

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: VICENTE B. ANTIPASO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x 3)
I. Instruction			
a. Head/Dean (50%)		4.94 x 50% = 2.47	
b. Students (50%)		5.0 x 50% = 2.50	
Total for Instruction	75 %	4.97	3.73
2. Research			
a. Client/Dir. For Research (50%)		x 50% =	
b. Dept. Head/Center Director (50%)		x 50% =	
Total for Research			
3. Extension			
a. Client/Dir. For Extension (50%)		2.50 x 50%=1.25	
b. Dept. Head/Center Director (50%)		2.50 x 50%= 1.25	
Total for Extension	10%	2.50	.25
4. Support to Operations	15%	4.83	.72
TOTAL	100%		4.70

Equivalent numerical rating 4.70
Add: additional Points if any:
Total Numerical Rating: 4.70
Adjectival rating: OUTSTANDING

Prepared by:
VICENTE B. ANTIPASO
Name of Faculty

Reviewed by:
MARY JEAN M. SAPAN
Director

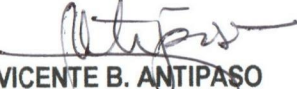
Recommending Approval:
ALELIA A. VILLOCINO
College Dean

Approved:
BEATRIZ S. BELONIAS
Vice-President for Instruction


Visayas State University
INSTRUCTION
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, VICENTE B. ANTIPASO, of the INSTITUTE OF HUMAN KINETICS, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the January to June, 2019.


VICENTE B. ANTIPASO
Ratee


Approved:


MARY JEAN M. SAPAN
Director, IHK
Date:

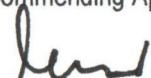
MFO No.	MFO Description	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO 1: Advanced Education Services										
OVPI MFO 1. Graduate Degree Program Management Services										
	PI 2: Total FTE		Total FTE							
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Number of graduate students advised		Acted as adviser to graduate students							
UMFO 2. Higher Education Services										
OVPI MFO 1. Curriculum Program Management Services										
	PI 1: Total FTE		Total FTE (PE 12, PE 14, MAPE 116, MAPE 110)	18	20.30	5	5	5	5	
	PI 3: Number of existing curriculum proposal subjected to evaluation and compliant to CMO		Revised undergraduate Course Outline & Syllabus compliant to CMO	3	3	5	5	5	5	
			Revised graduate Course Outline & Syllabus compliant to CMO	1	1	5	5	5	5	
OVPI MFO 2. Student Management Services										
	PI 8: Number of undergraduate students advised		Supervised/Guided ten (10) MAPEH student teachers & acted for approval their Portfolio and submitted 1 week before deadline	9	10	5	5	5	5	
			Coordinated university/institute's activities: VSU Goodwill Games, Baybay City Agro-Industrial Fair, IHK Anniversary, Annual Athletic Awards, University Anniversary Sports Activities	5	5	5	5	5	5	

	Best practices/new initiatives	Conducted Seminar Clinic on Athletic Officiating and Sports Announcing for Faculty/Staff Sportsfest and University-wide Intramural Games 2019	1	2	5	5	5	5	
		Revised and prepared different entry forms and results forms for Athletics competition to be used for SCUAA 2019	5	6	5	5	5	5	
		Revised basketball score sheets to be used for instruction	1	1	5	5	5	5	
		Planned and submitted the status of different university sports venues and proposed improvement of the venues ready for maintenance and improvement	5	8	5	5	5	5	
	Sub-Total				5	5	5	5	
UMFO 3. Research Service									
	Sub-Total								
UMFO 4. Extension Services									
	PI 4. Number of extension projects conducted and/or completed on schedule	Supervised Tennis Tournament in celebration of the Chartered Day of Baybay City	1	1	5	5	5	5	
		Introduced different Philippine Games during the Farmers' and Fisherfolks Day for the Chartered Day celebration	5	5	5	5	5	5	
	Forged linkage outside of the university	Forged linkages with agencies outside the university: (Tennis Clubs; Phil. Tennis Association, Leyte Chapter; Phil. Track and Field Association, Reg. 8; LIGA ng mga Barangays) Federation of the Phil. (MFPI)							
	Sub-Total				5	5	5	5	
UMFO 5. Support to Operations									
		Managed the Tennis Courts and submit monthly financial reports.	5	6	5	5	5	5	
		Managed the schedule in the use of the University Sports Facilities	15	15	5	4.50	5	4.83	
		Recommend Varsity Team Coaches for approval of the University President	35	40	5	4.50	4.50	4.67	
	Sub-Total				5	4.67	4.83	4.83	
Total Over-all Rating:		14.67	4.94						
Average Rating									
Adjectival Rating									

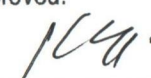
Evaluated & Rated by:


MARY JEAN M. SAPAN
 Department Head
 Date: _____

Recommending Approval:


ALELI A. VILLOCINO, Ed.D.
 College Dean
 Date: _____

Approved:


BEATRIZ S. BELONIAS, Ph.D
 Vice Pres. for Instruction
 Date: _____

Comments and Recommendation for Development Purposes

Always seems to know when to ask questions and when to seek guidance.

PERFORMANCE MONITORING FORM

Name of Employee: Prof. Vicente B. Antipaso

Task No.		Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1.	As Regional Lead Assessor in Lifeguarding Services	Prepare Power Point Presentation for Calibration Session in Lifeguarding Services NC II & NC III in TESDA Region 8 Office	Orient TESDA Assessors regarding Lifeguarding Services NC II & NC III	Jan. 22, 2019	Jan. 13-14, 2019	Jan. 14, 2019	Very Satisfactory		
2	As PE Instructor	Check carefully the list of students under my instructions	Finalize lists of students	Jan. 14, 2019	Jan. 18, 2019	Jan. 18, 2019	Excellent		
3	As PE Instructor	Conduct Cardio-Vascular endurance activities to students to get their Training Heart Rate	Students will be able to know how to get their individual <u>Training Heart Rate</u>	Feb. 18, 2019	Feb. 22, 2019	Feb. 22, 2019	Very Impressive		
4	As PE Instructor	Conduct Practicum in Basic Skills of playing basketball (MAPEH 110-Team Sports)	Students will be able to perform correctly the basic skills in Basketball Game	Feb. 19, 2019	Feb. 20, 2019	Feb. 20, 2019	Very Impressive		
5	As Varsity Coordinator	Plan and prepare Varsity Awards Night	Come up with a Program of Activities for the Varsity Awards Night	Feb. 28, 2019					
6	As PE Instructor	Conduct overload Physical activities in P.E. 12 (THR)	Improve students THR	Feb. 26, 2019	Feb. 27, 2019	Feb. 27, 2019	Very Impressive		
7.	As PE Instructor	Conduct Practicum in Basic Skills in playing Tennis	Perform correctly the different Basic Skills	March 1, 2019	March 4, 2019	March 4, 2019	Very Satisfactory		
8.	As PE Instructor	Prepare & formulate questionnaires for Mid-Term Examination	Come-up with quality of questions that truly evaluates students	March 4, 2019	March 7, 2019	March 7, 2019	Very Satisfactory		
9.	As PE Instructor	Revision of basketball score sheet for instructional purposes	Corrected & finalize the scoresheet	March 1, 2019	March 5, 2019	March 5, 2019	Very Impressive		

vba.pmf 2019

Name of Employee: Prof. Vicente B. Antipaso

Task No.		Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
10.	As Tournament Director of the Tennis Games for the 95 th University Anniversary	Planning meeting of Tennis Games for the 95 th VSU Anniversary	Come-up with tentative list of Clubs to be invited	March 8, 2019					
11.	As Tournament Director of the Tennis Games, 95 th VSU Anniversary	Create Working Committees and Formulate Ground Rules for the Tournament	Accomplish the Working Committees & Ground Rules	March 11, 2019	March 29, 2019	March 29, 2019	Very Satisfactory		
12.	As Instructor	Conduct Mid-Term Examination in MAPH 110 & 116	Finish the Exam on time	March 11 & 12, 2019	March 12, 2019	March 12, 2019	Very Satisfactory		
13.	As Regional Lead Assessor in Lifeguarding Services	Prepare syllabus & modules for "Swim and Survive" Trainors Workshop	Come-up with a clear & intensive Power-Point Presentation on "Swim and Survive" Trainors Workshop	March 14, 2019	April 5, 2019	April 5, 2009	Very Satisfactory		
14	As Instructor	Check Mid-Term Exam papers carefully	Finish them on time	March 18, 2019	March 22, 2019	March 22, 2019	Very Satisfactory		
15.	As Instructor	Conduct practical exam in P.E. 14 & compute Mid-Term Grades	Finish the activity & accomplish the grades on time	March 20, 2019	March 27, 2019	March 27, 2019	Very Satisfactory		
16.	As Instructor	Submit Mid-Term Grades to Registrar	Complete submission of all Mid-Term grades	March 22, 2019	March 30, 2019	March 30, 2019	Very Satisfactory		
17.	As Chairman: VSU Anniversary Goodwill Games (Tennis Competition)	Send invitation letters to all invited Tennis Clubs	Tennis Club Presidents will acknowledge their confirmation of participation	April 1, 2019	April 2, 2019	April 2, 2019	Very Satisfactory		
18.	Director-VSU Goodwill Games Tennis Tournament	Manages Tennis competition for Anniversary Goodwill Games	Manage the competition smoothly	April 15, 2019	April 24-28, 2019	April 28, 2019	Very Satisfactory		

PERFORMANCE MONITORING FORM


Name of Employee: Prof. Vicente B. Antipaso

Task No.		Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
19.	As Instructor	Conduct Practical Exams in all subjects	Students accomplish the Practical Exam	May 2, 2019	May 10, 2019	May 10, 2019	Very Satisfactory		
20.	As Senior Faculty	Attendance to consultation meeting with Evaluation Committee to evaluate Dr. Tulin's 1 st term as University President	Explain to the committee regarding his achievements	May 10, 2019		May 10, 2019	Very Satisfactory		
21.	As Regional Lead Assessor of PLS	Officiate the national TGT in Siquijor Island	Officiate the sports fairly	May 15-20, 2019	May 20, 2019	May 20, 2019	Very Satisfactory		
22.	As PE Instructor	Compute Final Grades	Finish computation & submit to URC	May 24-31, 2019	May 31, 2019	May 31, 2019	Excellent		
23.	As PE Instructor	Attend the 40 th Mountaineering Congress in Camotes Island	Update current trends in mountaineering	May 23-26, 2019	May 26, 2019	May 26, 2019	Very Satisfactory		
24.	AS P.E. Instructor	Make Syllabus in "Swim and Survive" for Trainors Workshop (IHK Faculty)	Come-up with Power Point Presentation	April 1-19, 2019	April 19, 2019	April 19, 2019	Very Satisfactory		
25.	As P.E. Instructor	Submit Final Grades	Submit Final Grades on time	May 10, 2019	June 6, 2019	June 6, 2019	Excellent		

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

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

Prepared by:


MARY JEAN M. SAPAN
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: VICENTE B. ANTIPASO

Performance Rating: OUTSTANDING

Aim: To come-up with a "Year-Round Action Plan" for the maintenance of the university sports facilities

Date: August 2019

Target Date: January-June 2019

First Step:

Ocular survey of all sports facilities and determine each one of them that needs repair and additional structures.

Result: Come-up with a proposal for a "Year-Round Action Plan"

Date: September 2019

Target Date: October 2019

Next Step:

Meet the IHK Faculty for the refinement of the proposal before finalization

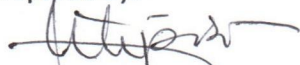
Outcome:

Submit the final proposal to the General Services Division Office (GSD) and discuss it with them for proper implementation

Final Step/Recommendation:

Hire/assign workers who are diligent, hard working laborers and skilled enough who are capable of working on their assigned tasks.

Prepared by:



VICENTE B. ANTIPASO

In-charge, University Sports Facilities

Noted



CHARIS B. LIMBO

Director, IHK