

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

Recommending Approval:


VICTOR B. ASIO
Dean/Director

Approved:


BEATRIZ S. DELONIAS
Vice President

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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, am 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 2018.


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 218, Communication and Culture; 300	9.01	11.27	5.0	5.0	5.0	5.0	TAUGHT 1 GRADUATE SUBJECT
		Number of MS DevCom students graduated on time	As the department 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	With final approval on their theses as the department head	10.00	25.00	5.0	5.0	5.0	5.0	BSDC GRADUATES
		PI8a. Number of students advised				5.0	5.0	5.0	5.0	
		On thesis/	As the department head	10.00	25.00	5.0	5.0	5.0	5.0	GRADUATED IN THEIR BS

		PI 8b. Number of Student organizations Advised/ Assisted				5.0	5.0	5.0	5.0	
		<i>Individuals</i>	As Department-based guidance facilitator	40.00	100.00	5.0	5.0	5.0	5.0	
		PI 9. Number of instructional materials developed				5.0	5.0	5.0	5.0	
		<i>New syllabi</i>	DevC 122, 134, 141	2.00	4.00	5.0	5.0	5.0	5.0	
		<i>New Powerpoint lecture presentation (per course)</i>	DEVC218	2.00	3.00	5.0	5.0	5.0	5.0	
		<i>Revised Powerpoint lect. presentation (per course)</i>	DevC 122, 134, 141; DEVC 213, 214, 299	2.00	6.00	5.0	5.0	5.0	5.0	
Total Rating for Instruction									55.0	
Average Rating for Instruction									5.0	
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>	In-house review of CAFS	1.00	2.00	5.0	5.0	5.0	5.0	
		PI 3. Number of research projects conducted and/or completed on schedule	IEC Materials Production Project funded by DA-YRRP	1.00	3.00	5.0	5.0	5.0	5.0	
		PI 4. Number of research proposals submitted	to LGU-Sogod & ATI-RTC8	1.00	2.00	5.0	5.0	5.0	5.0	
		PI 5. Percent of research proposals approved	DA-YRRP	1.00	2.00	5.0	5.0	5.0	5.0	
		PI 6. Amount of research money generated from external funding (Thousand PHP)	IEC PROJECT	500,000.00	2,400,000.00	5.0	5.0	5.0	5.0	

		PI 7. Amount of research money generated from institutional funding (Thousand PHP)								
Total Rating for Research									25.0	
Average Rating for Research									5.0	
OVPI MFO 4: Extension Services										
4	Extension Services	PI 1. Number of person-days trained weighted by length of training	FOR DA-ATI-RTC8	5.00	20.00	5.0	5.0	5.0	5.0	
		PI 2. Number of IEC materials like radio plugs produced	Edited all radio plugs aired at DYDC-FM; DISASTER ALISTO TIPS, NO TO FAKE NEWS OR TROLLS, NOT TO PLAGIARISM, PROPER BUDGETING, RIGHT WAY IN CROSSING THE HIGHWAY, ON ENVIRONMENT, BROWN RICE, ETC.	10.00	20.00	5.0	5.0	5.0	5.0	AIRED AT DYDC-FM
		PI 3. Number of beneficiaries served				5.0	5.0	5.0	5.0	
		Groups	6 LGUs in Baybay, LGU-Sogod, LGU-Liloan, LGU-San Francisco, LGU-San Ricardo, Abaca Coalition	5.00	11.00	5.0	5.0	5.0	5.0	
		Individuals	Abaca, rice, vegetable, rootcrop farmers	100.00	500.00	5.0	5.0	5.0	5.0	
		PI 4. Number of extension projects conducted and/or completed on schedule	with CHED-COD, ABACA COALITION		2.00	5.0	5.0	5.0	5.0	
		PI 7. Amount of extension money generated from external funding (Thousand PHP)	with CHED-COD	1,000,000.00	1,500,000.00	5.0	5.0	5.0	5.0	

		PI 8. Amount of extension money generated from institutional funding (Thousand PHP)	from ATI-RTC8 & NAFES through CAFS	100,000.00	550,000.00	5.0	5.0	5.0	5.0	
OVPI MFO 5: Support to Operations						5.0	5.0	5.0	5.0	
5	Support to Operations	PI 1. Number of seminars/trainings/conventions/workshops coordinated for the entire university	Abaca summit, PSAI, CHED-COD, GAD, DBGF, etc.		5.00	5.0	5.0	5.0	5.0	
		PI 2. Number of in-house seminars/trainings/workshops/reviews conducted	College of Forestry as extension reviewer		1.00	5.0	5.0	5.0	5.0	
	NEW INITIATIVES/BEST PRACTICES									
	GOT THE SECOND CHED-COD AWARD FROM CHED WITH PROJECT FUNDING AND A PLAQUE OF RECOGNITION	NATIONAL	ALL DDC FACULTY	500,000.00	1,330,000.00	5.0	5.0	5.0	5.0	AWARD RECEIVED AT CHED HEADQUARTERS
	GRANTED THE REQUEST FOR THE VSU COUNTERPART ON THE CHED-COD FUNDS TO BUY HIGH-POWERED DYDC-FM TRANSMITTER	INSTITUTIONAL	ALL DDC FACULTY	500,000.00	2,000,000.00	5.0	5.0	5.0	5.0	2 MILLION PESOS APPROVED BY THE BOARD OF REGENTS
	PASSED THE AACCUP LEVEL 3 PHASE 2 ACCREDITATION	NATIONAL	ALL DDC FACULTY	1.00	1.00	5.0	5.0	5.0	5.0	BSDC AS AACCUP LEVEL 3 PHASE 2 ACCREDITED
	HOSTED THE PACE NATIONAL CONFERENCE AT VSU	NATIONAL	ALL DDC FACULTY	1.00	1.00	5.0	5.0	5.0	5.0	WITH 60 PARTICIPANTS FROM THE DIFFERENT SUCS IN THE COUNTRY

	FOUR DDC FACULTY HEADED VARIOUS UNITS IN THE UNIVERSITY: DDC & DYDC, INTERNATIONAL AFFAIRS OFFICE & CCE/URC, QUALITY ASSURANCE CENTER & MMDC/OPO/VPP, VICAARP-KMU, INFO OFFICE, VIFARD	INSTITUTIONAL	CRAGABRILLO, RSRAVOSO, EGCAGASAN & WTALESNA	3.00	12.00	5.0	5.0	5.0	5.0	WITH MORE THAN 30 STAFF SUPERVISED
	GRANTED THE REQUEST FOR THE CONSTRUCTION OF THE ADE 2ND FLOOR FOR MORE DDC CLASSROOMS & FACULTY ROOMS	INSTITUTIONAL	OVPAF/OP	4,000,000.00	10,000,000.00	5.0	5.0	5.0	5.0	CONSTRUCTION ON-GOING
	SIGNED A MOA WITH LGU-SOGOD FOR THE APPROVED COMMUNICATION COMPONENT OF THE ABACA REHAB PROJECT	LGU-LED	CRAGABRILLO VSU PRESIDENT LGU-SOGOD	100,000.00	700,000.00	5.0	5.0	5.0	5.0	HIRED 1 SRA FOR THE ONE-YEAR PROJECT
	DESIGNATED AS CHAIRPERSONS IN UNIVERSITY STANDING COMMITTEES	INSTITUTIONAL	ALL DDC FACULTY	30.00	50.00	5.0	5.0	5.0	5.0	PUBLICITY, DOCUMENTATION, STRATEGIC PLANNING, ETC.
	STRENGTHENED LINKAGES WITH OTHER SUCS OFFERING DEVCOM & FUNDING AGENCIES	INSTITUTIONAL REGIONAL NATIONAL	ALL DDC FACULTY	5.00	20.00	5.0	5.0	5.0	5.0	AAACU BIENNIAL CONFERENCE, ETC.
Total Rating for Extension									100.0	
Average Rating for Extension									5.0	
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	0.00	2.00	5.0	5.0	5.0	5.0	
		PI 2. Number of management meetings conducted	for DDC & DYDC-FM	5.00	30	5.0	5.0	5.0	5.0	

		PI 3. Number of documents evaluated and approved	for both offices	500	1,500	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	25.00	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	100% no complaint
		PI 9. Additional Outputs								
Total Rating for Administration									35.0	
Average Rating for Admin									5.0	
									215.000	
Total Over-all Rating										
Adjectival Rating									OUTSTANDING	

Average Rating (Total Over-all rating)			215.00	Comments and Recommendations for Development Purpose <i>needs to publish papers in peer-reviewed journals</i>
Additional points:				
Approved additional points				
FINAL RATING			5.00	
ADJECTIVAL RATING			OUTSTANDING	

Evaluated and Rated by:

[Signature]
VICTOR B. ASIO

Dean/Director

Date: _____

Recommending Approval:

[Signature]
BEATRIZ S. BELONIAS

Vice Pres. for Instruction

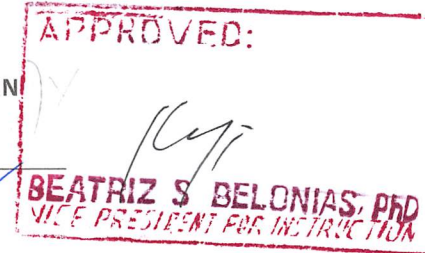
Date: _____

Approved by:

[Signature]
EDGARDO E. TULIN

President

Date: _____



- 1 - Quality
- 2 - Efficiency
- 3 - Timelines
- 4 - Average

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **CHRISTINA A. GABRILLO**

Performance Rating: **OUTSTANDING**

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

Proposed Interventions to Improve Performance:

Date: July 2018 Target Date: December 2018

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 2018 Target Date: December 2018

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
Faculty/Staff

W. J. [unclear]

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 DEVC213, DEVC214, DEVC218 and DEVC299 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 2018	December 2018	December 2018	Very Impressive	Outstanding	Great job!
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 BS and MS students graduated on time.	July 2018	December 2018	December 2018	Very Impressive	Outstanding	Great job!

3	Serve as head to the DEVCOM department and station manager of DYDC-FM.	Expected deliverables of the 2 offices are met.	July 2018	December 2018	December 2018	Very Impressive	Outstanding	Great job!
4	Act as secretary to the regional ABACA COALITION.	Done minutes of the meetings, position papers	July 2018	December 2018	December 2018	Very Impressive	Outstanding	Great job!
5	Conduct research and extension activities in IEC project in support to YRRP and present papers in scientific conferences.	Research and extension activities undertaken and papers presented.	July 2018	December 2018	December 2018	Very Impressive	Outstanding	Great job!

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

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

Prepared by:


VICTOR B. ASIO
 CAFS Dean