

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **RONEL B. GEROMO**

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	0.50	4.80	2.40
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
Total for Instruction		70%	4.90	3.43
2.	Production	20%	4.83	0.97
3.	Administration and Support Services	10%	4.92	0.49
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.89

EQUIVALENT NUMERICAL RATING:

4.89

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

4.89

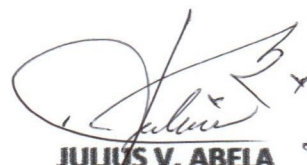
ADJECTIVAL RATING:

Outstanding

Prepared by:


RONEL B. GEROMO
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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **RONEL B. GEROMO**, 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, 2019 to December, 2019**.


RONEL B. GEROMO
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	51	5	4.5	4.5	4.67	
	Number of Instructional Materials Developed/Revised and utilized								
	New IM's	Developed New IM	1	1	4.5	4.5	4.5	4.50	
	Student Advising and Consultation Services:								
Production Services	Number of students advised	Academic Adviser	50	60	5	4.5	4.5	4.67	
	Number of hours spent on student consultation	Teacher/Instructor	15	20	4.5	5	4.5	4.67	
	Number of Trainings/Seminars Attended	Participant	1	1	5	5	5	5.00	
	Number of STF projects developed/Improved or maintained	Project Manager	1	1	4.5	5	4.5	4.67	
Administrative Support Services	Percentage of STF projects supporting Instruction, research & extension	Project Manager	50%	100%	5	5	5	5.00	
	Number of University/ DAS meeting attended.	Attend Meeting as secretary and as participant	3	3	5	5	5	5.00	
	Number of DAS designations Involvement	Department Secretary	1	1	5	4.5	5	4.83	
	Number VSU Associations Involvement	Member - VSU Faculty Association	1	1	5	5	5	5.00	

	Number of DAS Committees Involvement	Member: Instructional Materials Review, Extension, Training, and Community Engagement, Laboratory Enhancement, Library Enhancement, and Physical and Site Development	1	4	5	4.5	5	4.83	
Total Over-all Rating									52.83

Average Rating (Total Over-all Rating/No. of A ⁴ Entries)	4.80
Additional Points:	
Approved Additional points (with copy of approval)	0
FINAL RATING	4.80
ADJECTIVAL RATING	OUTSTANDING

Comments & Recommendation for Development Purpose: *Must attend training, conferences and conventions related to animal science in order to gain new knowledge.*

[Signature]
JULIUS V. ABELA
 Head, Dept. of Animal Science
 Date: 3-9-2020

[Signature]
VICTOR B. ASIO
 Dean, College of Agriculture
 Date: 3-27-2020

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

Legend: Q¹ - Quality
 E² - Efficiency
 T³ - 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: RONEL B. GEROMO
Performance Rating: OUTSTANDING

Aim: To improve teaching effectiveness and enrich research knowledge related to instruction

Proposed Interventions to Improve Performance:

Date: July, 2019 Target Date: September, 2019

First Step: Revised OBE-dized teaching materials

Result: Revised OBE-dized teaching materials that enrich lessons learned by students.

Date: October, 2019 Target Date: December, 2019

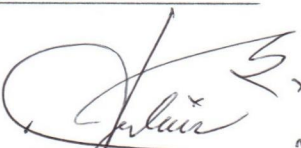
Next Step: Attend seminar, trainings, and conferences for self-knowledge improvement

Outcome: Has attended one seminar.

Final Step/Recommendation:

Constant update of teaching materials and attend seminars, trainings, conferences for self-knowledge improvement

Prepared by:


JULIUS V. ABELA
Unit Head

Conforme:


RONEL B. GEROMO
Name of Ratee (Faculty/Staff)