

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **MICHAEL DOMINIC M. GARRIDO**

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	0.50	4.83	2.42
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
Total for Instruction		70%	4.92	3.44
2.	Extension	15%	4.70	0.71
3.	Administrative Support Services	15%	4.89	0.73
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.88

EQUIVALENT NUMERICAL RATING:

4.88

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

4.88

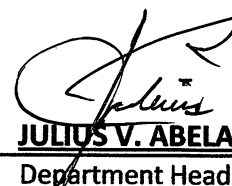
ADJECTIVAL RATING:

OUTSTANDING

Prepared by:


MICHAEL DOMINIC M. GARRIDO
Instructor I

Reviewed by:


JULIUS V. ABELA
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

Approved:


BEATRIZ S. BELONIAS
Vice-President for Instruction

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

Summary of Individual Ratings of Faculty Members with Relative Positions

Faculty Members: William O. Williams, James

Individual Rating	Relative Position	Relative Position	Relative Position
1. Excellent	2. Good	3. Fair	4. Poor
5. Very Good	6. Very Fair	7. Very Poor	8. Very Excellent
9. Excellent	10. Good	11. Fair	12. Poor
13. Very Good	14. Very Fair	15. Very Poor	16. Very Excellent
17. Excellent	18. Good	19. Fair	20. Poor
21. Very Good	22. Very Fair	23. Very Poor	24. Very Excellent
25. Excellent	26. Good	27. Fair	28. Poor
29. Very Good	30. Very Fair	31. Very Poor	32. Very Excellent
33. Excellent	34. Good	35. Fair	36. Poor
37. Very Good	38. Very Fair	39. Very Poor	40. Very Excellent
41. Excellent	42. Good	43. Fair	44. Poor
45. Very Good	46. Very Fair	47. Very Poor	48. Very Excellent
49. Excellent	50. Good	51. Fair	52. Poor
53. Very Good	54. Very Fair	55. Very Poor	56. Very Excellent
57. Excellent	58. Good	59. Fair	60. Poor
61. Very Good	62. Very Fair	63. Very Poor	64. Very Excellent
65. Excellent	66. Good	67. Fair	68. Poor
69. Very Good	70. Very Fair	71. Very Poor	72. Very Excellent
73. Excellent	74. Good	75. Fair	76. Poor
77. Very Good	78. Very Fair	79. Very Poor	80. Very Excellent
81. Excellent	82. Good	83. Fair	84. Poor
85. Very Good	86. Very Fair	87. Very Poor	88. Very Excellent
89. Excellent	90. Good	91. Fair	92. Poor
93. Very Good	94. Very Fair	95. Very Poor	96. Very Excellent
97. Excellent	98. Good	99. Fair	100. Poor
101. Very Good	102. Very Fair	103. Very Poor	104. Very Excellent
105. Excellent	106. Good	107. Fair	108. Poor
109. Very Good	110. Very Fair	111. Very Poor	112. Very Excellent
113. Excellent	114. Good	115. Fair	116. Poor
117. Very Good	118. Very Fair	119. Very Poor	120. Very Excellent
121. Excellent	122. Good	123. Fair	124. Poor
125. Very Good	126. Very Fair	127. Very Poor	128. Very Excellent
129. Excellent	130. Good	131. Fair	132. Poor
133. Very Good	134. Very Fair	135. Very Poor	136. Very Excellent
137. Excellent	138. Good	139. Fair	140. Poor
141. Very Good	142. Very Fair	143. Very Poor	144. Very Excellent
145. Excellent	146. Good	147. Fair	148. Poor
149. Very Good	150. Very Fair	151. Very Poor	152. Very Excellent
153. Excellent	154. Good	155. Fair	156. Poor
157. Very Good	158. Very Fair	159. Very Poor	160. Very Excellent
161. Excellent	162. Good	163. Fair	164. Poor
165. Very Good	166. Very Fair	167. Very Poor	168. Very Excellent
169. Excellent	170. Good	171. Fair	172. Poor
173. Very Good	174. Very Fair	175. Very Poor	176. Very Excellent
177. Excellent	178. Good	179. Fair	180. Poor
181. Very Good	182. Very Fair	183. Very Poor	184. Very Excellent
185. Excellent	186. Good	187. Fair	188. Poor
189. Very Good	190. Very Fair	191. Very Poor	192. Very Excellent
193. Excellent	194. Good	195. Fair	196. Poor
197. Very Good	198. Very Fair	199. Very Poor	200. Very Excellent
201. Excellent	202. Good	203. Fair	204. Poor
205. Very Good	206. Very Fair	207. Very Poor	208. Very Excellent
209. Excellent	210. Good	211. Fair	212. Poor
213. Very Good	214. Very Fair	215. Very Poor	216. Very Excellent
217. Excellent	218. Good	219. Fair	220. Poor
221. Very Good	222. Very Fair	223. Very Poor	224. Very Excellent
225. Excellent	226. Good	227. Fair	228. Poor
229. Very Good	230. Very Fair	231. Very Poor	232. Very Excellent
233. Excellent	234. Good	235. Fair	236. Poor
237. Very Good	238. Very Fair	239. Very Poor	240. Very Excellent
241. Excellent	242. Good	243. Fair	244. Poor
245. Very Good	246. Very Fair	247. Very Poor	248. Very Excellent
249. Excellent	250. Good	251. Fair	252. Poor
253. Very Good	254. Very Fair	255. Very Poor	256. Very Excellent
257. Excellent	258. Good	259. Fair	260. Poor
261. Very Good	262. Very Fair	263. Very Poor	264. Very Excellent
265. Excellent	266. Good	267. Fair	268. Poor
269. Very Good	270. Very Fair	271. Very Poor	272. Very Excellent
273. Excellent	274. Good	275. Fair	276. Poor
277. Very Good	278. Very Fair	279. Very Poor	280. Very Excellent
281. Excellent	282. Good	283. Fair	284. Poor
285. Very Good	286. Very Fair	287. Very Poor	288. Very Excellent
289. Excellent	290. Good	291. Fair	292. Poor
293. Very Good	294. Very Fair	295. Very Poor	296. Very Excellent
297. Excellent	298. Good	299. Fair	300. Poor
301. Very Good	302. Very Fair	303. Very Poor	304. Very Excellent
305. Excellent	306. Good	307. Fair	308. Poor
309. Very Good	310. Very Fair	311. Very Poor	312. Very Excellent
313. Excellent	314. Good	315. Fair	316. Poor
317. Very Good	318. Very Fair	319. Very Poor	320. Very Excellent
321. Excellent	322. Good	323. Fair	324. Poor
325. Very Good	326. Very Fair	327. Very Poor	328. Very Excellent
329. Excellent	330. Good	331. Fair	332. Poor
333. Very Good	334. Very Fair	335. Very Poor	336. Very Excellent
337. Excellent	338. Good	339. Fair	340. Poor
341. Very Good	342. Very Fair	343. Very Poor	344. Very Excellent
345. Excellent	346. Good	347. Fair	348. Poor
349. Very Good	350. Very Fair	351. Very Poor	352. Very Excellent
353. Excellent	354. Good	355. Fair	356. Poor
357. Very Good	358. Very Fair	359. Very Poor	360. Very Excellent
361. Excellent	362. Good	363. Fair	364. Poor
365. Very Good	366. Very Fair	367. Very Poor	368. Very Excellent
369. Excellent	370. Good	371. Fair	372. Poor
373. Very Good	374. Very Fair	375. Very Poor	376. Very Excellent
377. Excellent	378. Good	379. Fair	380. Poor
381. Very Good	382. Very Fair	383. Very Poor	384. Very Excellent
385. Excellent	386. Good	387. Fair	388. Poor
389. Very Good	390. Very Fair	391. Very Poor	392. Very Excellent
393. Excellent	394. Good	395. Fair	396. Poor
397. Very Good	398. Very Fair	399. Very Poor	400. Very Excellent
401. Excellent	402. Good	403. Fair	404. Poor
405. Very Good	406. Very Fair	407. Very Poor	408. Very Excellent
409. Excellent	410. Good	411. Fair	412. Poor
413. Very Good	414. Very Fair	415. Very Poor	416. Very Excellent
417. Excellent	418. Good	419. Fair	420. Poor
421. Very Good	422. Very Fair	423. Very Poor	424. Very Excellent
425. Excellent	426. Good	427. Fair	428. Poor
429. Very Good	430. Very Fair	431. Very Poor	432. Very Excellent
433. Excellent	434. Good	435. Fair	436. Poor
437. Very Good	438. Very Fair	439. Very Poor	440. Very Excellent
441. Excellent	442. Good	443. Fair	444. Poor
445. Very Good	446. Very Fair	447. Very Poor	448. Very Excellent
449. Excellent	450. Good	451. Fair	452. Poor
453. Very Good	454. Very Fair	455. Very Poor	456. Very Excellent
457. Excellent	458. Good	459. Fair	460. Poor
461. Very Good	462. Very Fair	463. Very Poor	464. Very Excellent
465. Excellent	466. Good	467. Fair	468. Poor
469. Very Good	470. Very Fair	471. Very Poor	472. Very Excellent
473. Excellent	474. Good	475. Fair	476. Poor
477. Very Good	478. Very Fair	479. Very Poor	480. Very Excellent
481. Excellent	482. Good	483. Fair	484. Poor
485. Very Good	486. Very Fair	487. Very Poor	488. Very Excellent
489. Excellent	490. Good	491. Fair	492. Poor
493. Very Good	494. Very Fair	495. Very Poor	496. Very Excellent
497. Excellent	498. Good	499. Fair	500. Poor

Approved by
[Signature]
Date

Approved by
[Signature]
Date

Approved by
[Signature]
Date

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, **MICHAEL DOMINIC M. GARRIDO**, 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 **July, 2018 to December, 2018**.

MICHAEL DOMINIC M. GARRIDO

Ratee

Approved:

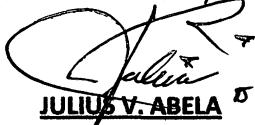
JULIUS V. ABELA


Head of Unit


MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)
					Q ¹	E ²	T ³	A ⁴	
Advanced Education Services	Number of graduates within prescribed period:	Member, GAC	-	-					
Higher Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	30	44	4.5	4.5	4.5	4.50	
	Student Advising and Consultation Services:								
	Number of hours spent on student consultation	Academic Adviser	50	80	5.0	5.0	5.0	5.00	
Extension Services	Number of Beneficiaries Served	Served as Animal Science Specialist/consultant to walk in individuals/ beneficiaries	25	30	4.9	4.8	4.9	4.87	
Administrative Support Services	Percentage of departments meetings attended	Faculty member	90%	100%	4.9	4.9	4.9	4.90	
	Percentage of documents gathered for DAS AACCUP Accreditation Level I Phase I PhD Program Accreditation (Preliminary)	Gather and prepare document for area IV	85%	100%	4.9	4.9	4.9	4.90	
	Number of department committees involved:								
	DAS Committees	Member: Research and Dev't., Laboratory and Library Enhancement, Accreditation for AACCUP, COE, NAFES, Socials and Sports and Undergraduate Student Research	1	3	4.8	4.8	4.9	4.83	
					Total Over-all Rating			29.00	

Average Rating (Total Over-all Rating/No. of A ⁴ Entries)		4.83
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.83
ADJECTIVAL RATING		Outstanding

Comments & Recommendation for Development Purpose:
Needs for further studies on Ph.D. & her academic training in the next two years.

Evaluated and Rated by:

JULIUS V. ABELA
Head, Dept. of Animal Science

Recommending Approval:

VICTOR B. ASIO
Dean, College of Agriculture

Approved by:

BEATRIZ S. BELONIAS
Vice-President for Instruction

Date: _____

Date: _____

Date: _____

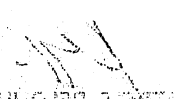
Legend: Q¹ - Quality
E² - Efficiency
T² - Timeliness
A⁴ - Average


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


Recommendation for
 Development Project
 It is for the better of the
 college and the community
 in the long run.

4.83		
	0	
	0	
4.83		
Outstanding		

Approved (with conditions) (with copy of report)	
Partial	
Not Approved	
ABSTRACT RATING	

Approved by

 VICTOR E. BRINKMAN
 Vice-President for Instruction

Recommended by/Approved

 VICTOR E. BRINKMAN
 Dean, College of Agriculture

Evaluated and Passed by

 VICTOR E. BRINKMAN
 Head, Dept. of Animal Science

Date: _____

Date: _____

Date: _____

- 4.8 - 5.0 Outstanding
- 4.6 - 4.8 Very Satisfactory
- 4.4 - 4.6 Satisfactory
- 4.2 - 4.4 Fair
- 4.0 - 4.2 Average

Rating Scale:

- A⁺ - Excellent
- A⁺ - Very Good
- A⁺ - Good
- A⁺ - Fair
- A⁺ - Average

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MICHAEL DOMINIC M. GARRIDO
Performance Rating: OUTSTANDING

Aim: To improve teaching effectiveness and enrich research knowledge related to instruction

Proposed Interventions to Improve Performance:

Date: July 2018 Target Date: September 2018

First Step:

Revised OBEized teaching materials

Result:

Revised OBEized teaching materials that enrich lessons learned by students.

Date: July 2018 Target Date: December 2018

Next Step:


Attend seminar, trainings, and conferences for self-knowledge improvement

Outcome: Has not attended seminar, trainings, etc. but rather conducted seminars on small ruminant production and butchering.

Final Step/Recommendation:

Constant update of teaching materials and attend seminars, trainings, onferences for self-knowledge improvement

Prepared by:


JULIUS V. ABELA
Unit Head

Conforme:


MICHAEL DOMINIC M. GARRIDO
Name of Ratee (Faculty/Staff)