

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **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%)		5.0x50%=2.50	
b. Students (50%)		5.0x50% = 2.45	
Total for Instruction	45%	5.0	2.25
2. Research			
a. Client/Dir. for Research (50%)		5.0x 50% = 2.50	
b. Dept. Head/Center Director (50%)		5.0x 50% = 2.50	
Total for Research	30%	5.00	1.5
3. Extension			
a. Client/Dir. for Extension (50%)		5.0 x 50%) = 2.50	
b. Dept Head/Center Director (50%)		5.0 x 50% = 2.50	
Total for Extension	15%	5.00	0.75
4. Administration	10%	5.00	0.50
TOTAL			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
Name of Faculty

Recommending Approval:


VICTOR B. ASIO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
VP for Academic Affairs

2417

"Exhibit B"


INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **CHRISTINA A. GABRILLO**, HEAD of the **DEPARTMENT OF DEVELOPMENT COMMUNICATION** commit to deliver and agreed to be rated on the attainment of the following **ACCOMPLISHMENTS** in accordance with the indicated measures for the period **JANUARY TO JUNE 2021**.

Prepared by:


CHRISTINA A. GABRILLO
 Department Head
 Date:

Approved:


VICTOR B. ASIO
 College Dean
 Date: 11 Jan 22

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18 JAN 2022

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Targets	Actual Accomplishments	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timelines ^s	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPAAs MFO 2. Graduate Student Management Services										
ADVANCED EDUCATION SERVICES (20%)										
OVPI MFO 1. Graduate Degree Program Management Services										
1	PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following:									
	a.	pursuing advanced research degree program (Ph.D) *								
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	As Program Leader	1.00	1.00	5	5	5	5.00	for CHED-COD research

	c.	producing technologies for commercialization or livelihood improvement	As Project Leader to IEC for vegetables, livestock & poultry and CSFFS	1.00	4.00	5	5	5	5.00	with 4 technologies
	d.	whose research resulted in an extension program	As Program Leader & Station Manager of DYDC	1.00	1.00	5	5	5	5.00	DYDC He Says, She Says & Special Talk
OVPI MFO 2. Graduate Student Management Services										
PI 1: Percentage of graduate students enrolled in research degree programs *			As GAC Chair & Adviser	1.00	3.00	5	5	5	5.00	3 MSDC students
PI 2: Percentage of accredited graduate programs *			As DDC Head	1.00	2.00	5	5	5	5.00	MSDC, MagDev major in DevCom, Level 4
PI 3: Number of graduate degree specializations offered and monitored *			As DDC Head	1.00	2.00	5	5	5	5.00	MSDC, MagDev major in DevCom, Level 4
PI 4: Total FTE implemented			As Professor	5.60	8.00	5	5	5	5.00	excluding thesis load of graduate faculty
PI 5: Percentage increase in number of graduate students enrolled *			As DDC Head	10.00	15.00	5	5	5	5.00	including cognate students
PI 6: Percentage increase in number of students who graduated within prescribed period *			As GAC Member & DDC Head	3.00	9.00	5	5	5	5.00	Saulan, Ubay, Petalcorin, Alkuino, etc.
PI 7: Number of graduate students awarded with honors/distinction *										
PI 8: Number of graduate students advised *			As GAC Chair & Member	3.00	9.00	5	5	5	5.00	Melinda Petalcorin, Jonalyn Saulan and Marianne Ubay
PI 9: Number of instructional materials developed *										
On-line ready courseware			As Course Professor	1.00	1.00	5	5	5	5.00	DEV218
Flexible instructional materials			As Course Professor	1.00	1.00	5	5	5	5.00	Using discord, Google Meet

Assessment tools	As Course Professor	3.00	6.00	5	5	5	5.00	Discussion Leader, Reflection Paper, Pretest, Exam, Food VLOG, Drama
PI 10: Number of virtual classrooms created and operationalized	As Course Professor	1.00	1.00	5	5	5	5.00	Discord & Google Classroom
				SUB-TOTAL			70.00	
				RATING			5.00	
HIGHER EDUCATION SERVICES (50%)								
PI 1. Percentage of first time licensure exam takers that pass the licensure exams *								
PI 2. Percentage of graduates (2 years prior) that are employed *	As DDC Head	26.00	27.00	5	5	5	5.00	only 1 out of 27 preferred not to work
PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	As DDC Head	100.00	117.00	5	5	5	5.00	all DevCom students
PI 4. Percentage of undergraduate programs with accreditations *	As DDC Head	1.00	1.00	5	5	5	5.00	BSDC program
PI 5: Total FTE implemented								
PI 8: Number of students advised: *								
On thesis/ field practice/special problem	As DDC Head	8.00	10.00	5	5	5	5.00	they had no approved outlines
No. of approved manuscript submitted within prescribed period	As DDC Head	2.00	4.00	5	5	5	5.00	Abad, Wenceslao, DeVeyra, Magallanes
On consultation	As DDC Head	15.00	20.00	5	5	5	5.00	through email and messenger
PI 9: Number of student organizations advised/ assisted *								
Student organizations advised	As DBGF, GAD Coord & Alumni	1.00	3.00	5	5	5	5.00	Virtual advising

<i>Student organizations assisted on student related activities</i>								
PI 10: Number of instructional materials developed *								
On-line ready courseware								
Flexible instructional materials								
Assessment tools								
PI 10: Number of virtual classrooms created and operationalized								
				SUB-TOTAL			35.00	
				RATING			5.00	
RESEARCH SERVICES (10%)								
PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	As Study Leader	1	1.00	5	5	5	5.00	<i>CHED-COD research</i>
PI 2. Number of research outputs completed within the year *	As Program, Project & Study Leader	1.00	3.00	5	5	5	5.00	<i>only on CHED-COD project</i>
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *								
<i>In refereed int'l journals</i>	As Co-Author	1.00	1.00	5	5	5	5.00	<i>ANNALS OF TROPICAL RESEARCH</i>
<i>In refereed nat'l/regional journals</i>								
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *								
<i>In int'l fora/conferences</i>								
<i>In nat'l/regional fora/conferences</i>								
PI 5. Percent of research proposals approved *	As Project Leader	1.00	1.00	5	5	5	5.00	<i>SOA on Visual Arts</i>
PI 6. Additional outputs*								
NUMBER OF RESEARCH AWARDS RECEIVED								
				SUB-TOTAL			20.00	
				RATING			5.00	

EXTENSION SERVICES (10%)								
PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	As Project Leader, Station Manager, DDC Head, Secretary	2.00	5.00	5	5	5	5.00	East-West Center in USA, CHED, YSEALI, Univ. of Montana, Abaca Coalition
PI 2. Number of trainees weighted by the length of training *	As Resource Person	1.00	2.00	5	5	5	5.00	VSU Virtual Seminar
PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	As Project Leader	2.00	3.00	5	5	5	5.00	IEC-YRRP, Radio Drama, CHED-COD
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	As Project Leader	2.00	3.00	5	5	5	5.00	Radio training for affiliates, google classroom
PI 5. Number of technical/expert services *								
<i>Mentoring</i>	As Project Leader, Station Manager, DDC Head, Secretary	2.00	4.00	5	5	5	5.00	DDC & DYDC
<i>Peer reviewers/Panelists</i>	As Reviewer	1.00	1.00	5	5	5	5.00	1 Journal
<i>Resource Persons</i>	As RP	1.00	3.00	5	5	5	5.00	all done virtually
<i>Convenor/Organizer</i>	As RP	1.00	2.00	5	5	5	5.00	all done virtually
<i>Consultancy for free or pro bono</i>	As RP	1.00	1.00	5	5	5	5.00	with DYDC
<i>Evaluator</i>	As Evaluator	1.00	1.00	5	5	5	5.00	with ATI
PI 8. Percent of extension proposals approved *		1.00	3.00	5	5	5	5.00	IEC-YRRP and Radio Drama on
PI 11. Additional outputs *								
NUMBER OF LEAFLETS, MODULES, TECHNO-VIDEO AND COFFEE TABLE BOOK PRODUCED	As Project Leader	12.00	16.00	5	5	5	5.00	with the IEC-YRRP project
				SUB-TOTAL			60.00	
				RATING			5.00	
SUPPORT TO OPERATIONS (5%)								

OVPI MFO 1. Faculty Development Services								
PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	As DDC Head	1.00	2.00	5	5	5	5.00	JNAS, UBA
OVPI MFO 2. Faculty Recruitment/Hiring Services								
PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	As DDC Head	1.00	1.00	5	5	5	5.00	new DDC instructor
OVPI MFO 3. Faculty Evaluation Services								
PI 3: Number of seminars/trainings/conventions/workshops coordinated for entire university *	As RP	1.00	5.00	5	5	5	5.00	done virtually
PI 4: Number of seminars/trainings/conventions/workshops coordinated outside of the university *	As RP	1.00	5.00	5	5	5	5.00	All requested
PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	As Professor	1.00	1.00	5	5	5	5.00	Rated as Outstanding
PI6 : Number of in-house seminars/trainings/workshops/reviews conducted *	As Presenter	1.00	1.00	5	5	5	5.00	In-House Review Presenter
OVPI MFO 4. Program and Institutional Accreditation Services								
PI 8.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*	As DDC Head	1.00	2.00	5	5	5	5.00	2nd audit & surveillance first audit for ISO
				SUB-TOTAL			35.00	
				RATING			5.00	
General Admin. & Support Services (5%)								
PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	As DDC Head/ Station Manger	1.00	1.00	5	5	5	5.00	DDC/DYDC
PI 2. Zero percent complaint from clients served		0.00	0.00	5	5	5	5.00	Zero-percent complaint
PI 3. Number of coaching sessions among faculty & staff**	As DDC Head	1.00	1.00	5	5	5	5.00	For 1 faculty who got a VS rating
PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	As DDC Head	1.00	4.00	5	5	5	5.00	DDC & DYDC

PI 5. Number of monthly/special faculty & staff meetings conducted**	As DDC Head	5.00	20.00	5	5	5	5.00	DDC & DYDC
PI 3: Additional Outputs								
Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *								
ATENEO BENCHMARK, INTERNATIONAL LINKAGE WITH HAWAII, USA, DYDC 24/7 AS INTERNET RADIO, DYDC NOW UNDER DDC, DDC EXTENDING HELP FOR THE SUC PROCEEDINGS, COMPLETED THE CHED-COD, IEC-YRRP & RADIO DRAMA PROJ.	As Program, Project & Study Leader, Station Manager, Head, Chairperson	7.00	8.00	5	5	5	5.00	Amid the pandemic, DDC has taken all these initiatives
				SUB-TOTAL			30.00	
				RATING			5.00	
TOTAL OVER-ALL RATING							250.00	

Average Rating		5.00
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		5.00
ADJECTIVAL RATING		OUTSTANDING

**Comments & Recommendations
for Development Purpose:**

Excellent!

Evaluated & Rated by:


CHRISTINA A. GABRILLO

Department Head

Date:

Recommending Approval


VICTOR B. ASIO

Dean, CAFS

Date:

Approved by:


BEATRIZ S. BELONIAS

Vice President for Instruction

Date:



PERFORMANCE MONITORING FORM

Name of Employee: CHRISTINA A. GABRILLO

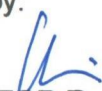
Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Update Syllabi and PowerPoints of her master's in devcom classes in DEVC214, DEVC218 and DEVC300 and teach class in development communication in college: teach DevC199- Undergraduate Seminar 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.	Dec.2020	June 2021	June 2021	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.	Jan. 2021	June 2021	June 2021	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.	Jan. 2021	Dec.2021	Dec.2021	Very Impressive	Outstanding	Keep it up!
4	Act as secretary to the regional ABACA COALITION.	Done minutes of the meetings, position papers	Jan.2021	Dec.2021	Dec.2021	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.	Jan.2021	Dec.2021	Dec.2021	Very Impressive	Outstanding	Keep it up!
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* Either very impressive, impressive, needs improvement, poor, very poor

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

Prepared by:


VICTOR B. ASIO
 Dean, CAFS

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: **January 2021** Target Date: **December 2021**

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.

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

Date: **January 2021** Target Date: **December 2021**

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
Dean, CAFS

Conforme:


CHRISTINA A. GABRILLO
Ratee Faculty/Staff