

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **SHIELA R. RABE**

3.09+.73+.7011111	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.81x50%= 2.41	
b. Students (50%)		4.00x50%= 2.00	
Total for Instruction	70%	4.41	3.09
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		4.89x100% = 4.89	
Total for Extension	15%	4.89	0.73
4. Administration	15%	4.67	0.70
5. Production	0%	0	0.00
TOTAL			4.52

EQUIVALENT NUMERICAL RATING: **4.52**

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: **4.52**

ADJECTIVAL RATING: **Outstanding**

Prepared by:

Reviewed by:

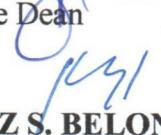

SHIELA R. RABE
Name of Faculty


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, **SHELA R. RABE**, 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 **July 2021** to **December 2021**.


SHEILA R. RABE
 Ratee

Approved:  **SANTIAGO T. PENA, 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: Total FTE, coordinates, implemented and monitored	As course in-charge	5	33.75	5	5	5	5.00	
	PI 8: Number of students advised:								
	On thesis/ field practice/ special problem	As adviser	1	4	4	5	5	4.67	
	Number of approved manuscripts submitted within prescribed period	As adviser	1	2	5	5	5	5.00	
	On consultation	As adviser	2	4	4	5	5	4.67	
	PI 10: Number of instructional materials developed								
	Number of virtual classrooms created and operationalized	As course in-charge/instructor	1	2	5	5	5	5.00	
	Flexible instructional materials	As course in-charge/instructor	1	2	5	5	5	5.00	
	Assessment tools (No. of courses handled X 2)	As course in-charge/instructor	1	2	4	5	5	4.67	
	PI 11: Additional Outputs – No. of instructional materials reviewed	As member of the Instructional Materials Committee	2	5	5	5	5	5.00	

[illegible]

Average Rating (Total Over-all rating divided by 3)	14.44/3	4.81
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.81
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development

Purpose:

aim to finish 1st.

Evaluated & Rated by:

Recommending Approval:

Approved by:

SANTIAGO T. PEÑA, JR.

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: **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 Moodle online courseware for VPhy101, VPha101	Virtual classroom	August, 2021	August 2021	August 2021	Impressive	Outstanding	Be more creative on virtual platform
2	Computed grades for VPhy101 and VPha101	Grade sheets	December 2021	December 2021	December 2021	Impressive	Outstanding	Efficient
3	Made exams for VPhy101 and VPha 101	Examinations	December 2021	December 2021	December 2021	Impressive	Outstanding	Learn to make Higher-order thinking skills questions
4	As extension program component member	Produced IEC (Komiks) about ASF.	August 2021	October 2021	October 2021	Impressive	Outstanding	Enhance creativity and technical capacity.
6	As member of extension projects	Participated in anti-Rabies vaccination drives	July 2021	July 2021	July 2021	Impressive	Outstanding	Enhance interpersonal communication skills
		Participated in planning sessions for the World Rabies Day	September 2021	September 2021	September 2021			

* 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: 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 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:


SHIELA R. RABE
Ratte