

# 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)
<b>1. Instruction</b>			
a. Head/Dean (100%)		$5.0 \times 50\% = 2.50$	
b. Students		$3.50 \times 50\% = 1.75$	
Total for Instruction	75%	4.25	3.19
<b>2. Research</b>			
a. Client/Dir. for Research			
b. Dept. Head/Center Director (100%)		$5.0 \times 100\% = 5.00$	
Total for Research	5%	5.00	.25
<b>3. Extension</b>			
a. Client/Dir. For Extension			
b. Dept. Head/Center Director (100%)		$4.86 \times 100\% = 4.86$	
Total for Extension	20%	4.86	.97
<b>4. Gen. Admin &amp; Support Services</b>			
<b>TOTAL</b>	<b>100%</b>		<b>4.41</b>

EQUIVALENT NUMERICAL RATING: 4.41  
 Add: Additional Points, if any: \_\_\_\_\_  
 TOTAL NUMERICAL RATING: 4.41

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

LYNDON L. MANINGO  
Name of Faculty

Reviewed by:

CHARIS B. LIMBO  
Director, IHK

Recommending Approval:

BAYRON S. BARREDO  
College Dean

Approved:


BEATRIZ S. BELONIAS  
Vice-President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LYNDON L. MANINGO, a faculty member of the Institute of Human Kinetics commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December 2021.

LYNDON L. MANINGO  
Instructor I  
Date: January 11, 2022

Approved:   
CHARIS B. LIMBO  
Department Head  
Date: 01-18-22

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							

	<b>PI 9:</b> Number of instructional materials developed *	<b>A5.</b> Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
	<b>PI 10.</b> Additional outputs:	<b>A 8.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	Handles and teaches courses assigned	14	31.6	5	5	5	5.00	
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline							
		<b>A 11.</b> Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1	9	5	5	5	5.00	Received student output online, computed grade, and submitted to registrar's office.



		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	1	2	5	5	5	5.00	Moodle Training and Identification of proper and complete items Technical Specification and parameters and PR of the SPPMIS.
		<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught							
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab							
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to students	10	40	5	5	5	5.00	Academic Advisees (BPEd)
		<b>A17.</b> Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	198	5	5	5	5.00	Facebook Messenger and Google classroom engagements for the following sections: 2 PhEd101(w002, w254), 4 PhEd11(w010, w229, w106, w083, w018), and PhEd123(w167).
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	5	5.00	BPEdSS.
		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student	1	1	5	5	5	5.00	BPEdSS Online CBL Ammendment.

	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	1	5	5	5	5.00	PhEd 101: Anatomy and Physiology of Human Movement
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	8	5	5	5	5.00	w002, w254, w010, w229, w106, w083, w018, w167
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	1	5	5	5	5.00	PPT Class Orientation
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	10	5	5	5	5.00	PhEd 101: Anatomy and Physiology of Human Movement
		<b>A 23 :</b> Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	8	5	5	5	5.00	Google classrooms (w002, w254, w010, w229, w106, w083, w018, w167)
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and/or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries							

	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year							
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication		1	5	5	5	5.00	International Journal of Human Movement
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by								
		<b>A 33.</b> Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper							
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>										



<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	1	6	5	5	5	5.00	Gabas, Guadalupe, Pangasugan, Marcos, San Agustin, Bunga
<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	100	370	5	5	5	5.00	Online Training Through DYDC-FM Radio Station
<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implementes duly approved extension projects		1	5	5	5	5.00	Langoy sa kaluwasan
<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	80	100	4	4	4	4.00	Langoy sa kaluwasan
<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
Research Mentoring	Research Mentor/ Sports Trainer								
Peer reviewers/Panelists	Peer reviewers/Panelist/Coach								
Resource Persons	Resource Persons/Coach of Different Sports			1	5	5	5	5.00	VSU Swimming Team
Convenor/Organizer	Convenor/Organizer			4	5	5	5	5.00	IHK Wellness Program, Online kantahan, OBE Syllabus Training/Workshop, CSC wellness.
Consultancy	Consultant								

	Evaluator	Evaluator								
	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	8	5	5	5	5.00	Module overview, Module 1-4, BPEd Kumustahan, Pilot Episode of Kinetika Radio Program	
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										
	<b>PI 8.</b> 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*	<b>A 44.</b> Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity						
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant						
		On program accreditations								
		On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support Services</b>										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint						
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							



		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
	<b>Total Over-all Rating</b>					99	99	99	99	
	<b>Average Rating</b>					5.21	5.21	5.21	5.21	
	<b>Adjectival Rating</b>									

Average Rating (Total Over-all rating divided by 4)	4.95	Comments and Recommendations for Development Purpose
Additional Points		<i>Reports on time, completes assigned work &amp; achieves desired results on time.</i>
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING	4.95	
ADJECTIVAL RATING	Outstanding	

Evaluated & Rated by:

*[Signature]*  
CHARIS B. LIMBO

Department Head

Date: *01-18-22*

Recommending Approval

*[Signature]*  
BAYRON S. BARREDO

Dean, College of Education

Date:

Approved by:

*[Signature]*  
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

# **PERFORMANCE MONITORING FORM**

Name of Employee: Lyndon L. Maningo

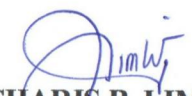
Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Teach service physical education and major subjects	Students must pass the subject	August 2021	January 2022	January 2022	Impressive	Very satisfactory	no failed students
3	Advice BPED major students	Students to be guided graduate on time	August 2021	January 2022	January 2022	Impressive	Very satisfactory	Attend to students concerns especially with academic, and Facilitate student enrollment.
5	Conduct Approved IHK Extension Project	Revise and conduct approved extension proposal due to pandemic (Covid-19) through DYDC-FM 104.7 Radio.	August 2021	January 2022	January 2022	Impressive	Very satisfactory	On-going
6	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	August 2021	January 2022	January 2022	Impressive	Outstanding	Actual attendance/participation and Online participation
7	Attend mandated and essential trainings/seminar/ workshop	Faculty development and professional growth	August 2021	January 2022	January 2022	Impressive	Outstanding	Have attended

8	Develop student assessment and evaluation tool	Checking of student output and make a report (grade)	August 2021	January 2022	January 2022	Impressive	Outstanding	Well prepared
9	Submit reports and other requirements	Submit Extension Project Report, Guidance-based Facilitator's Report, Updated DTR, IPCR, PMF, FDP, and others	August 2021	January 2022	January 2022	Impressive	Outstanding	Have complied

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

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

Prepared by:

  
**CHARIS B. LIMBO**  
 Director, IHK



## EMPLOYEE DEVELOPMENT PLAN

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

Performance Rating: Outstanding

Aim: To continue the conduct of IHK Extension Program with those barangays with MOA.

Proposed Intervention to Improve Performance:

We will have to add more ways/means of encouragement for the participants to continuously attend the training.

Date: July P2022

Target Date: July 2022

First step:

- Constant communication with the participants.

Result:

- Understand better the goals and objective of the extension program.

Date: August 2022

Next Step:

- Replicate the extension program to other neighboring barangays.

Outcome:

- Continued extension project.

Final Step/Recommendation:

- Submit report to OVPRE

Prepared by:

**CHARIS B. LIMBO**  
Director, IHK

Conforme:

**LYNDON L. MANINGO**  
Extension Coordinator, IHK