

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **ROGER ROQUE E. BUSTAMANTE**

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	50	4.77	2.39
	b. Student (50%) from Teaching Performance Eval'n. By-Students	50	5.00	2.50
Total for Instruction		70%	4.89	3.42
2.	Research	5%	4.33	0.22
3.	Extension	10%	4.83	0.48
4.	Production	10%	4.67	0.47
5.	Administration	5%	5.00	0.25
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.84

EQUIVALENT NUMERICAL RATING:

4.84

Add: Additional Points, if any:

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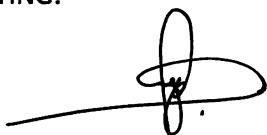
TOTAL NUMERICAL RATING:

4.84


ADJECTIVAL RATING:

OUTSTANDING

Prepared by:


ROGER ROQUE E. BUSTAMANTE
Instructor 1


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

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Имя	Возраст	Пол	Группа
Иванов Иван Иванович	25	М	1
Петров Петр Петрович	30	М	2
Сидоров Сергей Сергеевич	35	М	3
Климов Алексей Алексеевич	40	М	4
Васильев Владимир Владимирович	45	М	5
Попов Павел Павлович	50	М	6
Морозов Михаил Михайлович	55	М	7
Соколов Александр Александрович	60	М	8
Борисов Борис Борисович	65	М	9
Воробьев Евгений Евгеньевич	70	М	10
Александров Александр Александрович	75	М	11
Кузнецов Константин Константинович	80	М	12
Лебедев Лев Львович	85	М	13
Зайцев Алексей Алексеевич	90	М	14
Смирнов Николай Николаевич	95	М	15
Михайлов Михаил Михайлович	100	М	16
Павлов Павел Павлович	105	М	17
Варваров Владимир Владимирович	110	М	18
Григорьев Григорий Григорьевич	115	М	19
Ильин Игорь Игоревич	120	М	20

14-00000 PERMITS, INQUIRIES: 14-00000 PERMITS, INQUIRIES: 14-00000 PERMITS, INQUIRIES:

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HEREIN IS UNCLASSIFIED EXCEPT WHERE SHOWN OTHERWISE

Keywords: child sexual abuse; disclosure; social support

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **ROGER ROQUE E. BUSTAMANTE**, 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, 2018** to **December, 2018**.

ROGER ROQUE E. BUSTAMANTE

Ratee

Approved:

JULIUS V. ABELA

Head of Unit

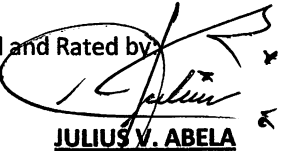
MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)
					Q ¹	E ²	T ³	A ⁴	
Higher Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	30	40.67	5	5	5	5.00	
	Number of Instructional Facilities/ Laboratories Developed/ Improved/ Maintained	Manager, DAS Goat and Sheep Project	1	1	5	4	4	4.33	
	Student Advising and Consultation Services:								
	Number of students advised - as Academic Adviser	Advised BAS students	45	52	5	5	5	5.00	
	Number of hours spent on student consultation	Academic Adviser/Consultant to BAS students	10	12	5	4	4	4.33	
	Number of senior high school students lectured	Serve as lecturer of the SH students	20	28	5	4	5	4.67	
	Number of Trainings/Seminars Attended	Participant	1	2	5	5	5	5.00	
Research Services	Percentage of research project accomplished	Study Leader, : Study 4: In Situ Digestibility of Supplemental Forage-Based Silages and Bypass Protein Source and their effects on basal diet utilization & Grower Goat Performance	80%	90%	5	4	4	4.33	
	Number of Students for Research Advising and Consultation Services	Thesis Adviser	4	5	5	4	4	4.33	
Extension Services	No. of beneficiaries served	Served as Animal Science Specialist/consultant to walk in individuals/beneficiaries	8	12	5	5	5	5.00	
		Served as Animal Science Extension Communicator	1	1	5	4	5	4.67	
	No. of trainings served	Served as Resource in CAFS-BIDANI-ATI extension project	1	3	5	4	5	4.67	
	No. of extension project proposals submitted	Researcher/Project Leader	2	2	5	5	5	5.00	


	No. of extension project proposals approved	Researcher/Project Leader	2	2	5	5	5	5.00	
	Amount of extension money generated from external funding (DA/YRRP)	Researcher/Project Leader	Php 1 M	Php 1.3 M	5	4	5	4.67	
	No. of extension projects conducted	Researcher/Project Leader	2	2	5	4	5	4.67	
	Number of linkages forged:								
	Regional	Study Leader	1	1	5	5	4	4.67	
	Local (Mayors, MAOs, Farmer Associations)	Project Leader	1	4	5	5	5	5.00	
	Extension Project Administration:								
	Number of PR, canvass papers, PO, Vouchers, TO, trip tickets signed and released on time	Project Leader	5	7	5	5	4	4.67	
	Number of Project Reports signed and submitted on time	Project Leader	2	2	5	5	5	5.00	
	Number of Project Coordination meetings conducted (with Mayors, MAOs, Farmer Associations)	Project Leader	2	2	5	5	5	5.00	
Production	Number of Animal Projects Supervised	Manager of DAS Goat and Sheep Project	1	1	5	5	5	5.00	
	Number of staff/caretakers managed	Supervised staff/caretakers	2	2	5	4	5	4.67	
	Percentage of STF projects supporting instruction, research, and extension	DAS Goat/Sheep Project supporting instruction, research, and extension	75%	80%	5	4	5	4.67	
	Percentage increase in inventory value and/ or income of the projects relative to previous year	DAS Goat and Sheep Project Income	40%	45%	5	4	4	4.33	
Administrative Support Services	Number of Faculty/Staff meeting attended	Attended meetings	3	3	5	5	5	5.00	
	Percentage of accomplishment in DAS AACCUP Accreditation Preliminary Survey Visit (PhD) in Area IX (Laboratory)	Gathered and prepared documents for area IX	90%	100%	5	5	5	5.00	
	Number of department committees involved as member	Member: DAS AACCUP , COE, NAFES, ISO; DAS instructional Materials Review; DAS Social and Sports; DAS Research and Development; DAS Laboratory and Library Enhancement; DAS Physical and Site Development; DAS Undergrad. Stud. Res. Committees	5	7	5	5	5	5.00	
	Number of department committees involved as chairman	DAS Extension and Training	1	1	5	5	5	5.00	
				Total Over-all Rating				133.67	


		DAILY CATCHES (kg)					PERCENT
		1	2	3	4	5	6
1. General	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
2. Species	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
3. Size	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
4. Sex	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
5. Age	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
6. Condition	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
7. Health	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
8. Behavior	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
9. Growth	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
10. Reproduction	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6
	Number of fish caught in the net	1	2	3	4	5	6
	Weight of fish caught in the net	1	2	3	4	5	6

Average Rating (Total Over-all Rating/No. of A ⁴ Entries)		4.77
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.77
ADJECTIVAL RATING		Outstanding

Comments & Recommendation for Development Purpose:
Needs to pursue Ph.D. study in the near future years.

Evaluated and Rated by:

JULIUS V. ABELA
Head, Dept. of Animal Science
Date: _____

Recommending Approval:

VICTOR B. ASIO
Dean, College of Agriculture
Date: _____

Approved by:

BEATRIZ S. BELONIAS
Vice-President for Instruction
Date: _____

Legend: Q¹ - Quality
E⁴ - Efficiency
T⁴ - 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: ROGER ROQUE E. BUSTAMANTE
Performance Rating: OUTSTANDING

Aim: To apply new teaching strategies learned to students (instruction)
and impart/share the trainings on animal production conducted in the
department to the farmers' beneficiaries in his extension YRRP (project).

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 2018 Target Date: December 2018

First Step Make the discussion lively and encourage student centered learning
environment strategy and prepare modules for trainings for the farmers.


Result: Higher percentage of passing the course subjects by students. Trained
farmers beneficiaries on YRRP extension projects.

Outcome: Students passed the course subjects (instruction) and YRRP farmers'
beneficiaries started to adapt the technologies shared.

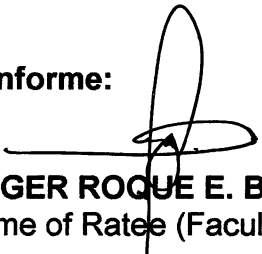
Final Step/Recommendation:

Continue to adapt the teaching strategies and improved training
modules for the farmers' trainings.

Prepared by:


JULIUS V. ABELA
Unit Head

Conforme:


ROGER ROQUE E. BUSTAMANTE
Name of Ratee (Faculty)