

Exhibit K

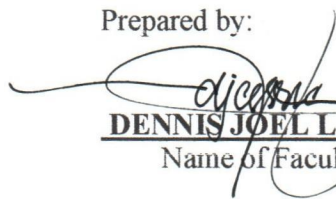
SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

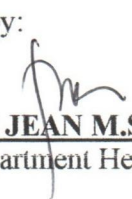
Name of faculty Member: DENNIS JOEL L. CERNA

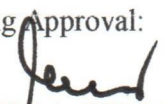
Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x 3)
1. Instruction			
a. Head/Dean (50%)		4.91 x 50% = 2.46	
b. Students (50%)		4.89 x 50% = 2.45	
Total for Instruction	75 %	4.91	3.68
2. Research			
a. Client/Dir. For Research (50%)		x50% =	
b. Dept. Head/Center Director (50%)		x50% =	
Total for Research			
3. Extension			
a. Client/Dir. For Extension (50%)		2.43 x 50% = 1.22	
b. Dept. Head/Center Director (50%)		2.44 x 50% = 1.22	
Total for Extension	10%	2.44	.24
4. Support to Operations	15%	4.89	.73
TOTAL	100%		4.65

Equivalent numerical rating 4.65
 Add: additional Points if any: _____
 Total Numerical Rating: 4.65

Adjectival rating: OUTSTANDING

Prepared by:

DENNIS JOEL L. CERNA
 Name of Faculty

Reviewed by:

MARY JEAN M. SAPAN
 Department Head

Recommending Approval:

ALELI A. VILLOCINO
 College Dean

Approved:

BEATRIZ S. BELONIAS
 Vice-President for Instruction

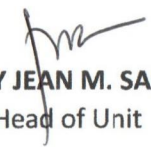
Individual Commitment and Review Form (IPCR)

I, Dennis Joel L. Cerna of the Institute of Human Kinetics commits to deliver and agree to be rated on the attainment of the following accomplished targets in accordance with the indicated measures for the period of January to June 2019.


DENNIS JOEL L. CERNA

Ratee

Approved:


MARY JEAN M. SAPAN
 Head of Unit

Date: _____

MFO	Success Indicators	Task Assigned	Target	Actual	Rating				Remarks
				Accomplishment	Q1	E2	T3	A4	
Advance Higher Education									
Higher education services	FTE-TL	2nd Semester, SY 2019-2018 PE 122 (G-12) Phed 12 Phed 14 MAPH 116 TOTAL	25.5	25.50	5	5	5	5.00	
	Instructional Materials Revised and Utilized Teaching guides/aids, exams (written and practical) and reports								
		Prepared midterm examination	3	3	4.8	5	5	4.93	
		Conducted practical exams	5	6	4.8	5	5	4.93	
		Computed grades	9	9	4.9	5	5	4.97	
		Checked quizzes	7	14	4.8	5	5	4.93	
		checked assignments	6	9	4.8	5	5	4.93	

	Activities Assisted								
	Number of Student-Related Activities Assisted	Facilitated the Goodwill Games	250	300	5	5	5	5.00	
		Facilitated the VSU Night at Baybay	150	200	5	5	5	5.00	
	Coaching	Trained and Coached the VSU Dancesports Team	6	6	4	5	5	4.67	
		TOTAL INSTRUCTION						4.91	
Extension	Kinetika Radio Program	Talked of the importance of Dancing as exercise	180	250	4.8	5	5	4.87	
		TOTAL EXTENSION						4.87	
Support to Operations	Attendance in regular and special meetings								
		Number of IHK regular and special meetings	6	6	4.8	5	5	4.93	

	Committee Assignment	Coordinated the 2018 Anniversary Prep	2	5	4.8	5	5	4.93	
		Dance Choreo., Mr and Ms VSU 2019	18	18	4.5	5	5	4.83	
		TOTAL SUPPORT TO OPERATIONS						4.89	
Total Over-All Rating					4.74	4.99	4.99	4.89	

Average Rating (Total Over-all rating divided by 4)	4.89	Comments and Recommendations for Development Purpose: <i>He gives of himself to make sure his assigned task is done.</i>
Additional Points		
Punctuality		
Approved Additional Points (with copy of approval)		
Final Rating	4.89	
Adjectival Rating	Outstanding	

Evaluated and Rated by:

MARY JEAN M. SAPAN

Unit Head

Date: _____

Recommending Approval:

ALELI A. VILLOCINO

College Dean

Date: _____

Approved

BEATRIZ S. BELONIAS

Vice- President for Instruction

Date: _____

PERFORMANCE MONITORING FORM

Name of Employee: DENNIS JOEL L. CERNA

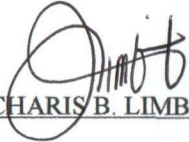
Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-all Assessment of Output**	Remarks/ Recommendation
1	Teach PhEd13 and PEHMA 7	Deliver quality learning to students in the undergraduate program and Junior high school	August 2019	December 2019	December 2019	Very impressive	Outstanding	
2	Develop ppt in PE13 and PEHMA 7	A more comprehensive ppt presentation	August 2019	December 2019	December 2019	Very Impressive	Outstanding	
3	Develop evaluation and assessment tools to rate students' performance	Collect projects, assignments, check, develop rubrics to assess students in designing and creating modified games and activities with students with special needs	August 2019 to August 2019			Very impressive	Outstanding	
4	Submit reports and other requirements	Sign DTRs, submit grade sheets	July 2019 to August 2019			Very Impressive	Outstanding	
5	Directed the Ginoong Malakas at Binibining Maganda of VSU	<ul style="list-style-type: none"> • Assigned production staff needed for the event • Created a guidelines for the event • Monitor and assists assigned personnel for the success of the event. • Choreograph production segments • Trained stage managers • Trained students to possibly represent the university to other beauty pageants. 	August 2019	September 2019	September 2019	Very impressive	Outstanding	
6	Conducted a seminar workshop for BPEd Students on Officiating Athletics	<ul style="list-style-type: none"> • Taught BPEd students how to become an effective clerk-of-course • Taught BPEd students how to use and fill up forms used in athletics 	August 2019	September 2019	September 2019	Very Impressive	Outstanding	

7	Coached the Dancesports Team-Modern Standard	<ul style="list-style-type: none"> • Created a training program for the team • Facilitated in purchasing the costumes of the team needed for the regional competition • Polished routines used for the regional competition. 	August 2019	December 2019	December 2019	Very Impressive	Outstanding	
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* Either very impressive, impressive, needs improvement, poor, very poor

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

Prepared by:



CHARIS B. LIMBO

Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **DENNIS JOEL L. CERNA**

Performance: Outstanding

Aim: To come up with attractive university wellness activities

Proposed Intervention to Improve Performance:

Survey of the activities that constituents in the university like to do

Date: August 2019

Target date: September 2019

First Step:

- Conduct a survey on the activities that the university constituents like to perform
- Recall and reactivate the wellness coordinators in each offices/department.

Result:

- Collaborative effort in coming up with the wellness activities

Date: October 2019

Target Date: October 2019

Next Step:

- Study the result of the survey

Outcome:

- A more attractive and enjoyable activity for the employees of the university

Final step/recommendation:

- Consistent in the implementation of the program regardless of the number of attendance.

Prepared by:

MARY JEAN M. SAPAN

Director, IHK

Conforme:

DENNIS JOEL L. CERNA