

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY
MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: JOVEL M. ABERILLA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x 3)
1. Instruction			
a. Head/Dean (50%)		4.81 x 50% = 2.41	
b. Students (50%)		4.40 x 50% = 2.20	
Total for Instruction	75 %	4.61	3.46
2. Research			
a. Client/Dir. For Research (50%)		x 50%=	
b. Dept. Head/Center Director (50%)		x 50%=	
Total for Research			
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	15%	4.75	.71
TOTAL	100%		4.42

Equivalent numerical rating 4.42
Add: additional Points if any: _____
Total Numerical Rating: 4.42
Adjectival rating: Very Satisfactory

Prepared by:

JOVEL M. ABERILLA
Name of Faculty

Reviewed by:

MARY JEAN M. SAPAN
Director

Recommending Approval:

ALELI A. VILLOCINO
College Dean

Approved:

BEATRIZ S. BELONIAS
Vice-President for Instruction

"Exhibit B"

Individual Commitment and Review Form (IPCR)

I, Jovel M. Aberilla 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 of January to June 2019.

JOVEL M. ABERILLA
Ratee

Approved:

MARY JEAN SAPAN
Head of Unit

Date:

MFO	Success Indicators	Task Assigned	Target	Actual	Rating				Remarks
				Accomplishment	Q1	E2	T3	A4	
Advance Higher Education									
Higher Education Services	FTE-TL	2ND Semester 2018-2019							
		PE- 12 Fitness Exercise	150	202.00	5	5	4	4.67	
		PE- 14 Individual/Dual Sports	40	55.00	5	5	4	4.67	
		MAPE- 116 Coaching and Officiating	20	24.00	5	5	5	5.00	
		TOTAL	29	28.75				4.78	
	Instructional Materials Revised and Utilized Teaching guides/aids, exams (written and practical) and reports	IMs and other devices prepared and utilized (PhyEd 12, MAPE 116, PhyEd 14)	2	3	5	5	4	4.67	
		Prepared Midterm and Final Examination	3	3	5	5	4	4.67	
		Checked quizzes	10	15	5	5	4	4.67	
		Conducted practical exams	5	15	5	5	4	4.67	
		Checked assignments	8	15	5	5	4	4.67	
		Computed grades	8	9	4	4	4	4.67	
	Number of Student Advising and Consultation Services	Supervised the academic performance the MAPE Majors	25	45	5	5	5	5	

Control No. 204

		Service P.E. Student Advising and Consultation	10	30	5	5	5	5	
	Activities Assisted Number of Student-Related Activities Assisted	Organizes the Students Dance Culmination during IHK Anniversary	150	202	5	5	5	5	
		Annual Athletic Awards and IHK Anniversary			5	5	4	4.67	
	Coaching	Trained and Coached the VSU Dance Sports Team	8	8	5	5	5	5.00	
	Culture and Arts Center	Facilitated Cultural Presentation for University Affairs, Seminars and Trainings	5	10	5	5	5	5	
		Choreographed & Facilitated Miss VSU Beauty Pageant 2019	30	40	5	5	5	5	
		Conceptualized Production Staging of Miss VSU 2019	1	1	5	5	5	5	
		TOTAL INSTRUCTION						4.811	
Extension	Kinetika Radio Program (KRP) Consultaion as Adjudicator of Dance Festivals	Number of KRP Aired	1	2	5	5	5	5.00	
		Number of Dance Festival Adjudicated	5	10	5	5	5	5.00	
		Total Extensions			5	5	5	5.00	

Support to Operations	Attendance in regular and special meetings	Number of IHK regular and special meetings	4	6	5	5	4	4.67	
	Committee assignments as Member/Chairperson in Institute and University Affairs	Adviser, Bachelor of Culture and Arts Education	40	45	5	5	5	5.00	
		Dance Program Coordinator	5	10	5	5	4	4.67	
		Artistic Director and Trainer of VSU Dance Company	30	40	5	5	4	5	
	TOTAL SUPPORT TO OPERATIONS				5	5	4.25	4.753	
	Total Over-All Rating								
Average Rating								4.84	

Average Rating (Total Over-all rating divided by 4)		4.84	Comments and Recommendations for Development Purposes <i>Willing to work beyond office hours</i>
Additional Points			
Punctuality			
Approved Additional Points (with copy of approval)			
Final Rating			
Adjectival Rating			

Evaluated and Rated by:

for
MARY JEAN M. SAPAN

Unit Head

Date: _____

Recommending Approval:

ALEI A. VILLOCINO

Dean

Date: _____

Approved:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date: _____

PERFORMANCE MONITORING FORM

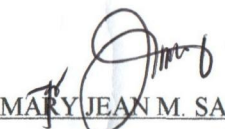
Name of Employee: JOVEL M. ABERILLA

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	Teach Service PE subjects (12 and 14)	Deliver quality learning to students in the undergraduate program	January 2019	June 2019	June 2019	Impressive	Very satisfactory	
2	Submit reports and other required documents: * grade sheets * list of athletes, parental consent forms for the National SCUAA 2019	Timely submission of all the required documents to avoid delay in the processing	March/June 2019 January 2019	March/ June 2019 February 2019	March/ June 2019 February 2019	Impressive	Very satisfactory	Tasks were done on time
3	Coach 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	Very satisfactory	Was able to produce National Players. More trainings for more national players
4	Attend 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	Very satisfactory	Attends meetings promptly
5	Function as member/chairperson in committee assignments in Institute and University affairs	Deliver the expected output either as a member or chairman on the assigned committee	January 2019	June 2019	June 2019	Very impressive	Very satisfactory	Responsible in all task assigned to
6	Revise instructional materials in PE 12 and 14	Updated IMs for instruction	January 2019	February 2019	February 2019	Impressive	Very satisfactory	

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

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

Prepared by:


MARY JEAN M. SAPAN
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **JOVEL M. ABERILLA**

Performance Rating: Very Satisfactory

Aim: To come-up with in service trainings of the institute

Proposed Intervention to Improve Performance:

Collaborate with the faculty of the institute and the university for possible in-service training

Date: June 2019

Target Date: September- December 2019

First Step:

- Determine the needs of the institute or faculty for the needed in-service training

Result:

- Come up with a proposal for the in-service training or seminar

Date: July 2019

Target Date: July- November 2019

Next Step:

- Meet the faculty for the proposal for refinement before finalization

Outcome:

- A more equipped faculty

Final Step/Recommendation:

Follow-up request for the implantation of the proposed in-service training

Prepared by:


MARY JEAN M. SAPAN
OIC Director, IHK

Conforme:


JOVEL M. ABERILLA