

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Louie P. Gula (Instructor I)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	40	4.90	1.96
b. Students	40	4.60	1.84
Total for Instruction	80		3.80
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research	10	4.90	0.49
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	10	4.90	0.49
4. Administration			
5. Production	-		
TOTAL	100		4.78

EQUIVALENT NUMERICAL  
RATING:

4.78

Add: Additional Points, if any:

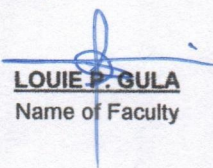
TOTAL NUMERICAL RATING:

4.78

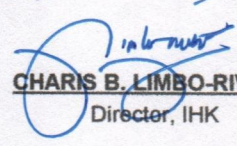
ADJECTIVAL RATING:

OUTSTANDING

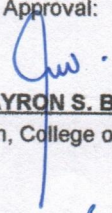
Prepared by:

  
**LOUIE P. GULA**  
Name of Faculty

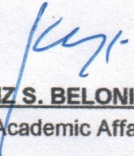
Reviewed by:

  
**CHARIS B. LIMBO-RIVERA**  
Director, IHK

Recommending Approval:

  
**BAYRON S. BARREDO**  
Dean, College of Education

Approved by:

  
**BEATRIZ S. BELONIAS**  
VP for Academic Affairs



"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LOUIE P. GULA, a faculty member of the Institute of Human Kinetics commit to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period ~~March to June 2023~~ JULY - DEC 2023

Approved:

  
LOUIE P. GULA

Instructor I

Date: December 22, 2023

  
CHARIS B. LIMBO- RIVERA

Department Head

Date: JAN 19 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							



		<b>A4 . Number of students entertained for consultation purposes</b>	<i>Entertains students seeking consultation with faculty</i>							
	<b>PI 9:</b> Number of instructional materials developed *	<b>A5 . Number of on-line ready coursewares developed and submitted for review</b>	<i>Converts the existing instructional materials into flexible learning systems</i>							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>							
		<i>Supplemental learning resources</i>	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>							
		<i>Assessment tools</i>	<i>Prepares assessment tools such as long exam, quizzes, problems sets, etc.</i>	10	20	4.9	4.9	4.9	4.90	PhEd 11- Movement Competency, PhEd 13- Team Sports, PrEd 131 - T294, CAEd 111 - W158,
		<b>A 6 : Number of on-line course ware reviewed by TRP &amp; edited by MMDC editor</b>	<i>Submits the course ware duly reviewed by TRP for editing by MMDC editor</i>							
		<b>A 7 : Number of virtual classroom created and operational</b>	<i>Creates virtual classroom using either Moddle or Google Classroom</i>							
	<b>PI 10 . Additional outputs:</b>	<b><u>A 8. Other outputs implementing the new normal due to covid 19</u></b>	<i>Designs experiential learning activities and other outputs to implement new normal</i>							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9. Actual Faculty's FTE</b>	<i>Handles and teaches courses assigned</i>	10	44.7	4.9	4.9	4.9	4.90	PhEd 11- Movement Competency, PhEd 13- Team Sports, PrEd 131 - T294, CAEd 111 - W158,

		<b><i>A10. Number of grade sheets submitted within prescribed period</i></b>	Prepares gradesheet and submits on or before deadline	2	2	4.9	4.9	4.9	4.90	PhEd 11- Movement Competency, PhEd 13- Team Sports, PrEd 131 - T294, CAEd 111 - W158,
		<b><i>A 11. Number of INC forms with grade submitted within prescribed period</i></b>	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period							



		<b>A12</b> . Number of trainings attended related to instruction	Attend mandated trainings							
		<b>A13</b> . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	4	4.9	4.9	4.9	4.90	PhEd 11- Movement Competency, PhEd 13- Team Sports, PrEd 131 - T294, CAEd 111 - W158,
		<b>A14</b> . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	14	4.9	4.9	4.9	4.90	PhEd 11- Movement Competency, PhEd 13- Team Sports, PrEd 131 - T294, CAEd 111 - W158,
		<b>A15</b> . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	<b>PI 8:</b> Number of students advised: *	<b>A16</b> . Number of students advised:	<i>Acts as academic adviser to students</i>							
		<b>A17</b> . Number of students advised on thesis/ field practice/special problem:								
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript							
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript							
		<b>A18</b> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	50	4.9	4.9	4.9	4.90	Action Research
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19</b> . Number of Student organizations advised	<i>Advises student organizations recognized by USOO</i>	1	1	4.9	4.9	4.9	4.90	Bachelor of Physical Education Students Society

		<b>A20 . Number of Student organizations assisted on student related activities</b>	<i>Assists student organizations in implementing student</i>	1	1	4.9	4.9	4.9	4.90	Bachelor of Physical Education Students Society
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>							



		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		<b>A 23 :</b> Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1						
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries							
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year		4	4.9	4.9	4.9	4.90	An Evaluative Study on The Relationship of Health and Skill- Related Physical Fitness Tests as a Pre-

	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
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		<i>In refereed int'l journals</i>			2	4.9	4.9	4.9	4.90	Continuing The Distance Learning Modality of Graduate Studies in Post
		<i>In refereed nat'l/regional journals</i>			4	4.9	4.9	4.9	4.90	THE TEACHING PROFESSION: A
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences		1					An Evaluative Study on The Relationship of Health and Skill-Related Physical Fitness Tests as a Pro
		<i>In int'l fora/conferences</i>			2	4.9	4.9	4.9	4.90	A Scoping Review on the Implementation of Active
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation		2					HIGH-INTENSITY INTERVAL TRAINING (HIIT): ITS EFFECTS ON SPEED, EXPLOSIVE POWER, AND AGILITY AMONG ATHLETES
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by								
		<b>A 33.</b> Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper		4	4.9	4.9	4.9	4.90	Universal Journal of Educational Research, International Journal of Educational Research and Innovation, Psychology and Education: A multidisciplinary Journal.
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership							

	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	6						
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	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implementes duly approved extension projects							
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services							
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	<i>Research Mentoring</i>	<i>Research Mentor/ Sports Trainer</i>			2	4.9	4.9	4.9	4.90	Action Research, Beach Volleyball Mens Coach
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelist/Coach</i>			2	4.9	4.9	4.9	4.90	Universal Journal of Educational Research, International Journal of Educational Research
	<i>Resource Persons</i>	<i>Resource Persons/Coach of Different Sports</i>								Beach Volleyball Mens Coach
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>								
	<i>Consultancy</i>	<i>Consultant</i>								
	<i>Evaluator</i>	<i>Evaluator</i>			2	4.9	4.9	4.9	4.90	Action Research Panelist, UISB Judge in Singing Contest

	<u>PI 8.</u> Percent of extension proposals approved *	<u>A 41.</u> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	5%						
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	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
	<b>PI 8.</b> Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	<b>A 44.</b> Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member							
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
		On program accreditations								
		On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support Services</b>										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients							
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							





Average Rating (Total Over-all rating divided by 4)	4.90	Comments and Recommendations for Development Purpose  <i>keep up the good work!</i>
Additional Points		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING	4.90	
ADJECTIVAL RATING		

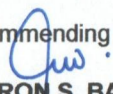
Evaluated & Rated by:

  
**CHARIS B. LIMBO- RIVERA**

Department Head

Date: *JAN 19 2024*


Recommending Approval

  
**BAYRON S. BARREDO**

Dean, College of Education

Date: *JAN-19-2024*

Approved by:

  
**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date: *01/29/24*

PERFORMANCE MONITORING FORM

Name of Employee: **LOUIE P. GULA**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Overall Assessment of Output**	Remarks/ Recommendation
1	Teach PrEd131, CAEd 111, TEGr 111, and PhEd 11, PhEd 13	Deliver quality learning to students in the undergraduate program	August 2023	December 2023	December 2023	Very impressive	Outstanding	
2	Develop ppt in PrEd131, CAEd 111, TEGr 111, and PhEd 11, PhEd 13	A more comprehensive ppt presentation aligned to the syllabus	August 2023	December 2023	December 2023	Very Impressive	Outstanding	
3	Enhance the Syllabus for Phed11 and PrEd 131	A syllabus for PrEd 131 and PhEd11 following the face-to-face modality of learning	August 2023	December 2023	December 2023	Very Impressive	Outstanding	
4	Develop and create a Fitness test with normative data for Health and Skill-related Tests	Compiled the training menus with normative data and interpretations	August 2023	December 2023	December 2023	Very Impressive	Outstanding	
5	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-December 2023			Very impressive	Outstanding	
6	Attended Training in Research Advising and Physical Education Convention	Gain experience, knowledge and inputs to be reechoed in the institute and improvement of its goals	November- December 2023			Very impressive	Outstanding	
7	Submit reports and other	Sign DTRs, submit grade	July- December 2023			Very	Outstanding	



	requirements	sheets		Impressive		
8	Appointed as Accommodation chair for the Uni-wide Intramurals 2023	Facilitate, organize and establish the accommodation of the delegates and faculty	August-September 2023	Very Impressive	Outstanding	
9	Facilitated and organized different activities for the university and the IHK. <ul style="list-style-type: none"> <li>• Salingkusog 2023</li> <li>• PASUC 8 Culture and Arts Festival 2023</li> <li>• RSCUAA8 2023</li> <li>• Student Internship Orientation</li> <li>• Student Internship Pinning Ceremonies</li> <li>• Student-Led Community Outreach</li> <li>• Conducted a organizational Sports camp in preparation of Intramurals and SCUAA</li> </ul>	<ul style="list-style-type: none"> <li>• Coordinated with the different key persons for the success of the accommodation</li> <li>• Acted as an organizer and facilitator for the success of the event.</li> </ul>	July-December 2023	Very Impressive	Outstanding	

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

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

Prepared by:

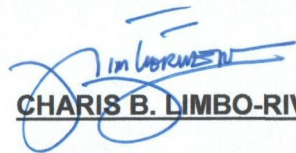
  
**CHARIS B. LIMBO-RIVERA**  
 Unit Head

Exhibit L

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LOUIE P. GULA

Performance Rating: Outstanding

Aim: To come up with research proposals and projects relevant in the department and in the university as a whole targeting the SDG's

Proposed Interventions to Improve Performance: Evaluations

Date: January 2023

Target date: June 2023

First Step:

- Conduct evaluations
- Gather all the responses for improvements and developments

Result:

- Enhanced conduct of the research activities

Date: January 2023

Target date: June 2023

Next Step:

- Make amendments on the suggested programs

Outcome:

- Targeting performance-based or skill-related research outputs

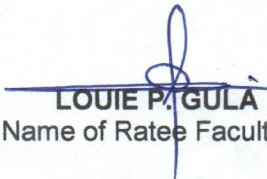
Final Step/Recommendation:

Develop more research papers and publish in reputable journals

Prepared by:

  
**CHARIS B. LIMBO-RIVERA**  
Unit Head

Conforme:

  
**LOUIE P. GULA**  
Name of Ratee Faculty/Staff