SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Karen Luz Y. Teves

Program Involvement	Percentage Weight	Numerical Rating	Equivalent Numerical
(1)	of Involvement	(Rating x %)	Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		$4.75 \times .5 = 2.38$	
b. Students-FTE graduate &		$4.62 \times .5 = 2.31$	
Undergraduate (50%)			
TOTAL for Instruction	50%	4.69	2.35
2. Research			
3. Extension	45%	4.80	2.16
4. Support Services	5%	5.00	0.25
5. Administration			
Total			4.76

ADJECTIVAL RATING:	Outstanding
TOTAL NUMERICAL RATING:	4.76
Add: Additional Points, if any:	
EQUIVALENT NUMERICAL RATING:	4.76

Prepared by:

KAREN LUZ Y. TEVES

Name of Faculty

Reviewed by:

HENRY Y. GOLTIANO

OIC Department Head

Recommending Approval:

VICTOR B. ASIO

CAFS, Dean

Approved:

Vice President for Instruction

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, KAREN LUZ Y. TEVES, Instructor I of the Department of Agricultural Education and Extension, 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 to December 2018.

Ratee Ratee

HENRY Y. GOLTIANO
OIC Head, DAEE

Approved:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities /	Tasks Assigned	Target	Actual Accomplishment			Rating		Remarks
140.	MI O S/I AI S	maloators (r i)	Projects			Accomplishment	Quali	Efici ency	Timel	Aver	
MFO1	Advanced Education Services	PI 1. Number of FTE coordinated and implemented	Teaching	Teaches: AgEd 242(Lec) AgEx 243(Lec) AGED 311(Lec) AGED 321(Lec)	3x3/12 = 0.75 5x3/12 = 0.50 1x3/12= 0.25 1x3/12= 0.25 Total 1.75	6x3/12=1.5 8x3/12=2.0 1x3/12=0.25 1x3/12=0.25 Total 4.0	5 5 4 4	5 5 4 4	5 5 4 5	5 5 4 4.33	
MF02	Higher Education Services	PI 1. Number of FTE coordinated and implemented	Teaching	Teaches: Agex 133(lec) DED 141 (lec) DED 141 (lab)	5x3/20= 0.75 22x2/20 = 2.2 22x1/20 = 1.1 Total 4.05	11x3/20=1.65 39x2/20=3.9 22x1/20=1.1 Total 6.65	5 5 4	5 5 4	5 5 4	5 5 4	
		SubTotal/Ave	rage FTE		5.80	10.65		1	4.62		
		Pl 2a. Number of students advised									
		On thesis/ field practice/special problem	Advising/revising	Advises undergrad.thesis & revise their outline							
		As SRC chairman/SRC member	Thesis	GAC Chairman/Member	1	2	5	5	5	5	Demellites, Oponda
		On consultation	Consultation	Consulting student's of subjects taught, thesis update and status of grades	45 hrs	60hrs	5	5	5	5	

		PI 2b. No. of student organizations Advised/Assisted									
		Student organizations advised	Adviser	Senior Adviser	1	1	5	5	5	5	VSU AgExSo
		Student organizations assisted on student related activities	Assisted student related activities	Assisted student activities	2	3	5	4	5	4.67	 Blood Letting Team Building Feeding Program
		PI 3. Number of instructional materials developed									
		Revised syllabi		Prepares and revises 2 syllabus	2	3	5	5	5	5	
		New lecture manual		Prepares 2 new lecture manual	2	2	4	4	4	4	
		Revised lecture manual		Prepares and revises 2 lecture manual	2	2	4	5	5	4.67	
		New Powerpoint lecture presentation (per course)		Preparing lecture presentation	3	6	5	5	5	5	
		PI 4. Additional outputs									
		Number of grade sheets submitted on prescribed period	Preparation	Prepared grade sheets and submitted on time	3	6	5	5	5	5	
			Subtota	I/Average					4.82		
MFO 3	Research Services	P1 1. Number of research projects conducted and/or completed on schedule									
		P1.2 No. of papers presented to international/national conferences									

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MFO 4	Extension Services	P4 1. Additional outputs									
		No. of seminar/training presentations prepared	As Participant	Training attended.	1	1	5	5	5	5	Training on Extension Proposal Writing
		No. of training proposals submitted	As Asst. project leader	Submitted training proposals for funding	1	1	5	5	5	5	Enhancing Agricultural Productivity in the City Of Baybay Using the BIDANI Strategy: Academe- ATI- LGU Partnerships in Testing Extension Modalities, Phase II.
		No. of extension programs involved/collaborated	As Asst. project leader	Assisted the project leader in the conduct of extension program and in terminal report writing	2	1	4	4	4	4	Enhancing Agricultural Productivity in the City Of Baybay Using the BIDANI Strategy: Academe- ATI- LGU Partnerships in Testing Extension Modalities, Phase II.
		No. of extension project proposal submitted	As Asst. project leader	Assisted the project leader in the development & submission of extension project proposal	1	1	5	5	5	5	Assessing and Building Capacities of Farmers Associations Engaged in Crop Production in Basey and Marabut Municipalities in Samar: A Participatory Action Research
OTHERS		Trainings outside university	Attended seminar/training/ conference/work shops abroad		1	2	5	5	5	5	-Asia Pacific Leadership Program (Seoul, Korea) -Asia Pacific

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						(Honolulu, Ho and US mainl	awaii
			Subtotal/Avera	age (Extensio	on)	4.80	
Average Ra	ating (Total Over-all	rating divided by all the areas	5)		4.75	Comments & Recommendations for Development Purpose:	
Additional	Points:						1
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Approv	ed Additional points	(with copy of approval)				I we has viven pagential	
FINAL RAT	ING)	
ADJECTIVA	AL RATING				OUTSTANDING		
Evalu	ated & Rated by:	^ <	Recommending A	Approval:		Approved by:	
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		NRY Y. GOLTIANO			R B. ASIO	BEATRIZ S. BELONIAS	
	9	がC Head, DAEE		Dea	an, CAFS	Vice President for Instruction	
	/Date:			Date:		Date:	

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Karen Luz Y. Teves Performance Rating: Outstanding
Aim: <u>Send Dr. Teves to an international training/conference either as a trainee or paper presenter</u>
Proposed Interventions to Improve Performance: Attend relevant international training
Date: Target Date: 2019
First Step: Approved by the department's personnel committee
Result: Dr. Teves to look for relevant training or conference
Date: January 2019 Target Date: Within 2019
Next Step: Dr. Teves to apply for participation to an international training/conference
Outcome: Attended international training/presented paper in an international conference in 2019.
Final Step/Recommendation:
The department strongly recommends her for an international training/conference
Prepared by: HENRY Y. GOLTIANO
OIC Head, DAEEx

Conforme:

KAREN I UZ Y. TEVES
Name of Ratee Faculty/Staff

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