

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

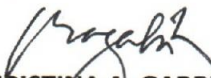
Name of Faculty Member: DR. CHRISTINA A. GABRILLO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5.0 x 50% = 2.5	
b. Students (50%)		5.0 x 50% = 2.5	
Total for Instruction	50%	5.0	2.5
2. Research			
a. Client/Dir. for Research (50%)		5.0 x 50% = 2.5	
b. Dept. Head/ Dean /Center Director (50%)		5.0 x 50% = 2.5	
Total for Research	20%	5.0	1.0
3. Extension			
a. Client/Dir. for Extension (50%)		5.0 x 50% = 2.5	
b. Dept Head/Center Director (50%)		5.0 x 50% = 2.5	
Total for Extension	20%	5.0	1.0
4. Administration and other assignments	10%	5.0	0.5
TOTAL	100%		5.0

EQUIVALENT NUMERICAL RATING: 5.0
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 5.0

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:


CHRISTINA A. GABRILLO
Associate Professor

Reviewed by:


VICTOR B. ASIO
CAFS Dean


Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

Visayas State University
DEPARTMENT OF DEVELOPMENT COMMUNICATION
COLLEGE OF AGRICULTURE AND FOOD SCIENCE
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, CHRISTINA A. GABRILLO, Head of the Department of Development Communication & Station Manager of DYDC-FM, committed to deliver and agreed to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period of JULY TO DECEMBER 2019.


CHRISTINA A. GABRILLO
Ratee/DDC Head

APPROVED:


VICTOR B. ASIO
CAFS Dean

	MFOs & PAPs	SUCCESS INDICATORS	TASKS ASSIGNED	TARGETS	ACCOMPLISHMENTS	RATING				REMARKS
MFO No.						Quality	Efficiency	Timeliness	Average	
OVPI MFO 1: Advanced Education Services										
1	Graduate Degree Program Management Services	Total Full-time Teaching Equivalent (FTE)	Taught DevC 299, Graduate Seminar, DevC 141 Writing and Prog. Plann. for Comm. Radio and DevC 214 Organizational Comm.	3.34	3.73	5.0	5.0	5.0	5.0	
		Number of MS DevCom students graduated on time	APPROVAL AS DDC HEAD	1.00	2.00	5.0	5.0	5.0	5.0	
OVPI MFO 2: Higher Education Services										
2	Curricular Program Management Services	Number of BS DevCom students graduated on time	APPROVAL AS DDC HEAD	20.00	25.00	5.0	5.0	5.0	5.0	

		PI8a. Number of students advised								
		<i>On thesis/ field practice</i>	As Department head	20.00	30.00	5.0	5.0	5.0	5.0	
		PI 8b. Number of Student organizations Advised/ Assisted								
		<i>Individuals</i>	AS DBGF	40.00	85.00	5.0	5.0	5.0	5.0	
		PI 9. Number of instructional materials developed								
		<i>New syllabi</i>	DEVC 205, 214, 210, 299	2.00	4.00	5.0	5.0	5.0	5.0	
		<i>New Powerpoint lecture presentation (per course)</i>	DEVC 205, 214, 210, 299	2.00	4.00	5.0	5.0	5.0	5.0	
		<i>Revised Powerpoint lect. presentation (per course)</i>	DEVC 205, 214, 210, 299	2.00	4.00	5.0	5.0	5.0	5.0	
Total Rating for Instruction										
Average Rating for Instruction										
OVPI MFO 3: Research Services										
3	Research Services	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
		<i>In institutional fora/conferences</i>	ADCEP PHILIPPINES	1.00	1.00	5.0	5.0	5.0	5.0	
		PI 3. Number of research projects conducted and/or completed on schedule	IEC DESIGN AND PRODUCTION	1.00	1.00	5.0	5.0	5.0	5.0	
		PI 4. Number of research proposals submitted	IEC DESIGN AND PRODUCTION	1.00	1.00	5.0	5.0	5.0	5.0	
		PI 5. Percent of research proposals approved	DA-RFO8	1.00	1.00	5.0	5.0	5.0	5.0	

		PI 6. Amount of research money generated from external funding (Thousand PHP)	DA-RFO8	1,000,000.00	2,400,000.00	5.0	5.0	5.0	5.0	
		PI 7. Amount of research money generated from institutional funding (Thousand PHP)	VSU	20,000.00	75,000.00	5.0	5.0	5.0	5.0	
Total Rating for Research										
Average Rating for Research										
OVPI MFO 4: Extension Services										
p	Extension Services	PI 1. Number of person-days trained weighted by length of training	For CHED-COD	100.00	200.00	5.0	5.0	5.0	5.0	
		PI 2. Number of IEC materials like radio plugs produced	TRIPLE AAACU, CLIMATE CHANGE, ALL NEW PLUGS AT DYDC	5.00	10.00	5.0	5.0	5.0	5.0	
		PI 3. Number of beneficiaries served								
		Groups	PFRB, GOS, NGOS, ABACA COALITION	5.00	10.00	5.0	5.0	5.0	5.0	
		Individuals	FARMERS, ATI RTC8, YRRP	100.00	500.00	5.0	5.0	5.0	5.0	
		PI 4. Number of extension projects conducted and/or completed on schedule	BIDANI, YRRP SITES	1.00	2.00	5.0	5.0	5.0	5.0	
		PI 7. Amount of extension money generated from external funding (Thousand PHP)	WITH YRRP SITES	1,000,000.00	2,400,000.00	5.0	5.0	5.0	5.0	

		PI 8. Amount of extension money generated from institutional funding (Thousand PHP)	BIDANI	20,000.00	50,000.00	5.0	5.0	5.0	5.0	
OVPI MFO 5: Support to Operations										
5	Support to Operations	PI 1. Number of seminars/trainings/conventions/workshops coordinated for the entire university	ABACA SUMMIT, AAACU, AACCUP, RQAT, STRATEGIC PLANNING	2.00	5.00	5.0	5.0	5.0	5.0	
		PI 2. Number of in-house seminars/trainings/workshops/reviews conducted	ATI, RTC8, ATI-NTC, DA-RFO8	1.00	3.00	5.0	5.0	5.0	5.0	
	NEW INITIATIVES/BEST PRACTICES									
	SIGNED THE MOA AND RECEIVED THE MONEY FROM THE 2ND CHED-COD FUNDS TO IMPLEMENT THE PROPOSAL	NATIONAL	CRAGABRILLO	800,000.00	1,330,000.00	5.0	5.0	5.0	5.0	
	ON-GOING BIDDING OF THE 1KILOWATT FM TRANSMITTER AS VSU COUNTERPART TO THE DDC 2ND CHED COD	INSTITUTIONAL	CRAGABRILLO	1,200,000.00	2,000,000.00	5.0	5.0	5.0	5.0	
	REACCREDITED WITH THE BSDC PROGRAM AS AACCUP LEVEL 3 PHASE 2	NATIONAL	CRAGABRILLO	1.00	1.00	5.0	5.0	5.0	5.0	
	ACCREDITED BY CHED AS RQAT COPC COMPLIANT	REGIONAL	CRAGABRILLO	1.00	1.00	5.0	5.0	5.0	5.0	
	GENERATED MONEY FROM VSU AND THE DIFFERENT FUNDING AGENCIES FOR DDC RESEARCH AND EXTENSION ACTIVITIES	INSTITUTIONAL, REGIONAL, NATIONAL, LGUS	CRAGABRILLO	1,000,000.00	3,000,000.00	5.0	5.0	5.0	5.0	

	DESIGNATED AS UNIT HEAD/STATION MANAGER	INSTITUTIONAL	CRAGABRILLO	1.00	2.00	5.0	5.0	5.0	5.0	
	1 CLASSROOM GIVEN TO DDC IN THE 2ND FLOOR OF ADE BUILDING	INSTITUTIONAL	CRAGABRILLO	1.00	1.00	5.0	5.0	5.0	5.0	
	VOTED AS SECRETARY TO THE REGIONAL ABACA COALITION	REGIONAL	CRAGABRILLO	1.00	1.00	5.0	5.0	5.0	5.0	
	AMOUNT GENERATED AS IGP FOR VSU	INSTITUTIONAL	CRAGABRILLO	500,000.00	800,000.00	5.0	5.0	5.0	5.0	
	DESIGNATED AS CHAIRPERSON & EMCEE IN UNIVERSITY STANDING COMMITTEES	INSTITUTIONAL	CRAGABRILLO	20.00	30.00	5.0	5.0	5.0	5.0	
	CONDUCTED OUR TEAM BUILDING ACTIVITY WITH OBEDIZED SYLLABI AS OUTPUTS	DEPARTMENTAL	CRAGABRILLO	1.00	1.00	5.0	5.0	5.0	5.0	
	STRENGTHENED LINKAGES WITH UPLB CDC & SUCS OFFERING DEVCOM	NATIONAL, REGIONAL	CRAGABRILLO	10.00	15.00	5.0	5.0	5.0	5.0	
Total Rating for Extension										
Average Rating for Extension										
OVPI MFO 6: General Administration and Support Services										
6	General Admin. & Support Services (GASS)	PI 1. Number of departments and/or service units supervised and monitored	DDC & DYDC-FM	1.00	2.00	5.0	5.0	5.0	5.0	
		PI 2. Number of management meetings conducted	for DDC & DYDC-FM	10.00	20.00	5.0	5.0	5.0	5.0	
		PI 3. Number of documents evaluated and approved	for both offices	500	1,200	5.0	5.0	5.0	5.0	

		PI 4. Number of academic lecture/laboratory rooms maintained	for both offices	3.00	5.00	5.0	5.0	5.0	5.0	
		PI 6. Area of lawn maintained (sq.m, approx.)		100.00	100.00	5.0	5.0	5.0	5.0	
		PI 7. Number of office and laboratory equipment purchased		10.00	20.00	5.0	5.0	5.0	5.0	
		PI 8. Zero percent complaint from clients served		0.00	0.00	5.0	5.0	5.0	5.0	
		PI 9. Additional Outputs								
Total Rating for Administration										
Average Rating for Admin										
						210.00				
Total Over-all Rating						5.00				
Adjectival Rating						OUTSTANDING				

Average Rating (Total Over-all rating)			210.00
Additional points:			
Punctuality			
Approved additional points			
FINAL RATING			5.00
ADJECTIVAL RATING			OUTSTANDING

Comments and Recommendations for Development Purpose

Encourage other faculty to also publish papers in peer-reviewed journals.

Received by:

PRPEO

Date: _____


Recommending Approval:


VICTOR B. ASIO

Dead, CAFS

Date: _____

Approved:


BEATRIZ S. BELONIAS

Vice Pres. for Instruction

Date: _____

Exhibit I

PERFORMANCE MONITORING FORM


Name of Employee: CHRISTINA A. GABRILLO

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	Update Syllabi and PowerPoints of her master's in devcom classes in DevC 214, DevC 210, and DevC 214 and teach those subjects. I used games, VLOGS, film reviews, and role plays as teaching strategies aside from the usual class reporting.	Graduate students actively participating in the class discussions and learning from it.	July 2019	December 2019	December 2019	Very Impressive	Outstanding	Keep it up!
2	Provide guidance and supervision to her undergraduate/graduate thesis advisees for their outlines and manuscripts and review and approve all devcom theses.	DEVCOM thesis students graduated on time.	July 2019	December 2019	December 2019	Very Impressive	Outstanding	Keep it up!
3	Serve as head to the DEVCOM department and station manager of DYDC-FM.	Expected deliverables of the 2 offices are met.	January 2019	December 2019	December 2019	Very Impressive	Outstanding	Keep it up!
4	Act as secretary to the regional ABACA COALITION.	Done minutes of the meetings, position papers	January 2019	December 2019	December 2019	Very Impressive	Outstanding	Keep it up!
5	Conduct research in 2 ND CHED –COD and extension activities in IEC in support to YRRP and present papers in scientific conferences.	Research and extension activities undertaken and papers presented.	January 2019	December 2019	December 2019	Very Impressive	Outstanding	Keep it up!

* Either Very Impressive, Impressive, Needs Improvement, Poor, Very Poor

**Outstanding, Very Satisfactory, Satisfactory, Unsatisfactory, Poor

Prepared by:


VICTOR B. ASIO
 CAFS Dean

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Christina A. Gabrillo**

Performance Rating: **Outstanding**

Aim: To see to it that quality of instruction, research, extension and linkages is continued.

Proposed Interventions to Improve Performance:

Date: July 2019 Target Date: December 2019

First Step: Improve facilities at DDC, access of students to these facilities, quality of communication research and field work activities of faculty and students and establish linkages in the ASEAN region.

Outcome: Enhanced skills of students and faculty and DDC's presence in the ASEAN network.

Date: July 2019 Target Date: December 2019

Next Step: Make a compilation of OBE-based syllabi, PowerPoint AV-aids, archive research and extension project terminal and progress reports, MOAs, etc.

Outcome: Quality of course contents is enhanced; lessons can be easily gleaned from the experiences in the field as shown in the terminal reports; and more linkages are established.

Final Step/Recommendation: Publish scientific articles in refereed journals.

Prepared by:


VICTOR B. ASIO
CAFS Dean

Conforme:


CHRISTINA A. GABRILLO
Ratee