

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**

Name of Faculty: Bryan R. Gapasin

July - December 2019

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)			Equivalent Numerical Rating (2 X 3)
1. Instruction					
a. Head/Dean (50%)		4.8667	50%	2.43	
b. Students (50%)		4.50	50%	2.25	
Total for Instruction	80%			4.68	3.75
2. Research					
a. Client/Dir. For Research (50%)					
b. Dept. Head/Center Director (50%)					
Total for Research					
3. Extension					
a. Client/Dir. for Extension (50%)					
b. Dept. Head/Center Director (50%)					
Total for Extension	10%			5.00	0.50
4. Administration	10%			4.78	0.48
5. Production					
TOTAL	100%				4.72

EQUIVALENT NUMERICAL RATING:

4.72

Add: Additional Points, if any:

0

TOTAL NUMERICAL RATING:

4.72

ADJECTIVAL RATING:

Outstanding

Prepared by:

  
BRYAN R. GAPASIN

Name of Faculty

Recommending Approval:

Reviewed by:

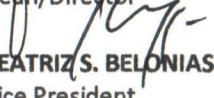
  
ANALITA A. SALABAO

Head, DBM

  
ANALITA A. SALABAO

Dean/Director

Approved:

  
BEATRIZ S. BELONIAS

Vice President

## INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, **BRYAN G. GAPASIN**, Instructor of the Department of Business and Management commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 2019 - December 2019

Approved:

**BRYAN R. GAPASIN**

Ratee

ANALITA A. SALABAO

Head, DBM

[illegible]



[illegible]





	Prompt submission of required documents									
	Annual Report									
	Procurement Plan									
	Staff Development Plan									
	Number of Faculty Mentored									
	Number of department activities supervised									
	Number of faculty members for study leave									
<b>Total Over-all Rating</b>									53.67	

Average Rating (Total overall rating divided by 4)		4.88
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.88
ADJECTIVIAL RATING		0

Evaluated & Rated by:

  
ANALITA A. SALABAO

Dept/Unit Head

Recommending Approval:

  
ANALITA A. SALABAO

Dean

Comments &

for Development Purpose:

Has very good leadership, organization and interpersonal skills, hence must be involved in extension project.

Approved by:

  
BEATRIZ S. BELONIAS

Vice President

PERFORMANCE MONITORING COACHING JOURNAL

	1st	Q U A R T E R
	2nd	
	3rd	
	4th	

Name of Office: Dept. of Business and Management

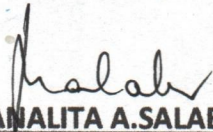
Head of Office: Analita A. Salabao

Number of Personnel: BRYAN R. GAPASIN

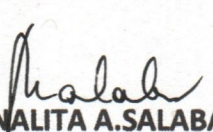
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	Checking on his plan for advanced degree	Sharing information and advice about policies, procedures, curriculum, instructional strategies etc.		Following up the progress of research/extension involvement of DBM	Very productive discussion
Coaching	Developing and managing independent research project	How to develop teaching guides and tips for teaching effectively		Encouraging him to take courses within VSU to sharpen his research and teaching relevance in agribusiness	Effective and successful

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

  
**ANALITA A.SALABAO**  
Immediate Supervisor

Noted by:

  
**ANALITA A.SALABAO**  
Dean, CME

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: BRYAN R. GAPASIN  
Performance Rating: July-December 2019

**Aim:** To enhance capability, knowledge, and skills in strategic teaching.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 2019

Target Date: December 2019

**First Step:**

Attend trainings/workshops related to strategic teaching methods

**Result:**

Attended in related trainings/workshops

Date:

Target Date:

**Next Step:**

Share knowledge to students obtained from the seminar.

**Outcome:**

Applied the strategy learned from the seminar to Agribusiness students.

**Final Step/Recommendation:**

To continue attending seminars/workshops/trainings to upgrade competency to perform instruction, research, and extension functions.

Prepared by:

  
ANALITA A.S. ALABAO  
Unit Head

Conforme:

  
**BRYAN R. GAPASIN**

Ratee

cc: ODA-HRD