

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **RENATO A. DAGANTA, JR.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.93 x 50% = 2.46	
b. Students (50%)		4.50 x 50% = 2.25	
Total for Instruction	40%	4.71	1.88
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		5.00 x 100 = 5.00	
Total for Research	30%	5.00	1.50
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		5.00x100% = 5.00	
Total for Extension	15%	5.00	0.75
4. Administration	15%	5.00	0.75
5. Production	0%	0	0.00
<b>TOTAL</b>			<b>4.88</b>

EQUIVALENT NUMERICAL RATING: **4.88**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.88**ADJECTIVAL RATING: **Outstanding**

Prepared by:

Reviewed by:

  
**RENATO A. DAGANTA, JR.**

Name of Faculty

  
**AGNES M. TAVEROS**

OIC Department Head

Recommending Approval:

  
**HARVIE P. PORTUGALIZA**

OIC College Dean

Approved:

  
**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

**"Exhibit B"**


**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **RENATO A. DAGANTA JR.**, 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 to December 2023**.

  
**RENATO A. DAGANTA JR.**

Ratee

Approved:

  
**AGNES M. TAVEROS**  
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Targets	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
HIGHER EDUCATION SERVICES	PI 5: Total FTE, coordinated, implemented and monitored	As course in-charge	10	40.65	5	5	5	5.00	
	PI 8: Number of students advised:								
	On thesis	As adviser or SRC member	3	1	5	4	5	4.67	To be complied in the next half
	No. Of approved manuscripts submitted within prescribed period	As adviser or SRC member	2	0	4	4	5	4.33	To be complied in the next half
	On consultation	As course in-charge or academic adviser	30	90	5	5	5	5.00	
	PI 10: Number of instructional materials developed								
	Number of virtual classrooms created and operationalized	As course in-charge/instructor	1	3	5	5	5	5.00	
RESEARCH INNOVATION SERVICES	PI 28: Number of IP related trainings and seminars attended (local/national/international trainings/conference)	As participant	1	1	5	5	5	5.00	
EXTENSION SERVICES	PI 2: Number of trainees	As a member of CVM's extension project	10	26	5	5	5	5.00	
	PI 4: Number of beneficiaries served (Individuals)	As a member of CVM's extension project	20	26	5	5	5	5.00	




	PI 13: Number of trainees weighted by the length of training	As a member of CVM's extension project	7.69	26	5	5	5	5.00	
	PI 21: Number of clients assisted in agri-fair, walk-in clients, training requests, in-house reviews, trainings and related activities	As expert in the field of veterinary medicine	30	34	5	5	5	5.00	
<b>GENERAL ADMIN. &amp; SUPPORT SERVICES (GASS)</b>	PI 6. Additional Outputs								
	Number of coaching sessions attended or assisted among department heads, faculty & staff	As faculty member	3	2	5	5	5	5.00	
	Number of meetings (college, department, special, consultation meetings, etc).	As faculty member	12	9	5	5	5	5.00	
<b>Total Over-all Rating</b>								<b>19.75</b>	

<b>Average Rating (Total Over-all rating divided by 4)</b>	<b>19.75/4</b>	<b>4.93</b>
<b>Additional Points:</b>		
<b>Approved Additional points (with copy of approval)</b>		
<b>FINAL RATING</b>		<b>4.93</b>
<b>ADJECTIVAL RATING</b>		<b>Outstanding</b>

**Comments & Recommendations for Development Purpose:**


*Identify areas or opportunities to upgrade your skills & knowledge in a chosen field of specialization*

Evaluated & Rated by:

  
**AGNES M. TAVEROS**  
 Dept/Unit Head

Date: 02/20/24

Recommending Approval:

  
**HARVIE P. PORTUGALIZA**  
 OIC College Dean

Date: 02/20/24

Approved by:

  
**BEATRIZ S. BELONIAS**  
 Vice President for Academic Affairs

Date: 02/20/24

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

## Exhibit I

**PERFORMANCE MONITORING FORM**Name of Employee: RENATO DAGANTA JR.


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	Teaching	Exams Grades	July 2023 (1 sem SY 23-24)	Dec 2023	Dec 2023 (university schedule for grade submission)	Very Impressive	Outstanding	Use of other platforms that could increase student participation.
2	Consultation with students As academic adviser/ SRC membership	Resolved student queries especially the subject related matters.	July 2023	Dec 2023	Dec 2023	Very impressive	Outstanding	The teacher may record the consultation video for other students to watch especially those that haven't attended the Google meet.
4	Creation of assessment tools	Assessment tool	July 2023 (1st sem SY 23-24)	Dec 2023	Dec 2023	Impressive	Very satisfactory	Find ways to increase assessment tools
5	Number of virtual classrooms created and operationalized	Virtual classroom	July 2023 (1st sem SY 23-24)	Dec 2023	Dec 2023	Very impressive	Outstanding	Make full use of the applications of the VSUEE and increase student engagement.
6	Extension service, consultancy	Animal health check-up	Nov 2023	Nov 2023	Nov 2023	Very impressive	Outstanding	Improve technical service rendered
7	Administrative support services	Meetings attended	July 2023	Dec 2023	Dec 2023	Very impressive	Outstanding	Find way to improve promptness
		No. of documents acted upon on time	July 2023	Dec 2023	Dec 2023	Impressive	Outstanding	

		No. of documents released on time	July 2023	Dec 2023	Dec 2023	Very impressive	Outstanding	
		No. of assigned tasks completed before the deadline	July 2023	Dec 2023	Dec 2023	Impressive	very satisfactory	

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

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

Prepared by:

  
AGNES M. TAVEROS  
 OIC Unit Head



## EMPLOYEE DEVELOPMENT PLAN

**Name of Employee:** RENATO A. DAGANTA, JR.  
**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, 2023 **Target Date:** December, 2023

**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, 2023 **Target Date:** December, 2023

**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/college should recruit additional faculty to cover the load of the K to 12 subjects to de-load existing faculty.

Prepared by:

  
**HARVIE P. PORTUGALIZA**  
OIC College Dean

Conforme:

  
**RENATO A. DAGANTA, JR.**  
Ratee