

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: SHIELA R. RABE

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.70 x 50% = 2.35	
b. Students (50%)		4.81 x 50% = 2.41	
Total for Instruction	40%	4.76	1.90
2. Research			
a. Client/Dir. for Research (0%)			
b. Dept. Head/Center Director (100%)		4.67 x 100% = 4.67	
Total for Research	30%	4.67	1.40
3. Extension			
a. Client/Dir. for Extension (0%)			
b. Dept Head/Center Director (100%)		4.86 x 100% = 4.86	
Total for Extension	15%	4.86	0.73
4. Administration	15%	4.75	0.71
5. Production			
TOTAL			4.74

EQUIVALENT NUMERICAL RATING: **4.74**

Add: Additional Points, if any: -

TOTAL NUMERICAL RATING: **4.74**

ADJECTIVAL RATING: **Outstanding**

Prepared by:


SHIELA R. RABE

Name of Faculty

Reviewed by:


AGNES M. TAVEROS

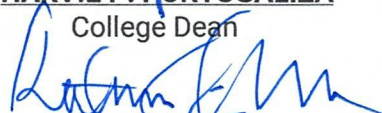
Department Head

Recommending Approval:


HARVIE P. PORTUGALIZA

College Dean

Approved:


ROTACIO S. GRAVOSO

Vice President for Academic Affairs

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **SHIELA R. RABE**, 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 2024** to **December 2024**.


SHIELA R. RABE
Ratee

Approved:  **AGNES M. TAVEROS**
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 1: Total FTE.	As course in-charge	17.5	39.68	5	5	5	5.00	
	PI 9: Teaching performance evaluation by students.	As faculty member	Very Satisfactory	Outstanding	5	5	5	5.00	
	PI 10: Percentage of subjects rated by supervisor with at least VS rating.	As faculty member	90%	100%	5	5	5	5.00	
	PI 11: Percentage of courses offered with approved course syllabi	As faculty in-charge of subject	95%	100%	5	5	5	5.00	
	PI 13: Percentage of courses offered with final grades within the allowable period	As faculty member	100%	100%	5	5	5	5.00	
	PI 16: Number of Instructional Materials (IM's) reviewed:	As member of IM's committee	1	1	5	4	5	4.67	
	PI 17: Number of course syllabi and TOS reviewed and approved	As member of IM's committee	2	2	5	5	4	4.67	
	PI 20 Number of thesis students advised	As thesis adviser	2	10	5	5	5	5.00	
	PI 26: Percentage of students enrolled on schedule	As academic adviser	50%	100%	5	5	5	5.00	
	PI 28: Number of students advised:								
	On thesis/field practice/special problem	As thesis adviser	2	10	5	5	5	5.00	

	No. of approved manuscript submitted within prescribed period	As thesis adviser	3	3	5	5	4	4.67	
	On consultation	As faculty member/academic adviser	25	30	5	5	5	5.00	
	PI 29: Number of student organization advised/assisted								
	Student organizations advised	As CVM-SSC adviser	1	1	5	5	4	4.67	
	Student organizations assisted on student related activities	As CVM-SSC adviser	1	1	4	5	5	4.67	
Research Innovation Services	PI 3: Number of approved research projects/studies implemented	As component leader	1	1	4	5	5	4.67	
Extension Services	PI 6: Number of trainings, seminars, and fora a conducted	As component leader/ member	1	1	5	4	5	4.67	
	PI 8: Number of IEC materials developed	As component leader/member	1	1	5	4	5	4.67	
	PI 9: Number of IEC materials distributed	As component leader/ member	2	5	5	5	5	5.00	
	PI 14: Number of trainees	As component leader/ member/ technical personnel	20	84	5	5	5	5.00	
	PI 15: Number of beneficiaries served								
	a. group	As component leader/ member	3	3	5	5	4	4.67	
	b. individual	As component leader/ member	40	171	5	5	5	5.00	
	PI 17: Number of clients assisted in agri-fair. Walk in clients, training requests, in-house review, training, and related activities.	As component leader/ member	40	171	5	5	5	5.00	
Support to Operations	PI 7: Number of faculty sent to trainings, seminars, and conferences	As faculty member	1	1	5	5	4	4.67	
	PI 3: Number of committee meetings conducted	As chair of Student Services Committee	1	1	5	5	4	4.67	

General Admin. & Support Services (GASS)	PI 4: Number of routinary documents acted	As committee chair	1	30	5	5	4	4.67	
	PI 9: Percentage of submitted DTR every month	As CVM faculty member	100%	100%	5	5	5	5.00	
Total Over-all Rating								18.81	

Average Rating (Total Over-all rating divided by 4)	18.81/4	4.70
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.70
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

Start scouting for a phd degree program

Evaluated & Rated by:


AGNES M. TAVEROS
Dept/Unit Head

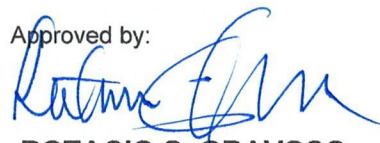
Date: _____

Recommending Approval:


HARVIE P. PORTUGALIZA
College Dean

Date: _____

Approved by:


ROTACIO S. GRAVOSO
Vice President for Academic Affairs

Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

Name of Office: COLLEGE OF VETERINARY MEDICINE

Head of Office: HARVIE P. PORTUGALIZA

Number of Personnel: 10 FACULTY MEMBERS, 3

ADMINISTRATIVE STAFF, 1

LABORATORY TECHNICIAN, 3 LABORERS, 2 SCIENCE RESEARCH ASSISTANTS

	1st	Q U A R T E R
	2nd	
	3rd	
✓	4th	

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
ISO surveillance audit report (Opportunities for Improvement)		✓		Notice of Meeting on July 4, 2024	Potential solution and Interventions were agreed upon
Document review of quality procedures and guidelines		✓		Notice of Meeting on July 4, 2024	
Purchase Equipment, Furniture and Fixtures		✓	OVPAA Memo random Order # 15, Series of 2024		
Meeting on the COPC, COE-COD application and Other Matters				July 16, 2024 OVPAA Notice of Meeting # 10	
Meeting with the Technical Working Groups for Urgent Academic Concerns		✓		OVPAA Notice of Meeting # 11 on July 22, 2024	
Schedule of Enrollment for the 1st Semester AY 2024-2025 for the Continuing Students		✓	OVPAA Memo random Circular # 17, s. 2024		
Preparation of OBE Course Syllabi for 1st Semester AY 2024-2025		✓	OVPAA Memo random Circular # 18, s. 2024		
Institutional university cooperation (IUC) partnership 2026		✓		July 31, 2024 OVPAA Notice of Meeting # 13	

Continuation of the OVPAA Document Review		✓		August 19-20, 2024 OVPAA Notice of Meeting # 15	
VSU Faculty Onboarding		✓		August 12, 2024 (Monday), 8:00AM-5:00PM, RDE Hall, FTF	
Strategic Planning, OVPAA OT Ps, and Other Matters		✓		Meeting on Sep 16, 2024 3pm - 5pm (GMT+8)	
Schedule of the Midterm and Final Exam		✓	OVPAA Memorandum Circular # 24, s. 2024		
Submission of Individual Faculty Workload AY 2024-2025		✓	OVPAA MC# 23, s. 2024		
OVPAA Consolidated PPMP Monitoring Sheet		✓		Monitoring on Sept 30 9:00AM	
Deadline for Dropping of Subjects Without a Grade of 5.0		✓	OVPAA Memorandum Circular # 26, s. 2024		
Faculty Performance Evaluation by Supervisor (1st Semester AY 2024-2025)		✓	OVPAA Memorandum Order # 35, Series of 2024		
Teaching Performance Evaluation by Students (1st Semester AY 2024-2025)		✓	OVPAA Memorandum Circular # 27, s. 2024		
Review the Proposal of the Revised Curriculum of Undergraduate and Graduate Programs		✓		November 12, 2024 OVPAA Notice of Meeting # 23; Nov 20, 2024 OVPAA Notice of Meeting # 23	
Extension of INC Compliance Deadlines for First Semester AY 2023-2024		✓	OVPAA Memorandum Circular # 30, s. 2024		
OTP Monitoring Submission and		✓		Dec 6, 2024 Monitoring	

Updates					
Deadline for Submission of the Indicative PPMP for FY 2026 for Academic Units		✓	OVPAA Memorandum Circular # 31, s. 2024		
Coaching Strategies to address the decreasing number of faculty members due to consecutive resignation and a lack of interested applicants for the vacant positions.		✓		VSU BOR Resolution No. 122, series of 2024	This is to address the Dearth of professional
Turnitin Feedback Studio with Originality Instructors' Workflow Training		✓	OVPAA Memorandum Circular # 15, s. 2024		
TURNITIN Faculty Workflow Training		✓		August 9, 2024 (Friday), 2:00-4:00PM, virtual (Zoom)	
VSU E-Learning Environment and VSU BMA Seminar-Workshop		✓		August 28-29, 2024 (Wednesday-Thursday), 8:00AM-5:00PM, RDE Hall, FTF	

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

Conducted by:

ROTACIO S. GRAVOSO
 Immediate Supervisor

Noted by:

PROSE IVY G. YEPES
 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	
ADVANCE EDUCATION SERVICES								
<i>Graduate Degree Program Management Services</i>								
PI 1. MSVM proposal reviewed/update	Follow-up appropriate offices for proposal for updates	College Secretary; Instruction Committee Chair	Continuing	X	X	X	X	None
HIGHER EDUCATION SERVICES								
<i>Curriculum Program Management Services</i>								
PI 1. Total FTE monitored	Monitor and Calculate FTE	Admin Staff	July-December, 2024	X	X	X	X	None
PI 2. Number of new or revised curricular proposals submitted PI 3. Number of new or revised proposals approved by UCC	Craft revised DVM curriculum	Instruction Committee	July-December, 2024	X	X	X	X	Revised DVM curriculum submitted for UAC approval
PI 4. Number of new degree programs implemented PI 5. Number of programs with COPC	Maintain compliant to CMO #1, series 2018.	Faculty And Staff; Dean and Department Head	Continuing	X	X	X	X	As of 2023, DVM program remains compliant to CHED (i.e., renewed COPC)
PI 7. Percentage passing in licensure examinations (1st time takers) PI 8. Percentage passing in licensure examinations (overall including repeaters)	Conduct of VLE review and activities to support board takers.	Instruction Committee; Student Services Committee; Continuing Education and Professional Development Committee	October, 2024	X	X	X	X	Delivered a review on subjects with low passing rate based on VSU data from PRC; Conducted test-taking seminar.

PI 9. Percentage of faculty rated at least VS in the Teaching performance evaluation by students PI 10. Percentage of faculty rated at least VS by supervisor	Mentoring and coaching of faculty members.	Dean And Department Heads	July-December, 2024	X	X	X	X	All faculty members have at least VS rating.
PI 11. Percentage of courses offered with approved course syllabi	Mentor on writing OBE course syllabi and TOS	Instruction Committee; Dean and Department Heads	July-December, 2024	X	X	X	X	All courses have OBE course syllabi and TOS
PI 12. Percentage of courses with approved IMs	Write and review IMs	Faculty Members; Instruction Committee; Department Heads	July-December, 2024	X	X	X	X	In-progress
PI 13. Percentage of courses offered with final grades submitted within the allowable period	Remind course in charge to submit grade on time.	Dean And Department Heads	July-December, 2024	X	X	X	X	Most grades are submitted on time.
PI 14. Percentage of undergraduate students who graduated within the prescribed period	Monitor and assist graduating students	Academic Advisers	July-December, 2024	X	X	X	X	None
PI 15. Number of curricular reviews conducted	Review DVM curriculum	Instruction Committee	July-December, 2024	X	X	X	X	Revised DVM curriculum submitted for UAC approval
PI 16. Number of IMs reviewed PI 17. Number of course syllabi and TOS reviewed and approved	Review IMs, OBE course syllabi, and TOS.	Instruction Committee	July-December, 2024	X	X	X	X	None.
PI 18. Number of OJT MOAs prepared PI 19. Number student interns deployed and monitored	Prepare internship MOAs and assist DVM interns in getting the requirements.	Internship Coordinator	July-December, 2024	X	X	X	X	Success-fully deployed interns in HTE.
PI 20. Number of thesis students advised	Assign students to research projects and faculty	Project Leaders And Study Leaders; Faculty	July-December, 2024	X	X	X	X	None

	members within their research of interests.	Members						
PI 23. Number of external institutions/agencies conducting benchmarking activities served	Accommodate external institutions and prepare documents on the area they are benchmarking on.	Various Committees	July-December, 2024	X	X	X	X	None
PI 24. Number of students from other academic departments conducting research activities served	Prepare a space in the laboratory for students.	Laboratory Technician	July-December, 2024	X	X	X	X	None
PI 25. Percentage of graduates (2 years prior) that are employed	Conduct graduate tracer's interview.	Alumni Coordinator	July-December, 2024	X	X	X	X	None
PI 26. Percentage of students enrolled on schedule	Assist students during enrollment.	Academic Advisers	July-December, 2024	X	X	X	X	None
PI 28. Number of students advised: - On thesis/ field practice/special problem - No. of approved manuscript submitted within prescribed period - On consultation	Assign students to research projects and faculty members within their research of interests.	Project Leaders And Study Leaders; Faculty Members	July-December, 2024	X	X	X	X	None
Number of student organizations advised/assisted - Student organizations advised - Student organizations assisted on student related activities	Monitor student organizations.	Organization Advisers.	July-December, 2024	X	X	X	X	None
RESEARCH INNOVATION SERVICES								

P1. Number of research proposals submitted	Prepare research proposal.	Faculty Members	July-December, 2024	X	X	X	X	Depends on the call for proposal.
P2. Number of research proposal approved								
P3. Number of approved research projects/studies implemented	Implement research projects.	Project And Study Leaders	July-December, 2024	X	X	X	X	None
P4. Amount of research money obtained from external sources	Submit research proposal.	Faculty Members	July-December, 2024	X	X	X	X	None
P5. Amount of research money obtained from internal sources	Submit research proposal.	Faculty Members	July-December, 2024	X	X	X	X	None
P6. Number of research outputs presented in conferences: a. international b. national c. regional or institutional	Apply for oral presentation in conferences.	Faculty Members	July-December, 2024	X	X	X	X	None
P7. Number of patent applications P8. Number of patents approved	Submit research outputs that can be patented.	Project Leaders.	July-December, 2024	X	X	X	X	None
P10. Number of research articles derived from approved research in the university, submitted P11. Number of research articles derived from approved research in the university, published	Write scientific paper for publications.	Faculty Members with Approved Research in The University	July-December, 2024	X	X	X	X	None
P12. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries	Translate research outputs into policy or technology for beneficiaries.	Faculty Members with Approved Research in the University	July-December, 2024	X	X	X	X	None
P13. Number of research outputs completed within the year	Perform research activities based on targeted work plan.	Faculty Members with Approved Research in the University	July-December, 2024	X	X	X	X	None

P14. Number of Scopus, WoS and ACI publications and other reputable journals	Publish research paper in journals indexed in Scopus, WoS, and ACI.	Faculty Members	July-December, 2024	X	X	X	X	None
P15. Number of research collaboration/partnership	Forge research collaborations with other institutions and stakeholders.	Faculty Members with Approved Research in the University	July-December, 2024	X	X	X	X	None
P16. Number of publication qualified for VSU publication incentive award	Apply for VSU publication incentive award.	Faculty Members	July-December, 2024	X	X	X	X	Subject to Call for Application.
EXTENSION SERVICES								
PI 1. Number of extension proposals submitted PI 2. Number of extension proposal approved	Apply for funding of extension project.	Faculty Members	July-December, 2024	X	X	X	X	For VSU funding
PI 3. Number of approved extension projects implemented	Implement existing extension project.	Project Leader, Component Leaders, and Members	July-December, 2024	X	X	X	X	VET Mends Project
PI 4. Number of extension outputs presented in: a. international b. national c. regional or institutional	Present extension outputs.	Project Leader, Component Leaders, and Members	July-December, 2024	X	X	X	X	None
PI 5. Number of extension activities conducted	Plan and conduct extension activities.	Project Leader, Component Leaders, and Members	July-December, 2024	X	X	X	X	None
PI 6. Number of trainings, seminars and fora conducted	Plan and conduct trainings, seminars, and for a.	Project Leader, Component Leaders, and Members	July-December, 2024	X	X	X	X	None
PI 7. Number of expert services rendered: a. peer reviewer of journal/book b. reviewer of research and extension proposals	Provide services as an expert in the field.	Faculty Members	July-December, 2024	X	X	X	X	None

c. resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, organizer, facilitator) d. accreditor e. consultancy								
PI 8. Number of IEC materials developed PI 9. Number of IEC materials distributed	Develop and distribute IEC materials.	Project Leader, Component Leaders, and Members	July-December, 2024	X	X	X	X	None
PI 10. Number of extension articles derived from approved extension in the university, submitted PI 11. Number of extension articles derived from approved extension in the university, published	Submit scientific paper derived from extension projects.	Project Leader, Component Leaders, and Members	July-December, 2024	X	X	X	X	None
PI 12. Amount of extension money obtained from external sources PI 13. Amount of extension money obtained from internal sources	Apply for funding of extension projects.	Faculty Members	July-December, 2024	X	X	X	X	None
PI 14. Number of trainees	Conduct training for stakeholders.	Project Leader, Component Leaders, and Members	July-December, 2024	X	X	X	X	None
PI 15. Number of beneficiaries served a. group b. individual	Provide services to beneficiaries.	Project Leader, Component Leaders, and Members	July-December, 2024	X	X	X	X	None
PI 16. Number of active partnership with LGU's Industries, NGO's, NGA's, SME's and other stakeholders	Forge partnership with stakeholders.	Faculty Members	July-December, 2024	X	X	X	X	None

as a result of extension of activities								
PI 17. Number of client assisted in agri-fair, walk in clients, training requests, in-house review, training and related activities	Provide excellent services to clients.	Faculty Members and Staff	July-December, 2024	X	X	X	X	None
PI 18. Percentage of beneficiaries who rated the training course/ and advisory services								
SUPPORT TO OPERATIONS								
<i>Faculty Development Services</i>								
PI 1. Number of faculty pursuing advance degrees	Encourage faculty members for master and doctorate studies.	Faculty Members and Staff	July-December, 2024	X	X	X	X	Following the BOR-approved Faculty Development Plan.
PI 2. Number of faculty-scholars who completed their advance degrees								
PI 3. Number of faculty granted with external scholarship								
PI 4. Number of faculty granted with internal scholarship/fellowship								
PI 5. Number of faculty granted with sabbatical leave	Encourage faculty members qualified for sabbatical leave.	Faculty Members	July-December, 2024	X	X	X	X	Following the BOR-approved Faculty Development Plan.
PI 6. Number of faculty granted with post-doctoral leave	Encourage faculty members qualified for postdoctoral leave.	Faculty Members	July-December, 2024	X	X	X	X	Following the BOR-approved Faculty Development Plan.
PI 7. Number of faculty sent to trainings, seminars and conferences	Send faculty members to training and conferences.	Faculty Members	July-December, 2024	X	X	X	X	Following the BOR-approved Faculty Development Plan.
<i>Faculty Recruitment/ Hiring Services</i>								

PI 1. Number of new faculty hired with at least master's degree	Craft letter and proposal to entice applicants with master's degree.	Dean	July-December, 2024	X	X	X	X	None
<i>Faculty Evaluation Services</i>								
PI1. Number of seminars/trainings/conventions/workshops coordinated for entire university PI2. Number of seminars/trainings/conventions/workshops coordinated outside of the university	Coordinate seminars/trainings/conventions/workshops.	Continuing Education and Professional Development Committee	July-December, 2024	X	X	X	X	In coordination with partners.
PI3. Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated	Mentoring and coaching faculty members in the aspect of Instruction.	Dean and Department Head.	July-December, 2024	X	X	X	X	None
P4. Number of in-house seminars/trainings/workshops/reviews conducted/attended	Conduct and attend in-house seminars/trainings/workshops/reviews	Continuing Education and Professional Development Committee; Faculty Members and Staff	July-December, 2024	X	X	X	X	In coordination with partners.
<i>Program and Institutional Accreditation Services</i>								None
PI 1. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015	Comply with ISO 9001:2015	Faculty Members and Staff	July-December, 2024	X	X	X	X	None
GENERAL ADMIN & SUPPORT SERVICES (GASS)								
PI 1. Number of departments/institutes /offices supervised	Supervise departments.	Dean	July-December, 2024	X	X	X	X	None

PI 2. Number of management meetings conducted	Conduct management and committee meetings.	Dean and Department Heads.	July-December, 2024	X	X	X	X	None
PI 3. Number of committee meetings conducted								
PI 4. Number of routinary documents acted	Act on routinary documents and requests.	Dean and Department Heads; Faculty Members and Staff.	July-December, 2024	X	X	X	X	None
PI 5. Number of requests acted								
PI 6. Number of memoranda prepared	Prepare office memoranda.	Dean	July-December, 2024	X	X	X	X	None
PI 7. Percentage of IFWs submitted to OVPAA	Submit IFW on time	Clerk	July-December, 2024	X	X	X	X	None
PI 8. Percentage of Report of Actual teaching loads submitted to OVPAA 30 days after the start of classes	Submit teaching load to OVPAA on time.	Clerk	July-December, 2024	X	X	X	X	None
PI 9. Percentage of faculty and staff submitted a DTR every month	Remind faculty members and staff to submit the DTR within 1 week after every month.	Faculty Members and Staff	July-December, 2024	X	X	X	X	None
PI 10. Percentage of complaints, if any, addressed on time	Review possible complaint and respond to them immediately.	Administrative Staff	July-December, 2024	X	X	X	X	None
PI 11. Percentage of action plans implemented and monitored as scheduled	Implement action plans based on CVM Strategic Plan.	Dean and Department Heads.	July-December, 2024	X	X	X	X	None
PI 12. Monthly accomplishment report submitted on time.	Submit monthly accomplishment reports on time.	Dean and Department Heads.	July-December, 2024	X	X	X	X	None
PI 13. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC	Prepare and submit college and department PPM within the deadline.	Dean and Department Heads.	July-December, 2024	X	X	X	X	Call for PPMP submission will be from July-December 2024.

PI 14. Number of coaching sessions among department heads, faculty & staff	Conduct coaching sessions regularly.	Dean and Department Heads.	July-December, 2024	X	X	X	X	None
PI 15. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of College/ department targets	Conduct planning sessions, tracking, and monitoring of targets.	Dean and Department Heads.	July-December, 2024	X	X	X	X	None
PI 16. Number of regular executive committee meetings conducted	Conduct executive committee meetings.	Dean	July-December, 2024	X	X	X	X	None

Prepared by:


HARVIE P. PORTUGALIZA
Unit Head

PERFORMANCE MONITORING FORM

Name of Employee: SHIELA R. RABE

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	Maintained VSU-eLearning courseware for VPhy101, and VPha 101	Virtual classroom	July2024	August-December 2024	August 2024	Impressive	Outstanding	Be more creative on virtual platform
2	Computed grades for VPhy101, and VPha 101	Grade sheets	July 2024	August-December 2024	August 2024	Impressive	Outstanding	Efficient
3	Made exams for VPhy101 and VPha 101	Examinations	July2024	October and December 2024	October and December 2024	Impressive	Outstanding	Learn to make Higher-order thinking skills questions
4	As extension program component member	Re-produced IEC (Facts and Myths about Rabies).	July	September 2024	September 2024	Impressive	Outstanding	Enhance creativity and technical capacity.
6	As member of extension project	Participated in anti-Rabies vaccination drives.	July 2024	September, 2024	September 2024	Impressive	Outstanding	Enhance interpersonal communication skills.
7	As member of extension project	Resource person in basic meat inspection training in Southern Leyte	July 2024	July to December 2024	November 2024	Impressive	Outstanding	Enhance clinical expertise in general principles of disease and

								general pathological conditions.
8	As thesis adviser	Corrected student thesis manuscript and outline of advisees	July 2024	December 2024	December 2024	Impressive	Outstanding	Enhance knowledge of various scientific study topics.
9	As member of the IP research project	Provide data on heavy metal level in environment with nearby swine farms.	July 2024	September 2024	November 2024	Impressive	Outstanding	Enhance knowledge on heavy metals and nutrient contamination.

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

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

Prepared by:


AGNES M. TAVEROS
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: SHIELA R. RABE

Performance Rating: Outstanding

Aim: To efficiently deliver Instruction, Research and Extension services to achieve the College targets.

Proposed Interventions to Improve Performance:

Date: July 2024 Target Date: December 2024

First Step: A regular 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 2024 Target Date: December 2024

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.

Final Step/Recommendation:

The department/college should recruit additional faculty to cover the teaching load of those who left the university especially that she is the college secretary.

Prepared by:


AGNES M. TAVEROS
Unit Head

Conforme:


SHIELA R. RABE
Name of Ratee



**TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING
BY DEPARTMENT**

Second Semester AY 2023-2024

Department: Dept. of Veterinary Medicine

College: College of Veterinary Medicine

Faculty name	Number of classes	Numerical Rating	Percentile Rating	Descriptive Rating
AGNES MORANTE TAVEROS	5	4.40	88.00 %	Very Satisfactory
ANA MARQUIZA MARTIZANO QUILICOT	7	4.14	82.86 %	Very Satisfactory
HARVIE POTOT PORTUGALIZA	9	4.78	95.56 %	Outstanding
HEXELSA JOY CUESTA NUÑEZ	2	5.00	100.00 %	Outstanding
JANE PAGALAN DAUTIL	6	5.00	100.00 %	Outstanding
JOHN PHILIP LOU MACHICA LUMAIN	7	4.86	97.14 %	Outstanding
LOTIS MONSALES BALALA	5	4.80	96.00 %	Outstanding
MARJORIE AMOTO CORTES	6	4.83	96.67 %	Outstanding
RENATO ACABO DAGANTA	8	4.63	92.50 %	Outstanding
SANTIAGO JR. TORDA PEÑA	7	4.43	88.57 %	Very Satisfactory
SHIELA ROMERO RABE	8	4.81	96.25 %	Outstanding
Department Mean		4.70	93.96%	Outstanding

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: 11-08-2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: 11-12-2024

Received by:

HARVIE POTOT PORTUGALIZA

Name and Signature of Department head

Date: Nov 22, 2024

HARVIE POTOT PORTUGALIZA

Name and Signature of College Dean

Date: Nov. 22, 2024

Distribution of copies: IEO, College, Department

