

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS


Name of faculty Member: LYNDON L. MANINGO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x 3)
1. Instruction			
a. Head/Dean (50%)		4.86 x 50% = 2.43	
b. Students (50%)		4.71 x 50% = 2.36	
Total for Instruction	75%	4.79	3.59
2. Research			
a. Client/Dir. for Research (50%)		2.33 x 50% = 1.17	
b. Dept. Head/Center Director (50%)		2.34 x 50% = 1.17	
Total for Research	5%	2.34	.18
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. Admin & Support Services	10%	4.93	.49
TOTAL	100%		4.51

Equivalent Numerical Rating: 4.51
Add: Additional Points, if any:
TOTAL Numerical Rating: 4.51

Adjectival Rating: Very Satisfactory

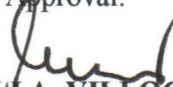
Prepared by:


LYNDON L. MANINGO
Name of Faculty

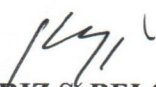
Reviewed by:


MARY JEAN M. SAPAN
Department Head

Recommending Approval:


ALELI A. VILLOCINO
College Dean


Approved:



BEATRIZ S. BELONIAS
Vice-President for Instruction

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LYNDON L. MANINGO 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 period January to June, 2019.


LYNDON L. MANINGO
Ratee

Approved: 
MARY JEAN M. SAPAN
Head of Unit
Date: _____

MFO and PAPs	Success Indicators	Task Assigned	Target	Actual Accomplishment	Rating				Remarks
					Quality	Efficiency	Timeliness	Average	
HIGHER EDUCATION SERVICES	FTE TL	2nd Semester, SY 2014-2015 <ul style="list-style-type: none"> • Physical Ed. 112 (G12) • Physical Ed. 12 • Physical Ed. 13 • Physical Ed. 14 • PrEd 125 • MAPE 116 • 	23	28.20	5	5	5	5.0	
	Implementation of Instructional Programs, Projects and Activities: Teaching Guides/teaching aids	<ul style="list-style-type: none"> • Developed and revised IM's for instruction • Conducted Quiz, Mid-term and Final Examinations • Projects/assignments collected and checked with 100% completed on due date • No. of teaching aids and devices prepared for utilization with 80% acceptance 	12	17	5	5	5	5.0	Presentations are made per topic Video presentations are used as supplemental information per major topic
			11	25	5	5	5	5.0	
			10	17	5	5	5	5.0	
			7	12	5	5	5	5.0	

	Submission of reports and other requirements	<ul style="list-style-type: none"> • DTR • Grade Sheets 	6 10	6 10	5 5	5 4	5 5	5.0 4.67	
	Attends Institutional/Collegiate orientation, seminars, trainings and workshops	<ul style="list-style-type: none"> • 100% attendance in institutional/collegiate orientation, seminar 	4	8	4	4	4	4.0	
	Student Advising	<ul style="list-style-type: none"> • Adviser, BPEd Majors • Number of Student-Teaching Advisee -MAPEH MAJOR • Adviser, Beta Phi Upsilon/ Lambda Phi Delta Frat./Sor. 	14 6	14 6	5 5	5 5	5 5	5.0 5.0	
	Student Consultation Service	<ul style="list-style-type: none"> • Number of hours spent on Student Consultation/Sem. • Advising students on subject-related concerns/Sem. • Signing of Clearance for graduating BEEd, BSEd, BCAEd, and BPEd students • Frat./Sor. Consultation • Coaching Swimming Men's team (R-SCUAA) • Training Session conducted for Swimming Team 	15 40hrs/week 9hrs/week 100 6 8 8hrs/week	18 60hrs/week 15hrs/week 160 10 10 16hrs/week	5 5 5 4 5 5 5	5 5 5 4 5 5 5	5 5 5 4 5 5 5	5.0 5.0 5.0 4.0 5.0 5.0 5.0	
	TOTAL FOR INSTRUCTION SERVICES				4.88	4.82	4.88	4.86	
QUALITY RESEARCH OUTPUT		<ul style="list-style-type: none"> • Submitted Research proposal during College of Education In-house Review 	1	1	4	5	5	4.67	
	TOTAL FOR RESEARCH SERVICES				4	5	5	4.67	
QUALITY EXTENSION OUTPUT		<ul style="list-style-type: none"> • Approved extension proposal at OVPRE • Draft and Submit extension proposal for ALS-EST at OVPRE 	1 1	1 1	5 5	5 5	5 5	5.0 5.0	
	TOTAL FOR EXTENSION SERVICES				5	5	5	5.0	


SUPPORTING TO ORGANIZATION	Coordinator (program, varsity, etc)	<ul style="list-style-type: none"> • IHK Extension Section • Coordinator, BPEd 	1	1	5	5	5	5.0	
			1	1	4	5	5	4.67	
	Attendance in regular, emergency & special meetings	<ul style="list-style-type: none"> • Number of IHK regular and, special and emergency meetings attended 	6	13	5	5	5	5.0	
		<ul style="list-style-type: none"> • Attended varied academic and extra-curricular activities 	4	10	5	5	5	5.0	
	Training/seminar/conference participation	<ul style="list-style-type: none"> • Briefing and Conduct Training (OVPRE) • Project Development Workshop for VSU ALS-EST Implementation 	1	2	5	5	5	5.0	
			1	2	5	5	5	5.0	
		<ul style="list-style-type: none"> • Coach, VSU Swimming Team 	1	1	5	5	5	5.0	
		<ul style="list-style-type: none"> • Coordinator, (Football Game), Good Will Games 	1	1	4	5	5	4.67	
		<ul style="list-style-type: none"> • Coordinator, (Dulang Pinoy), Good Will Games 	1	1	5	5	5	5.0	
		<ul style="list-style-type: none"> • Technical (lights&sounds), Annual Athletic Awards 	1	1	5	5	5	5.0	
		<ul style="list-style-type: none"> • Co-Chairman, Schedule of Games For Goodwill Games 	1	1	5	5	5	5.0	
		<ul style="list-style-type: none"> • EVCAA Hosting Venue Preparation 	1	2	4	5	5	4.67	
	Committee assignments as member/chairperson in institute and University affairs	<ul style="list-style-type: none"> • Marshall VSU Graduation Program • Member, Philippine Folk Dance Society • Member, Philippine Extension and Advisory Services Network Inc. 	1	1	5	5	5	5.0	
			1	1	5	5	5	5.0	
	TOTAL FOR SUPPORTING TO ORGANIZATIONS				4.8	5	5	4.93	
Efficient and customer-friendly frontline service	0% complaint from client served		90% no complaint	100% no complaint	5	5	5	5	
Total Over-all Rating					5	5	5	5	
Average Rating					4.67	4.96	4.97	4.87	

Average Rating (Total Over-all rating divided by 4)	14.6	4.87
Additional Points		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		
ADJECTIVAL RATING		

Comments & Recommendations for Development

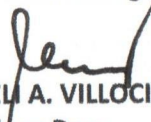
Purpose: He has built good relationship with all his peers.

Evaluated by:


MARY JEAN M. SAPAN
 Unit Head

Date: _____

Recommending Approval:


AILEEN A. VILLOCINO
 College Dean

Date: _____

Approved:


BEATRIZ S. BELONIAS
 Vice-President for Instruction

Date: _____

PERFORMANCE MONITORING FORM

Name of Employee: Lyndon L. Maningo

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/Recommendations
1	Teach service physical education and major subjects	Students must pass the subject	January 2019	May 2019	May 2019	Very impressive	Outstanding	no failed students
2	Advise Beta Phi Upsilon/ Lambda Phi Delta Frat./Sor.	Well-organized Officers	January 2019	May 2019	May 2019	Impressive	Very satisfactory	Conduct regular follow-up meeting to ensure a well-org council
3	Advise BPED major students	Students to graduate on time	January 2019	May 2019	June 2019	Impressive	Very satisfactory	Conduct regular communication with students especially with concerns
4	Supervise MAPEH MAJOR Student Teachers	Student Teachers to finish practice teaching	January 2019	June 2019	June 2019	Very Impressive	Outstanding	All requirements were submitted on time
5	Coaches student athletes in the varsity program	Produce highly competitive athletes that can represent the university in the regional, national SCUAA and other invitational games	January 2019	June 2019	June 2019	Very Impressive	Outstanding	Was able to produce Athletes to compete for National SCUAA. More trainings for more players
6	Coach, Prepare and screen Swimming documents of 16 athletes to participate in the Thirsty Cup @ Cebu City	100% to qualify in the invitational/yearly competition	January 2019	1 st week of February 2019	1 st week of February 2019	Impressive	Very satisfactory	2 nd placer mixed category, Double check documents, follow-up students
7	Manage soccer football event in the VSU Good Will Games	Invited teams will be accommodated and play	January 2019	April 2019	April 21, 2019	Very impressive	Outstanding	Very successful
8	Draft IHK Extension Proposal	Present to OVPRE In-house review, seminar-workshop	January 2019	March 2019	April 2019	Very impressive	Outstanding	Approved
9	Attends regular, emergency and special meetings; institutional/ collegiate orientation, seminar	Up to date knowledge and information on the current status of the institute, the college and the university as a whole	January 2019	June 2019	June 2019	Impressive	Outstanding	

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

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

Prepared by:

LYNDON L. MANINGO
Faculty, IHK

Employee Development Plan

Name of Employee: **LYNDON L. MANINGO**

Performance: *Outstanding*

Aim: To come up with Institute extension proposal

Proposed Intervention to Improve Performance:

Conduct needs assessment to the neighboring barangays within Baybay City

Date: August 2019

Target Date: September 2019

First Step:

- Visit barangay and hand in survey questionnaire that would identify problems of the barangay that needs to be addressed
- Call a meeting with the ABC President and the barangay captains

Result:

- An agreement on the proposed extension that can address one aspect that the barangay need

Date: October 2019

Target Date: October 2019

- Conduct extension project

Next Step:

- Enhanced learning capabilities and skills of the barangay leaders

Final Step:

- Consistent implementation of the project

Prepared by:

MARY JEAN M. SAPAN
Director, IHK

Conforme:

LYNDON L. MANINGO
Faculty, IHK