SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

LOLITO C. BESTIL

	Program involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction	0.50	4.05	2.42
	a. Head (50%) from IPCR	0.50	4.86	2.43
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
	Total for Instruction	70%	4.93	3.45
2.	Research	10%	4.83	0.48
3.	Extension	15%	4.96	0.74
4.	Administration	5%	4.92	0.25
	TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.93

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.93

4.93

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

Reviewed by:

Department Head

Vice-President for Instruction

Recommending Approval:

Approved:

RATING SCALE: 4.6-5.0 Outstanding

Dean, CAFS

3.8-4.5 Very Satisfactory

3.0-3.7 Satisfactory

2.2-2.9 Unsatisfactory

2.1- & below Poor

CONTROL OF THE PROPERTY OF THE SHOROHUT MATERIAL HYBR

ำลงสลัดได้ คำขนไข้วรล์ ใน วาทสไข้

	रेक्टोड (सम्बद्धे)	480438404	25/2791 2 18/h	The first of the first first first section of the s
	baitar affi.	şa şa	in a glacii	framerical mespori
•	THE BE	iadis grijustāji —	in Spagnia and	
			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
				digital and an area of the second and area of the second a
1	Î.		98.8 T	ADSI Head (Survey) baset i.e.
i	97.5	29.5	03.0	्याः द्वेतः त्रोहाको हो। स्थान विकास स्थानको हुन स्थान हो। साम त्रा स्थानको हो।
		19.8	4.6	nortautient on (suc)
?	85.0	27.5	- 84.7	in factorial in the state of th
1	85.U) Deut	Mar.	Tolkaris 1
	25.0			The Administration of the Control of
1		184 T4 19	and the second s	
		radionalista regionalista	X iida	
		als y sa		

CHAPTER THE STATE OF CAPITAL ·公司等。2020年第四日的中华。1082)。 1.64年7年3月15年3月2日11年3月16日

CONTRACTANTOSCO.

पूर्व केल्सकब्रहाने

HEROTOTIA BUILDIONATIONSH

Carlan Nob

and bondajus/

besidanas kist

i secondak

A Professional Control of the Contro

Parking Tiping

รูดออกใส่จะหนึ่ง 6.8 6.3

reil region of a contract

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **LOLITO C. BESTIL**, 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 <u>July</u>, 20<u>18</u> to <u>December</u>, 20<u>18</u>.

Ratee

Approved:

JULIUS V. ABELA

Head of Unit

MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplish-	Rating				Remark(s)			
				ment	Q	E	T³	Aª				
Advanced Education Services	Full Time Equivalent (FTE)	Instruction (V-SL Status)	3	3.8	5	5	5	5.00				
	Number of Curricular Review	Reviewer	0									
	Approved Graduate Outlines/ Manuscripts submitted within	Adviser/Chair, GAC	2	3	5	5	5	5.00				
	Number of Graduates within prescribed period:				<u> </u>	•	•					
	Masters, Ph.D.	Chairman, GAC	2	1	5	5	4.5	4.83				
			1	2	5	5	4.5	4.83				
	Number of hours spent on student consultation	Adviser/GAC member	25	40	5	5	5	5.00				
HigherEducation Services	Full Time Equivalent (FTE)	Instruction (V-SL status)	9	9.53	5	5	5	5.00				
	Number of Student Research Advising:											
	Approved Undergraduate outlines/manuscript submitted within the prescribed period	Thesis Adviser/Comm. member	0	2	5	4.5	4.5	4.67				
		Student Research Coordinator	1	2	5	5	4.5	4.83				
	Student Advising and Consultation Services:											
	Number of hours spent on student consultation	Academic Adviser	15	20	4.5	4.5	4.5	4.50				
	Number of student organizations advised	Adviser	0	1	5	4.5	4.5	4.67				
	Number of student-related activities assisted	Committee members	1	1	4.5	5	4.5	4.67				
	Number of curricular programs reviewed	CHED-RQAT Member	0									
	Board Examination review classes (LEA, etc.)	Reviewer	1	1	5	5	5	5.00				

HONOLOGIC PLESSARIANCE COMMITMICS FOR ACTION HONOR

LOLITO & BESTIL, of the Department of Animal Science, commits to deliver and agree to be rated on the arrangement of the following targets in accordance with the indicated measures. for the period late 1018 to December, 7018.

TO ALBEALA AND GILL theveraga

ាតមេទិត ខ្លាំ_{ខ្}ម

(a)thermass		griss		mente in me	Harris - Har	810973-Y	hoogida ilet	en e	and the second s
	17		10	, 3	Trans				and the second s
"(fasta di p un terana area area e com a 20	U.A.C	1 2	2		8.E	Ç.	(soint? Je-Vi holfgyddio)	(37%, and must sent this	Advance Caleathus Carring
				{		0	(gyrelly)	Pilamber of Carriou at Review	• • • • • • • • • • • • • • • • • • •
	1002	12		1	<u> </u>	\$	DAD WISHDYSSEN DA	Approvad Graduare Cuthnes/War dechard submitted yithin	
		. E	ASTRAGE CO	Para systems	Type is the proportion of the second of the second contract of	Parity altern sporte inproduction or 1.2. Sec. 1.7.	and a secondary of the contract of the contrac	ไม่เลาย้อง ลักวันสุของครามเก็บไทย และเกมีเกิด รายข้างเมื่อ	
A CONTRACTOR OF THE PARTY OF TH	[59.4	; P.A	(3	1	1	5	Calmada, SAC	0.819 (21th Co.	
	58.4						Nicinber, GAC		
	00.8	12		12	C) is	PS	Advisor/GAC member	filmber of hours spant on student consultation	
Canada Carataga Canada Carataga Canada Canad	700.7		21	Land Comme	85.2	0	(audara 12-17) nominarani	(313) tre-is-dupt entit that	eschmet nobereitäredgild
The same to the same and the sa	بخيمة وورد ومد منيني روايان	g gagen Sauthern in gellader, lagen	at no consecut	***********	with the second	Table and the second se	definition of the contract of	Journies of Student Sescenth Advising	
	V3.4				3	Ô	Thesis AurendComm.	Aupjoyed United gradicate outlines in a ouscilpt submitted	
	1 10.5		j				i radmami	within the prisc ibea period	
	68.5	1 2.45	1		, san	1	Student Research Coordinator		
		e de, e establista e aceita e			and a first company and include response areas or beginned for the development and the			Smdent Advising and Consultation Services	
The state of the s	1 02.3	4.5	1.5	4.5	20	8.5	Loodemic Adviser	Number of nours spention stude it consultation	
	78.5	7.5	1 2.4	1 2	<u>f</u>		<u>१७०० सम्ब</u>	Number of student organizations advised	
in the second second second second	1.0.4	13.5	 آ أ	3.5	<u> </u>	Familiar by Section 1997 of the Section 1997 o	cisemam satimme0	Humber of student-related activities austrec	
The course service of the service of	1	1	1	÷	district the second sec	0	CHED ROAT Member.	Number of curricular programs reviewed	
grangitation and the contract of the contract	20.30	12	13	2	3		Peylewar	i Boa d Examination review classes (LEA, etc.)	January and the second

I saca

Research Services	Number of research articles submitted for publication in	Main Author/Co-author	_			Ι_	<u> </u>				
	CHED accredited journals/internationally indexed journals		1	3	5	5	5	5.00			
	No. of articles reviewed for publication	Reviewer	0	2	5	5	4.5	4.83			
	Number of Research Outputs Presented in				· L ······		·*	**************************************			
	Regional/National/Internat'l Fora /Conferences:										
	In Regional Fora /Conferences (including In-house Review)	Researcher/Presenter	1	3	5	4	4.5	4.50			
	In National/International Fora /Conferences	Researcher/Presenter	0	1	5	5	5	5.00			
	Number of scientific sessions moderated/ evaluated	Moderator/Evaluator	0								
	Number of Proj./Studies conducted/completed	Project/Study Leader	4	10	5	5	5	5.00			
	Amount/value (Million PhP) of research funds/resources	Project Leader	200,000	4 000 000	_	_	<u> </u>	F 00			
	externally generated	Project Leader	200,000	4,900,000	5	5	5	5.00			
	Number of linkages forged:										
	National/Regional (DAR, DA, etc.)	Project Leader	0	2	5	4	4	4.33			
	Local (Farmer-assn., etc.)	Project Leader	0	14	5	5	5	5.00			
Extension Services	Number of trainings served:										
	DAR/DA/LGU/Others trainings	Resource person	1	3	5	5	5	5.00			
	ATI/VSU trainings	Resource person	0	4	5	5	5	5.00			
	Technical/Expert services (international, national, regional, l	local):									
	Farmers' Field Day/Farmer consultations	Subj. matter specialist	1	3	5	4.5	5	4.83			
	Number of NGO/FA/Coop/farms served	Res. Person/ Consult.	1	9	5	5	5	5.00			
Administrative Support Services	Attendance to University committees:										
	Number of meetings of University committees attended	Committee Chair/ Member	10	15	5	5	5	5.00			
	RDE Project administration:				******************	•	-				
	Number of PR, canvass papers, PO/vouchers, TO, trip tickets signed and released on time	Project/Study Leader	5	18	5	5	4.5	4.83			
	Number of Project Reports signed and submitted on time		2	1	5	5	4.5	4.83			
	Number of Project coordination meetings conducted	Project Leader	4	8	5	5	5	5.00			
				Total Over-	-all R	ating		136.17			

				25030,000	-80.8	9 . 9115		133.17		
	flupiber of Physici coordination meedags conducted	eropective ages	4		A Company	3	ے	5.00		
	Mumber of Project Reports signed and solunitied on time	Profect/Study Legiter	3	Ţ	2	2	4.5	4.5A		
	Number of PR, cenvess papers, PO/vouchers, TO, trip Unknis rigned and released on tems	Froject/Study teader	2	18		2		583		
• • • • • • • • • • • • • • • • • • •	FOF Project administration:	And the second s	and the second s	The state of the s		•••••	,	name water was	gatana A	
	Mamber of recedings of University committees assended	Committee Chair/ Member	то		2	5	5	200		
Authorithing Copyrant Settle cas	ykteendence ny Univarsity comminges;	allierinnissa (see allee) – annie eeu verkeelingen kan je meelingingen e melle	agent to the state of the state	A.,						
	Number of NGO/FA/Cocafferms served	Per Paron/ Consult.	Ţ	a	andra com march		and the second	300		
	Farmers' Fleid Day/Sarmer consurrations	Subj. matter specialist	1	3	1 3	4.5	9	4.83	Agreem company of the Commany and Company on the State of the Commany of the Comm	
	[Sechnitel/Sigjert services (in an antional, regional, regional),	(C.C.S.)	All of the second		nar samen rang	-) 	
	ATIMSU Chinings	Besource person	Ü		7.3	2	2	5.00		
	DAR/DA/LGU/Others trainings	Resource person	7	3	1.2	٠,٠		5.00	r i	
Buckaraton Services	Merober of trainings semed.	чисти в при на при н При на при н	e lagra a successive de seus en seus en lagra de lagra de la seus en la companya de la companya de la companya	V		d.,go.d.,	200	the comment of the co		
	Local (Former assn., etc.)	Project Leadai		The state of the s	2			2.60		
	Nutional Regional (DAR, DA, etc.)	(ylo)der radesi	ij) y .	7.	Ň	7	₹33	1	
	โด้งเกลง ที่ โกรัสที่ยง ในกูลน์:									
	externelly generated	15-of-crywager	290,000	('ac'500				5.00		
	Amount/value (Million PhP) of research funds/resources		again tan ann - Tarb An Air ag Tarbanan an againm an an an Air an		,	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		e Vigora ingeles in discount		
	Mamber of Proj./Sivdies conducted/completed	Project/Stany Leader (Çi.	<u> </u>	12		1 2	2.00		
	Numbrial of suisottic sessions moderated/evaluated	fric for stor/Evaluator [9	I		on a sea	1 1	E	i Samurania da paranta d	
	In National International Ford /Cn nationers	Researcher Presenter	en Garage en		ļ. p.	r,	[?	7 00		
	in Regional Form / Combinences uncluding in house Poyleus)	desay proversence:		\$.	1 2	-1	€ E	T20 -		
	Regional/Recional/Internal/You /Gometernes-	indiga garan an emperamo, a apocam a caraccamente estado en estado en el como el como en el como en el como en el como en	in a consistencial delegan properties and a service of a few delegans.	Communication and the second s	Mary returns and	9 -6 9	_,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	diamental and the second secon		
$\frac{d}{dt}$. The second secon	(Mary ber of Massarch - Judy us Micesusad in		•							
	file, of sructes reviewed to, pultication	IREVIEWE!		i j	2	[]?		1 703	hannes a second and a second as	
	CHED accreeties of cour navintornationally industry burnals	1	·				1 2	F 5.00		
· 经高级数据的。 1965年的10000	Murainer of refrection les submitted for publication in	r firean dechardes are not	A CONTRACTOR OF THE PROPERTY O	Congress constitution of the constitution of t		€		1 = UU 1 = UU	And the second s	

Average Rating (Total Over-all Rating/No. of A4 Entries)				
Additional Points:				
Punctuality	0			
Approved Additional points (with copy of approval)	0			
FINAL RATING		4.86		
ADJECTIVAL RATING		Outstanding		

Comments & Recommendation for					
Development Purpose:					
Needs to assist other					
frailty on PSAS attender	w				
& research prescription					

2.1 - & below Poor

	Evaluate	JULIUSV. ABELA Head, Dept. of Animal Science	Recommending Approval: VICTOR B. ASIO Dean,: College of Agriculture and Food Science	Approved by: BEATRIZ S. BELONIAS Vice-President for Instruction
		Date:	Date:	Date:
Legend:	Q ¹ - Quality E ² - Efficiency T ² - Timeliness A ⁴ - Average		Rating Scale:	4.6 - 5.0 Outstanding 3.8 - 4.5 Very Satisfactory 3.0 - 3.7 Satisfactory 2.2 - 2.9 Unsatisfactory

						o e alan stransversi i tita	-				committee of the second	CONTRACTOR STATE		
	08.D				eshinel w	No.of	Rating/i	is-am Olisia	ាំ) អ្នកសន	R ogslevA				
												oints:	Tisaciti	Add
	etarini, e in exemperation desprise												/Hauton	PU
		\$	F}	}				(lav-	ovace to	yqos rbiw)	altilog	viditional	Nevara	iov [
1	00.4	}	ing		er dermounte occurre		EHILL	S LAVER						
73	(andraiseC)	1	The state of the s		TO STATE OF THE PARTY OF THE PA		PATTAS I	AMTIGUTA						

Communic & Recommendation for Davelogicent Propers: and o see a soul

Head, Deptil of Animal Science

and I had I dance

Approved by:

Vice Resident for humadian

gelforesteich G.S. - S.f. 3.8 - 4.5 New Societation

(6) 5 (1)

A.O. - A.V. Serisherery

1.1 - Bibelow Poor

:ពិនន្ទនៈវ

ngstavA - *A

Q"-Q-almy

vonsbilla - 3

r* - Yimeliness

Recommending Approval:

VICTOR 8, ASIO

Danii, Cologo of Apriculture

Rating Scole:

grotosiskazad E.A - 1.3

3.1 - Albeitow Fuer

EMPLOYEE DEVELOPMENT PLAN

Năme of Employee: _	LOLITO C. BESTIL							
Performance Rating: _	<u>OUTSTANDING</u>							
Aim: To support partner units within VSU system, NGOs, line agencies, and farmers on their technical requirements on livestock production and research.								
Proposed interventions to improve performance and/or competence and qualification to assume higher responsibilities:								
Date: July 2018	Target date:	December	2018					
and discuss the	er units within and outside ir technical needs in suppo ment, and the capacity-bu	ort to their re						
Result: Technical training and manageme	ngs for capacity-building cant assisted.	onducted, ar	nd project implementation					
	gs, and assist them in desi eir livestock project operati		nt theses and R&D studies nent.					
Outcome: Improved livestoresearchers.	ock project management; ı	researches o	conducted and empowered					
			rnal campuses & farmers.					
	Prepare	ed by:	Julius *					
			JULIUS V. ABELA A Unit Head					
Conforme:	-b x							
I MI ITO	C. BESTIL							
	Faculty/Ratee							

EMPLOYEE DEVELOPMENT PLAN

t tension in residents. In distinguish table of their region and the	LOUTO C. BESTIL OUTSTANDING	Name of Employeer Performance Rating:
tem NGOs, line agencies, and farmers on k production and research.	•	
ce and/or competence and qualification to		Proposed intervention assume higher respon
: December 2018	Target date	Date: <u>July 2018</u>
ide the VSU system (line agencies/NGO) pport to their research and livestock -building needs of project personnel.	eir technical needs in su	and discuss the
g conducted, and project implementation		Result: Technical traini and menageme
lesigning student theses and R&D studies ration/menagement.	gs, and assist them in d eir livestock project ope	
nt; researches conducted and empowered	ock project managemen	Outsome: improved livest researchers.
ither units/external campuses & farmers. ject in anagement. ared by:	urce Person in these pa courses on livestock pro	
JULIUS V. ABELA ?		

Conforme:

LOLITO C. BESTIL
Name of Faculty/Ratee

IULUS/V. ABELA Ugit Head