# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

**DINAH M. ESPINA** 

	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	4.94	2.47
L	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	4.67	2.33
L	Total for Instruction	70%	4.80	3.36
2.	Research	5%	4.83	0.24
3.	Extension	10%	4.89	0.49
4.	Administration	15%	5.00	0.75
	TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.84

**EQUIVALENT NUMERICAL RATING:** 

Add: Additional Points, if any:

**TOTAL NUMERICAL RATING:** 

4.84

4.84

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

**DINAH M. ESPINA** 

Assoc. Prof. 3

Approved:

Department Head

Vice-President for Instruction

**Recommending Approval:** 

VICTOR B. ASIO

Dean, CAFS

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 MEINBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

ESPINA	ff	HAM	Q

Equivalent	Numerical	Percentage	THE SECOND CONTROL OF THE PROPERTY OF THE PROP
lashemuld	Mils	Naidale W	Program involvement
Rating	(Rating x %)	Inamerlarni	(1)
(2×3)	(£)		
urdagen (, ) - ( Edisona rideo rigio agricolomenti in , cob ) readini de ambre di cob	gik et mengang mengangkan di kebangan	No. of the Control of	1. Instruction
2.47	4.94	03.4	a. Head (50%) from IPCR
2.33	4.67	0.50	b. Stüdent (50%) from Teaching Performance Eval'n. By-Studenes
3.36	08.4	70%	Total for instruction
0.24	4.83	1 392	2. Research
6.49	4.89	10%	3. Extension
0.75	5.00	15%	4. Administration
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	<b>EQUIVALENT</b>	506541.75	IATOF
4.54	NUMERICAL	%co1	18 to 4 1 2 12 1
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**EQUIVALENT NUMERICAL RATING:** Add: Additional Points, if any:

TOTAL NUMBERICAL PATING:

ADJECTIVAL RATING:

Prepared by:

DINAH M. ESPINA

Assoc. Prof. 3

Recommending Approval:

VICTOR B. ASIO

Dean, CAFS

RATING SCALE: 4.5-5.0 Outstanding

3.8-4.5 Very Satisfactory

S.J-3.7 Satisfactory 2.2-2.9 Unsatisfactory

2.1- & below Poor

R.84

25.34

Outstanding

Reviewed by:

Department Read

Approved:

Vice-President for Instruction

### INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, <u>DINAH M. ESPINA</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>July, 2018</u> to <u>December, 2018</u>.

DINAH M. ESPINA

Ratee

Approved:

JULIUS V. ABELA

Head of Unit

MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accom-	Rating		<b>S</b>	Remark(s)	
				plishment	Q¹	E²	T <sup>3</sup>	A <sup>4</sup>	
Advanced Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation	10.5	11.55	5	5	5	5.00	Files
		Status)				L			
	Student Research Advising, Graduate Outlines/Manuscrip	ts:							
	Graduate outlines approved/submitted	Chairman	2	5	5	5	5	5.00	Files
	Graduate outlines approved/submitted	Member	1	3	5	5	5	5.00	Files
	Graduate manuscripts approved	Chairman	1	2	5	5	5	5.00	Files
	Graduate Advisory Committee								
·	Number of graduate advisees graduated within prescribe	Chairman	1	2	5	5	5	5.00	File
•	period								
	IM's Developed/Revised for Graduate Program:								
	New IM's	Graduate faculty	0	2	5	5	5	5.00	On file
Higher Education Services	Number of Instructional Materials Developed/ Revised and	d Utilized:							
	New IM's	Developed New IM	0	1	5	5	5	5.00	File copy
	Revised IM's within the last 3 years	Revised IMs/Course Outlines	. 1	2	5	5	5	5.00	File copy
	Student Advising and Consultation Services:								
	Number of hours spent on student consultation/advising	Attended to student	25	90	5	5	5	5.00	Recorded
		consultation during consultation							·
		schedules							
Research Services	Number of R&D Projects/Studies Conducted/ Completed:								
	Job Placement of Graduates of BSA, BSFT, BSDC, and BAS	Asst. Study Leader	0	1	5	5	5	5.00	File
	of CAFS VSU Main Campus, Visca, Baybay City Leyte.								
	Number of Linkages: Regional	Member	1	1	5	5	4	4.67	File

## INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

measures for the period July, 2013 to December, 2010. 1, DIN AH M. ESPINA of the Department of Animal Science, commits to deliver and agree to an interior the attainment of the following targets in a generalize with the indicated

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Approvad:

Helid of Unit

	Number of Lintages: Regional	Member			. 5	Ε.	7	4.67	Hile
	of CAFS VSU Main Campus, Visca, Baybay City Leyle.								
	Joh Placement of Graduates of BSA, SSr F, BSDC, and BAS	Asst, Study Leader	0	1	[ 5 ]	- 5	2	5.00	F116
Research Sarvices	Number of R&D Projects/Studies Conducted/ Completed:				organia. Harana				
		scheduies	1						
	[환경 이용인 이 시속 에 공항이 되었습니다.]	consultation during consultation							
	Prumber of hours spent on student consultation/advising	Attended to stardent	<b>3</b> €	90	2	`.P	5	3.00	R. comea
	Student Wising and Consultation Services:								
		Mevised IMs/Course Outlines		3	5				File copy
		Developed New IIA	l l		3		2	5.00	File copy
Higher I duce til m Servicer.	Number of instructional Materials Developed/ Favise Land	d Ustized:							
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	IM's Developed/Revised for Gradiate stroggars		appearance of the second secon		panatas na	promen room			a na ann ann an ann ann ann an an an an
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	Humber of graduate advisors on dusted within grounde		<del>-</del>	1 3		1	2	5.00	Elle
	Graduate Advisory Committee								Control to the state of the sta
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	Student Research Advising, Greatuage Circlines/Manuscrip	CC :	and the second s	*					
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Advanced Education Services	Full Time Equivalent (STE)	listinction (sick-Vacation = -	TO'S	11.55	2	2	5	5.00	[Files
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Extension Services	Number of beneficiaries served:								
	Private individuals/groups	Served as Animal Science	5	20	5	5	5	5.00	File
		Specialist/consultant to walk-in			1				
		individuals/beneficiaries							
	Technical/ Expert services (international, national, region	al):							
	Commodity teams	Member of RRDCT-Livestock	0	1	4	5	4	4.33	File
	Resource person	Rootcrops Production and	0	1	5	5	5	5.00	File
		Rootcrop-based Livestock							
		Production Enterprise			<u> </u>	<u> </u>			<u> </u>
	Extension Project Proposal(s) Submitted/Approved/Cond								
	No. of extension proposals submitted	Researcher/Project Leader	0	1	5	5	5	5.00	File
	No. of extension proposals approved	Researcher/Project Leader	0	1	5	5	5	5.00	File
	Amount of extension money generated from external	Researcher/Project Leader	Php 1.9 M	1	5	5	5	5.00	File
	No. of extension projects conducted	Researcher/Project Leader	1	2	5	5	5	5.00	File
	Number of linkages forged:								
	Regional	Project Leader	1	2	5	5	4	4.67	File
	Local (Mayors, MAOs, Farmer Associations)	Project Leader	1	2	5	5	4	4.67	File
	Extension Project Administration:								
	Number of PR, canvass papers, PO, Vouchers, TO, trip	Project Leader	5	25	5	5	5	5.00	File
	tickets, RA Salaries signed and released on time					<u> </u>			
•	Number of Project Reports signed and submitted on	Project Leader	0	1	5	5	5	5.00	File
	time					·			
,	Number of Project Coordination meetings conducted	Project Leader	1	3	5	5	5	5.00	File
	(with Mayors, MAOs, Farmer Associations)		<u> </u>						
eneral Administration and	Number of staffimanaged	Animal Nutrition Lab. In-charge	1	1	5	5	5	5.00	File
upport Services	AACCUP Area 6 in PhD Ansci Level I	Area In-charge	1	1	5	5	5	5.00	File
	Number of University/college committees	Member	0	2	5	5	5	5.00	File
	Number of DAS Committees	Member	5	10	5	5	5	5.00	File
		•		Total O	ver-all	Rati	ing	133.33	

Average Rating (Total Over-all Rating/No. of A <sup>4</sup> Entries)		4.94
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.94
ADJECTIVAL RATING		Outstanding

**Comments & Recommendation for** 

Development Purpose:

Affendance to seminars &

frainings to PSAS and other

selected field in Animal School.

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Legend:

Q1 - Quality

E<sup>2</sup> - Efficiency

T<sup>2</sup> - Timeliness

A<sup>4</sup> - Average

Evaluated and Rated by:	Recommending Approval:	Approved by:
JULIUS V. ABELA	VICTOR B. ASIO	BEATRIZ S. BELONIAS
Head, Dept. of Animal Science	Dean, College of Agriculture	Vice-President for Instruction
Date:	Date:	Date:
Rating Scale	4.6 - 5.0 Outstanding	
	3.8 - 4.5 Very Satisfacto	ry
	3.0 - 3.7 Satisfactory	

2.2 - 2.9 Unsatisfactory
2.1 - & below Poor

Evaluated and Rathery Head, Dept of Animal Science ALBRA V MILLI Bicut anius Recommending Application Dean, College of Agriculture TEN BOTH Accomplish year 5.8 - 8.6 Violasteite: v.c. - 0.8 anthablated 0.2 . e.s. Prober desire e.s. S.S. ST - Thelow loci Approved by: fice-President for insimution Date: TENNOTH ZMIME

Q'-C.-211.) Q'-C.-211. T'-Timeliness

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#### **EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: DINAH M. ESPINA **Performance Rating: OUTSTANDING** 

4 . 13 E .

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

services to achieve department targets.

**Proposed Interventions to Improve Performance:** 

Target Date: December, 2018 Date: July, 2018

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

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

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

publication, and revision/crafting of new IMS.

Date: **Target Date:** 

Next Step: RDE activities, publication, and revision/preparation of IMs/Syllabi

Outcome: 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:

Conforme:

DINAH M. ESPINA

Name of Ratee Faculty/Staff

#### EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DINAH M ESPINA

Performance Rating: <u>OUTSTANDING</u>

\*IM: To officiently deliver instruction. Research, Extension and Production services to achieve department targets.

Proposed Interventions to Improve Performance:

Date: July 2018

Target Date: December, 2018

First Step: A normal teaching load (Instruction function) in order to have time for research, extension activities and revision/orafting of IMs.

Result: A better schedule that will allow firme for research, extension, publication, and revision/crafting of new iMS.

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Next Step: RDE activities, publication, and revision/preparation of htts/Syllabi

Outcome: Research output for publication, engaged in Extension/

and Production activities, revised iMs.

Recommendation: The department should recruit additional requiar faculty to cover the road of those who are on study leave and the K-11 and K-12 subjects, to de-load existing faculty.

Prepared by:

Conforme:

DINAH W. ESPINA Name of Ratee Faculty/Staff