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

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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, <u>SHELA R. RABE</u>, of the <u>College of Veterinary Medicine</u> commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>July 2021</u> to <u>December 2021</u>.

SHIELA R. RABE

Approved: SANTIAGO T. PENA, JR.

				Actual	Rat	ing			Remarks	
MFO & PAPs	Success Indicators	Tasks Assigned	Target	Accomplishment	Q ¹	E ²	T ³	A ⁴		
	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		
1	Number of approved manuscripts submitted within prescribed period	As adviser	1	2	5	5	5	5.00		
Higher	On consultation	As adviser	2	4	4	5	5	4.67		
Education Services	PI 10: Number of instructional materials developed									
Services	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		

Extension Services	PI 2: Number of trainees weighted by the length of training	As component leader	63	-					No formal training conducted.
	PI 5: Number of technical/expert services rendered	As component leader of VET Mends extension project	34	34	5	5	4	4.67	
	As peer reviewer/panelist	As reviewer of one journal article for one article for ATR	1	1	5	5	5	5.00	
	PI 11: Additional outputs Expert/technical services rendered (training, referral, consultation, disease diagnosis and other relevant activities, target)	As expert in the field of veterinary medicine	1	2	5	5	5	5.00	
-	PI 5: Number of meetings (college, department, special, consultation meeting, etc.,)								
General Admin. & Support Services (GASS)	Number of planning sessions, tracking, and monitoring of targets, etc. attended or assisted to ensure attainment of college/ department targets	As content contributor/ CVM faculty member	5	31	5	5	4	4.67	
	Number of regular and committee meetings attended.	As member/chairman of the duly approved CVM standing committees.	6	9	5	5	4	4.67	
	Number of activities attended and organized by committee.	As member/chairman of the duly approved CVM standing committees.	1	3	5	5	5	5.00	
	Number of Best Practices/New initiatives in College administration replicated/benchmarked by other Colleges/other agencies.	As content contributor	1	1	4	4	5	4.33	
Total Over-all Rating								14.44	

14.44/3	4.81
	4.81
	Outstanding
	14.44/3

4 – Average

1 – Quality

2 – Efficiency

3 – Timeliness

Comments & Recommendations for Development	
Purpose:	
ain to fourth 49.	

ADJECTIVALIATING		Cutstanding	
Evaluated & Rated by:	Recommending Approval:	Approved	by:
SANTIAGO T. PEÑA, JR. Dept/Unit Head Date:	SANTIAGO T. PEÑA, JR. College Dean Date:		S. BELONIAS dent for Academic Affairs

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 É 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:

College Dean

Conforme:

SHIELA