

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

| Program Involvement<br>(1)             | Percentage<br>Weight of<br>Involvement<br>(2) | Numerical Rating<br>(Rating x%)<br>(3) | Equivalent<br>Numerical<br>Rating<br>(2x3) |
|----------------------------------------|-----------------------------------------------|----------------------------------------|--------------------------------------------|
| 1. Instruction                         |                                               |                                        |                                            |
| a. Head/Dean (100%)                    |                                               | 4.92 x100%= 4.92                       |                                            |
| b. Students (00%)                      | No Student Evaluation                         |                                        |                                            |
| Total for Instruction                  | 70%                                           | 4.92                                   | 3.44                                       |
| 2. Research                            |                                               |                                        |                                            |
| a. Client/Dir. for Research (50%)      |                                               |                                        |                                            |
| b. Dept. Head/Center Director<br>(50%) |                                               |                                        |                                            |
| Total for Research                     | 0%                                            |                                        | -                                          |
| 3. Extension                           |                                               |                                        |                                            |
| a. Client/Dir. for Extension (50%)     |                                               |                                        |                                            |
| b. Dept Head/Center Director<br>(50%)  |                                               | 4.92x100% = 4.92                       |                                            |
| Total for Extension                    | 15%                                           | 4.92                                   | 0.74                                       |
| 4. Administration                      | 15%                                           | 5.00                                   | 0.75                                       |
| 5. Production                          | 0%                                            | 0                                      | 0.00                                       |
| <b>TOTAL</b>                           |                                               |                                        | <b>4.93</b>                                |

EQUIVALENT NUMERICAL RATING: **4.93**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.93**ADJECTIVAL RATING: **Outstanding**

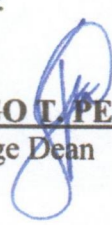
Prepared by:

Reviewed by:

  
**RENATO A. DAGANTA, JR.**  
 Name of Faculty

  
**HARVIE. PORTUGALIZA**  
 Department Head

Recommending Approval:

  
**SANTIAGO T. PEÑA, JR.**  
 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 **October to December 2022**.

  
**RENATO A. DAGANTA JR.**

Ratee

Approved:   
**HARVIE P. PORTUGALIZA**  
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> |         |
| <b>HIGHER EDUCATION SERVICES</b> | PI 5: Total FTE, coordinated, implemented and monitored                                                         | As course in-charge                     | 4       | 29.45                 | 5              | 5              | 5              | 5.00           |         |
|                                  | PI 8: Number of students advised:                                                                               |                                         |         |                       |                |                |                |                |         |
|                                  | On thesis                                                                                                       | As adviser or SRC member                | -       | -                     |                |                |                |                |         |
|                                  | No. Of approved manuscripts submitted within prescribed period                                                  | As adviser or SRC member                | -       | -                     |                |                |                |                |         |
|                                  | On consultation                                                                                                 | As course in-charge or academic adviser | -       | -                     |                |                |                |                |         |
|                                  | PI 10: Number of instructional materials developed                                                              |                                         |         |                       |                |                |                |                |         |
|                                  | Number of virtual classrooms created and operationalized                                                        | As course in-charge/instructor          | 1       | 1                     | 4              | 5              | 5              | 4.67           |         |
| <b>RESEARCH SERVICES</b>         | PI 28: Number of IP related trainings and seminars attended (local/national/international trainings/conference) | As Faculty member                       | -       | -                     |                |                |                |                |         |
| <b>EXTENSION SERVICES</b>        | PI 1: Number of trainees                                                                                        | As a member of CVM's extension project  | 3       | 8                     | 5              | 5              | 5              | 5.00           |         |
|                                  | PI 4: Number of beneficiaries served (Individuals)                                                              | As a member of CVM's extension project  | 3       | 6                     | 5              | 5              | 5              | 5.00           |         |



|                                                      |                                                                                                                                               |                                               |   |   |   |   |   |       |  |
|------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|---|---|---|---|---|-------|--|
| GENERAL<br>ADMIN. &<br>SUPPORT<br>SERVICES<br>(GASS) | PI 13: Number of trainees weighted by the length of training                                                                                  | As a member of CVM's extension project        | 2 | 4 | 5 | 4 | 5 | 4.67  |  |
|                                                      | 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 | 3 | 5 | 5 | 5 | 5 | 5.00  |  |
|                                                      | PI 6. Additional Outputs                                                                                                                      |                                               |   |   |   |   |   |       |  |
|                                                      | Number of coaching sessions attended or assisted among department heads, faculty & staff                                                      | As faculty                                    | 1 | 2 | 5 | 5 | 5 | 5.00  |  |
|                                                      | Number of planning sessions, tracking and monitoring of targets, etc. attended or assisted to ensure attainment of college/department targets | As faculty member                             | 1 | 2 | 5 | 5 | 5 | 5.00  |  |
|                                                      | Number of meetings (college, department, special, consultation meetings, etc).                                                                | As faculty member                             | 3 | 5 | 5 | 5 | 5 | 5.00  |  |
| Total Over-all Rating                                |                                                                                                                                               |                                               |   |   |   |   |   | 14.75 |  |

|                                                     |       |             |
|-----------------------------------------------------|-------|-------------|
| Average Rating (Total Over-all rating divided by 3) | 14.75 | 4.92        |
| Additional Points:                                  |       |             |
| Approved Additional points (with copy of approval)  | XX    |             |
| FINAL RATING                                        |       | 4.92        |
| ADJECTIVAL RATING                                   |       | Outstanding |

Comments & Recommendations for Development Purpose:

*conduct more research activities*

Evaluated & Rated by:

**HARVIE P. PORTUGALIZA**  
Dept/Unit Head

Date: 1/19/2023

Recommending Approval:

**SANTIAGO T. PEÑA**  
College Dean

Date: 1/19/2023

Approved by:

**BEATRIZ S. BELONIAS**  
Vice President

Date: 1/20/2023

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

## Exhibit I

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

| <b>Task No.</b> | <b>Task Description</b>                                           | <b>Expected Output</b>                                           | <b>Date Assigned</b> | <b>Expected Date to Accomplish</b> | <b>Actual Date Accomplished</b> | <b>Quality of Output*</b> | <b>Over-all assessment of output**</b> | <b>Remarks/ Recommendation</b>                                                                                                    |
|-----------------|-------------------------------------------------------------------|------------------------------------------------------------------|----------------------|------------------------------------|---------------------------------|---------------------------|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| 1               | Teaching                                                          | Exams<br>Grades                                                  | October 2022         | December 2022                      | December 2022                   | Very Impressive           | Outstanding                            | Use of other platforms that could increase student participation.                                                                 |
| 2               | Consultation with students<br>As academic adviser/ SRC membership | Resolved student queries especially the subject related matters. | October 2022         | December 2022                      | December 2022                   | 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                                                  | October 2022         | December 2022                      | December 2022                   | Impressive                | Very satisfactory                      | Find ways to increase assessment tools                                                                                            |
| 5               | Number of virtual classrooms created and operationalized          | Virtual classroom                                                | October 2022         | December 2022                      | December 2022                   | Very impressive           | Outstanding                            | Make full use of the applications of the VSUEE and increase student engagement.                                                   |
| 6               | Extension service, consultancy                                    | Animal health check-up                                           | October 2022         | December 2022                      | December 2022                   | Very impressive           | Outstanding                            | Improve technical service rendered                                                                                                |



|   |                                 |                                                     |              |               |               |                 |                   |                                |
|---|---------------------------------|-----------------------------------------------------|--------------|---------------|---------------|-----------------|-------------------|--------------------------------|
| 7 | Administrative support services | Meetings attended                                   | October 2022 | December 2022 | December 2022 | Very impressive | Outstanding       | Find way to improve promptness |
|   |                                 | No. of documents acted upon on time                 | October 2022 | December 2022 | December 2022 | Impressive      | Outstanding       |                                |
|   |                                 | No. of documents released on time                   | October 2022 | December 2022 | December 2022 | Very impressive | Outstanding       |                                |
|   |                                 | No. of assigned tasks completed before the deadline | October 2022 | December 2022 | December 2022 | Impressive      | very satisfactory |                                |

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

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

Prepared by:

**HARVIE P. PORTUGALIZA**  
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: October, 2022 Target Date: December, 2022

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: November, 2022 Target Date: December, 2022

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

Prepared by:

  
SANTIAGO T. PEÑA, JR.  
College Dean

Conforme:

  
RENATO A. DAGANTA, JR.  
Ratee