5	5	4.67	
	<i>No. of approved manuscript submitted within the prescribed period</i>	As thesis adviser and SRC chairman	4	5	5	5	5	5.00	
	<i>On consultation</i>	As academic adviser	5	30	5	5	5	5.00	
	Number of student organizations advised/assisted	As organization adviser	1	1	5	5	5	5.00	
RESEARCH SERVICES	Number of research outputs completed within the year	As co- researcher on the <i>Survey on the Prevalence of Selected Animal-Borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associated Risk Factors</i>	1	1	5	4	5	4.67	
EXTENSION SERVICES	Number of extension projects being conducted	As a member on <i>Sustainable Control of Newcastle disease (ND) in Smallholder Chicken Flocks in the City of Baybay, Leyte</i>	1	1	5	5	5	5.00	
	Number of technical/expert services	As resource person	1	1	5	5	5	5.00	

ADMINISTRATIVE SUPPORT SERVICES	Meetings attended	As faculty member, CVM Committee and CRCC member	6	11	5	5	5	5.00	
	No. of documents acted upon on time	As faculty member and academic adviser	30	40	5	5	5	5.00	
	No. of documents released on time	As academic adviser	30	40	5	5	5	5.00	
	No. of assigned tasks completed before the deadline	As faculty member	1	2	5	5	5	5.00	
Total Over-all Rating								19.60	

Average Rating (Total Over-all rating divided by 4)	19.60 / 4	4.90
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.90
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

*Finish you master degree
A&P*

Evaluated & Rated by:

Eugene B. Lañada
EUGENE B. LAÑADA
Dept/Unit Head

Date: 10/5/12

Recommending Approval:

Eugene B. Lañada
EUGENE B. LAÑADA
College Dean

Date: 10/5/12

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Date: _____

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

6	Member on Sustainable Control of Newcastle Disease (ND) in Smallholder Chicken Flocks in the City of Baybay, Leyte	Conducted extension projects	January 2020	June 2020	June 2020	Impressive	Very satisfactory	Due to pandemic in March
7	Resource person	Technical/ expert services	May 2020	May 2020	May 2020	Very impressive	Outstanding	None
	Faculty member, CVM Committee and CRCC member	Attended meetings	January 2020	June 2020	June 2020	Very impressive	Outstanding	None

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

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

Prepared by:


EUGENE B. LAÑADA
Unit Head

PERFORMANCE MONITORING FORMName of Employee: Carl Leonard M. Pradera

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	Exams and grade submission	March 2020	June 20, 2020	June 2020	Very impressive	Outstanding	Find ways to increase student engagement
2	Students' thesis outline and manuscript advising	Thesis outline and manuscript	January 2020	June 15, 2020	June 2020	Very impressive	Outstanding	Find ways to increase student independence
3	Consultation with students	Final decision of the student	January 2020	June 20, 2020	June 2020	Impressive	Outstanding	Find ways to encourage other students to consult me
	Organization advising	Final decision of the organization	January 2020	May 2020	June 2020	Impressive	Outstanding	Find ways to encourage organization to improve record-keeping
4	Submission of research article	Acknowledgement receipt from the journal	May 2020	June 2020	May 2020	Impressive	Very satisfactory	None
5	Co-researcher on the Survey on the Prevalence of Selected Animal-Borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associated Risk	Completed research outputs	January 2020	June 2020	June 2020	Very impressive	Outstanding	None

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 2020 Target Date: June 2020

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 College Secretary.

Result: A better schedule that will allow time for research, extension, College Secretary and revision of new Instructional Materials.

Date: April 2020 Target Date: June 2020

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:

Conformed:


CARL LEONARD M. PRADERA
Ratee


EUGENE B. LAÑADA
College Dean