SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: <u>JULIUS V. ABELA</u>

	Program involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
ĺ	a. Head (50%) from IPCR	0.50	4.95	2.47
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
	Total for Instruction	70%	4.97	3.48
2.	Research	5%	4.67	0.23
3.	Extension	10%	4.92	0.49
4.	Administration	15%	4.96	0.74
	TOTAL	100%	TOTAL EQUIVALENT	4.95

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.95

4.95

ADJECTIVAL RATING:

Outstanding

Prepared by:

JULIUS V. ABELA

Assoc. Professor 3

VICTOR B. ASIO Dean, CAFS Reviewed by:

Dean, CAFS

Vice-President for Instruction

Recommending Approval

Approved:

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

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INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, <u>JULIUS V. ABELA</u>, of the <u>Department of Animal Science</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>January</u>, 2018 to June, 2018

JULIUS V. ABELA

//Ratee

Approved:

/ICTOR B. ASIO

Dean, CAFS 🔎

MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accom- plishment			Ratin	Remark(s)	
Advanced Education	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Status)			Q^1	+	T ³	A ⁴	
Services	Student Research Advising, Grad Outlines/Manuscrip		2	2.25	5	5	5	5.00	Faculty Academic Load
									
	Graduate outlines approved/submitted	Department Head	5	6	5	5	5	5.00	Faculty Academic Load
	Graduate outlines approved/submitted	Member	3	6	5	5	5	5.00	Faculty Academic Load
	Graduate manuscripts approved	Chairman	1	1	5	5	5	5.00	Faculty Academic Load
	Graduate manuscrips approved	Member	0	2	5	5	5	5.00	Faculty Academic Load
	IM's Developed/Revised for Graduate Program					L		1 3.33	
	New	Graduate faculty	0	1	5	5	5	5.00	Faculty Academic Load
Higher Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	18	25.35	5	5	5	5.00	Faculty Academic Load
	Number of Instructional Materials Developed/ Revised and Utilized:								
	New IM's	Developed New IM	1	2		F		F 00	6 61
	Revised IM's within the last 3 years	Revised IMs/Course Outlines	1	3	<u>5</u>	5		5.00 5.00	On file On file
	Number of degree programs compliant to CMO	Department Head	1	2	5	5	5		
	supervised and implemented	•	•	2	3	3)	5.00	On file
	Number of Students advised on consultation and	Department Head and Adviser	30	41	5	5	5	5.00	On file
	thesis or field practice		-	74	ا	ر	ر	5.00	On me
	Number of student organization assisted	Department Head	1	2	5	5	5	5.00	On file
	Number of Field Practice Reports Checked/Approved	Department Head	70	83	5	5	5	5.00	On File
	Student Advising and Consultation Services:							3.00	On rile
	Number of hours spent on student consultation/field	Attended to student consultation during	150	240	5	5	5	5.00	2 hrs/day
		consultation schedules			ا آ	١	٦	3.00	2 IIIS/uay

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Approved: <u>Victor e Asio</u> Desir, CAPS

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Research Services	Number of R&D Projects/Studies Conducted/ Completed:													
	Experimental R & D Project at PCC-VSU	Project Leader	0	1	5	5	4	4.67	On file					
	Job Placement of Graduates of BSA, BSAgriv., BSAgDev,		1	5	5	5	4	4.67	On file					
b ,	BSDC, and BAS of CAFS VSU Main Campus	and the second control of the second control	_					4.07	On the					
•	Number of Linkages: Regional	Member	1	1	5	5	4	4.67	On File					
Extension Services	Number of Extension Projects/Studies Conducted/			 	+-	-	<u> </u>	4.07	On the					
	Completed:													
	Experimental Extension Projects at PCC-VSU	Project Leader	3	4	5	5	5	5.00	On File					
	Number of person-days trained	Animal Production Specialist	35	70	5	5	5	5.00	On File					
	Number of trainings conducted	Resource Person/Project Staff/Study	1	3	5	5		<u> </u>						
	- anno or a anno go con a a caca	Leader	1]) 3	3	5	5.00	See files					
	Number of beneficiaries served:			<u> </u>		<u> </u>		<u> </u>						
	Private individuals/groups	Served as Animal Science	15	25	1 5	5	5	5.00	See files					
		Specialist/consultant to walk-in	20			١		3.00	See mes					
		individuals/beneficiaries				l								
	Technical/ Expert services (international, national, reg	gional):			t.		L	L						
	Commodity teams	Member of RRDCT-Livestock	0	1	5	5	5	5.00	On File					
	Resource person	Served as Resource Person in Organic	1	2	5	5	5	5.00	See files					
		Swine/Livestock Production to Farmer							See mes					
		Leaders, Ag'l Extension Agents, Disabled												
		People at ATI, VSU and Agriculturist												
		Board Reviewer												
		Dairy Production Enterprise	0	1	5	5	5	5.00	On File					
	Number of extension project	Enhancing Agricultural Productivity in	0	1	5	4	4	4.33	See files					
		the City of Baybay Using the BIDANI												
0		Strategy												
General Administration	Number of faculty/staff/Animal caretakers/GTA	Manage faculty/staff/caretakers/GTAs	22	24	5	5	5	5.00	See organization					
and Support Services	managed													
	Number of academic lec/lab rooms/facilities	Monitored department facilities	7	8	5	5	5	5.00	DAS Lec/Lab					
	monitored								Rooms					
		Department Head	3	4	5	5	5	5.00	See files					
	Number of university meetings (execom and	Department Head	6	10	5	5	5	5.00	See notice files					
	university committees)													
		Department Head, Over-all Chairman	10%	15%	5	5	5	5.00	See file					
	Mandatory requirement													
	AACCUP areas in MS & MAgDev AACCUP	Member	1	1	5	5	5	5.00	See files					

สารตั้งเรา ริยาย์เอร Number of R&D Projects/Studies Conduced. Longlands: Experimedian R & D Project at PCC-VSU . Poject reader NO 5 Job Placement of Greductes of SSA, BSAgriv, BSAgDev, Recourse Person (Citicall basis) 5 5 6 7.57 oli aDi BSDC, and BAIS of CAFE VSU Main Compus Vumber of Linkenes: Regional Mambor 4:67 On File 1 1 3 1 3 Maintened resident of the President to absorbe Extension Services Cornel Medic Experimental Extension Projects at PGG-VSI: roject Leader 5.00 locks Abimal Froduction Specialist hanion archinomed to revinith 12 ć 5.00 Confile humber of training conducted itescurce Person/Project Staff/Study 5.00 | See files 3 1 5 1 5 13/189 Number of Beneficiaries served: Privace individuals/groups Served as Animal Science See files 5.60 Specialistic constitution watering in haduals/beneficiaries Technical Expert sarricos (hitematione), national, regional); Member of RRDCT-Unastock Contribudity teams 5.00 (On 71a กระยะ ความอะคภิ Served as Resource Person in Creanic 5.00 7 150c 710s Swine," ivestock Production to Fauner. Leaners, Ag'i Extension Agenis - Disabled i coole at ATI. VSU and Appropriate Board Reviewer Dairy Frommer Februsies 00.€ 919 (10) Number of exension project Enhancing Agricultural Productivity in (1 2417 202 6.33 the City of Barbay Using the BIDANI Number of faculty/staff/Animal caretakers/CITA decidentamiento de la como. ្ន ស៊ី Manage faculty/staff/caretakers/GTAs See organization 5.00 ë, BS. and Surveit Landon boasasmi Number of acangidic techlor recens/facilities Wooligned department facilities Ž, DAS lec/lab 5.00 2 310005 Number of animal projects monthmed en i assisted Dopantinent Head 5.00 *c* | *c* 4 ISee files Number of university medyings lenerous and Department Head 5 1 5 See notice files 5.60 Č. university committees; Demonstrate for AACCIP Accreditorion Level IV Department Head, Over-all Chamban 2 3533 10% See file 5.00 Mondatury requirents INACCUP areas in his & MagDay AACCUP redina M 12/8 S.00 | See files

			Total Ove	r-all	Ratin	e l	212.67	
Number of documents signed		300	410	5	5	5	5.00	See files
								Emergency
Number of meeting prepared/minutes corrected	Department Head	6	8	5	5	5	5.00	Regular/
	Department Head	45	130	5	5	5	5.00	1hr/day
	Department Head	40	150	5	5	5	5.00	1 hr/day
Number of hours spent on monitoring	Department Head	75	125	5	5	5	5.00	1 hr/day
office)								
Office, Faculty rooms, toilets, receiving room, head								
Conference room, Stock room, SASS Office, Admin.				1	•			facilities
Number of other DAS rooms monitored (DAS Library,	Department Head	6	11	5	5	5	5.00	See DAS buildir
Percentage attendance to dept meetings	Department Head	100%	100%	5	5	5	5.00	See files
Number of DAS Committees	Chairman	4	6	5	5	5	5.00	See file
Number of DAS Committees	Member	2	3	5	5	5	5.00	See file
Number of University/college committees	Member	4	6	5	5	5	5.00	See file
AACCUP Area (3) in PhD Ansci Level I	Chairman	1	1	5	5	4	4.67	On File
AACCUP Areas (1-10) in PhD Ansci PSV & Level I	Over-all Chairman	1	1	5	5	4	4.67	On file

Average Rating (Total Over-all Rating/No. of A ⁴ Entries)		4.95
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.95
ADJECTIVAL RATING		OUTSTANDING

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velopment Purpose:	
attend seminars / training on	
attend seminas / training or scentific paper writing for peer-	reviews
humas	

Evaluated and Rated by:

Date:

Recommending Approval:

2) Publish more papers in peer-revie

VICTOR B. ASIO

Vice-President for Instruction

_____ Date: _____

Legend:

Q1 - Quality

E² - Efficiency

T² - Timeliness

A⁴ - Average

Rating Scale:

4.6 - 5.0 Outstanding

3.8 - 4.5 Very Satisfactory

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3.0 - 3.7 Satisfactory

2.2 - 2.9 Unsatisfactory

2.1 - & below Poor

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Recommenting Approval

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COGARDO C. TULIN President VSU

A.W - 5.0 Cutstanding

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2.6 - 3.7 Salefactory

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Ratiog Scale:

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VISAYAS STATE UNIVERSITY Visca, Baybay City, Leyte, 6521-A Teaching Performance Evaluation

Teacher: Abela, Julius V.

Second Semester 2017 - 2018 No. of Raters: 26

Sub	pject: 4 - AnSc 112 - Swine Production	& Mana	gemen	t Class	Type:	Lecture	<u>4-5№</u>	<u>w</u>
	Work Performance	N/A	1 Poor	2 Below Satis- factory	3 Satis- factory	4 Very Satis- factory	5 Out- standing	Median
1	Explains course objectives, requirementand grading system at the beginning of the semester				2	8	16	5.0
2	Always prepared and organized in class				2	12	12	4.0
3	Uses appropriate and updated instructional materials				2	10	14	5.0
4	Gives clear instructions/guidelines in accomplishing tasks				4	9	13	4.5
5	Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			2	2	8	14	5.0
6	Makes classroom activities interesting and lively		1	1	5	10	9	4.0
7	Encourages students to ask questions and welcomes comments and suggestions			1	3	7	15	5.0
8	Has mastery of the subject matter				2	5	19	5.0
9	Available for student consultation even outside class time				1	9	16	5.0
10	Holds class regularly, starts and dismisses class on time and utilizes class period fully				2	12	12	4.0
11	Gives relevant assignments, course requirements				5	7	14	5.0
12	Returns quizzes, exams, homework, assignments and exercises			1	2	11	12	4.0
13	Fair in glving grades				5	6	15	5.0
14	Wears clean and appropriate clothes/attire in class					8	18	5.0
15	Firm in implementing policies yet approachable and understanding				2	5	19	5.0
16	Commands respect of students					9	17	5.0
17	Exercises decency in speech and actions				1	11	14	5.0
******	Median Rating		5.0)	***************************************		Out	standin
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Abela, Julius V.	4 - AnSc 112 - Swine
1. Other positive points of the teacher and his/h 1 Encourages the students to study 2 Good instructor 3 No comment 4 Professional	er teaching 3.85% 3.85% 88.46% 3.85%
Suggestions for teaching improvement Make the class interesting No comment	3.85% 96.15%

VISAYAS STATE UNIVERSITY Visca, Baybay City, Leyte, 6521-A Teaching Performance Evaluation

Teacher: Abela, Julius V.

1 No comment

Second Semester 2017 - 2018 No. of Raters: 8

	ject: 4 - AnSc 112 - Swine Production	<u>o iviana</u>	igemen	t Clas	s Type:	Laborator	<u> 1-4F</u>	**************************************	
	Work Performance	NA	1 Poor	2 Below Satis-	3 Satis- factory	4 Very Satis-	5 Out- standing	Median	
	Explains course objectives, requirementand	erjotova disepy determine, propi internacion		factory	2	factory 4	2		
	grading system at the beginning of the semester	*****				4	2	4.0	
2	Always prepared and organized in class			ì		4	3	4.0	
3	Uses appropriate and updated instructional materials				1	1	5	5.0	
4	Gives clear instructions/guidelines in accomplishing tasks				1	1	6	5.0	
5	Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				1	,2	5	5.0	
6	Makes classroom activities interesting and lively			1		•2	5	5.0	
7	Encourages students to ask questions and welcomes comments and suggestions				1	3	4	4.5	
8	Has mastery of the subject matter				1	4	3	4.0	
9	Available for student consultation even outside class time				1	2	5	5.9	
10	Molds class regularly, starts and dismisses class on time and utilizes class period fully				1	2	5	5.0	
11	Gives relevant assignments, course requirements				1	3	4	4.5	
12	Returns quizzes, exams, homework, assignments and exercises				1	2	5	5.0	
13	Fair in giving grades				1	2	5	5.0	
14	Woars clean and appropriate clothes/attire in class					3	5	5.0	
15	Firm in implementing policies yet approachable and understanding				1	2	5	5.0	
16	Commands respect of students					3	5	5.0	
17	Exercises decency in speech and actions				1	2	5	5.0	
Median Rating 5.0 O								utstanding	
dedien Rating (nearest whole number) Rating Description								81	
1 Poor 2 Fair 3 Satisfactory 4 Very Satisfactory 5 Outstanding								95%	
1	ther positive points of the teacher and Good instructor	d his/ho	er teacl	ning	de Procedent Associated in Mary			12.509 87.509	

DESTRUCTION THE COPY

100.00%

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: <u>JULIUS V. ABELA</u> Performance Rating: <u>OUTSTANDING</u>

AIM: To efficiently deliver Instruction, Research, Extension and Production

services to achieve department targets.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January, 2018 Target Date: June, 2018

First Step: A normal teaching load (Instruction function) in order to have time

for research, extension activities and revision/crafting of IMs.

Result: A better schedule that will allow time for research, extension,

publication, and revision/crafting of new IMS.

Date: Target Date:

Next Step: Focus to do Administration, RDE activities, publication, and revision

of IMs.

Outcome: Submitted research output for publication, engaged in Extension

and Production activities, revised IMs.

Recommendation: The department should recruit additional regular faculty to

cover the load of those who are on study leave and the K-11 and

K-12 subjects to de-load existing faculty.

Prepared by:

Dean, CAFS

Conforme:

JULIUS X. ABELA

Assoc./Prof./Head, DAS-CAFS