

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**


Name of faculty Member: FLORIFE A. GATCHALIAN

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x 3)
1. Instruction			
a. Head/Dean (100%)		5.0 x 50% = 2.50	
b. Students		4.0 x 50% = 2.00	
Total for Instruction	75%	4.50	3.38
2. Research			
a. Client/Dir. For Research			
b. Dept. Head/Center Director (100%)		5.0 x 100% = 5.0	
Total for Research	5%	5.0	.25
3. Extension			
c. Client/Dir. For Extension			
d. Dept. Head/Center Director (100%)		5.0 x 100% = 5.0	
Total for Extension	10%	5.0	.50
4. Admin Support Services	10%	5.0	.50
TOTAL	100%		4.63

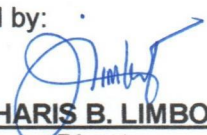
EQUIVALENT NUMERICAL RATING: 4.63
 Add: Additional Points, if any:
 TOTAL NUMERICAL RATING: 4.63

ADJECTIVAL RATING: Outstanding

Prepared by:


FLORIFE A. GATCHALIAN
 Name of Faculty

Reviewed by:


CHARIS B. LIMBO
 Director

Recommending Approval:


BAYRONS J. BARREDO
 College Dean


Approved:



BEATRIZ S. BELONIAS
 Vice-President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, FLORIFE A. GATCHALIAN, a faculty member of the DEPARTMENT OF EDUCATION commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January - June 2021.


FLORIFE A. GATCHALIAN
Instructor III
Date: July 15, 2021

Approved: 
CHARIS B. LIMBO
Department Head
Date: 07-20-21

MF O No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishmen t	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		1.33	1.95	5	5	5	5.00	Phed 209
	PI 8: Number of graduate students advised *		Grad	10	27	5	5	5	5.00	Academic Adviser
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1	5	5	5	5.00	Processing of clearance
		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	10	27	5	5	5	5.00	Enrollment Processing
	PI 9: Number of instructional materials developed *	A5 . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	1	1	5	5	5	5.00	Phed 209 Sport Psychology

25/5

On-line ready courseware		Prepares instructional module/laboratory guide/workbook or a combination thereof	1	1	5	5	5	5.00	Phed 209 Sport Psychology
Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	11	5	5	5	5.00	Power point and modules
Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	7	5	5	5	5.00	Learning Tasks, midterm and final examination
A 7 : Number of virtual classroom created and operational		Creates virtual classroom using either Moodle or Google Classroom	1	1	5	5	5	5.00	Phed 209 Sport Psychology
PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES									
OVPI UMFO 3. Higher Education Management Services									
PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	15.6	16.95	5	5	5	5.00	(2) Phed 122 and (2) Phed 134
	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	4	5	5	5	5.00	(2) Phed 122 and (2) Phed 134
	A11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with	1	1	5	5	5	5.00	Phed 13 (Volleyball)
	A12. Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5.00	Writeshop on Preparation of Licensure Examination for Professional Teachers Review Material
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught							
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab							
	A15. Number of lab reports, term papers and learning tasks checked and graded	Checks lab reports and term papers submitted as required	10	14	5	5	5	5.00	Learning Tasks, midterm and finals
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	20	45	5	5	5	5.00	BPEd SS Academic Adviser

50/10

		A17. 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							
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	50	55	5	5	5	5.00	Phed 122, Phed 134 and Phed 209 (online Group Chat)
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	5	5.00	Bachelor of Physical Education Student Society
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	3	5	5	5	5.00	BPEdSS Formulation of Constitution and By laws, Tabang-Viscan, and USSC meeting Baybay
	PI 10: Number of instructional materials developed *	A21: Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	2	5	5	5	5.00	Phed 122 and Phed 134
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	20	5	5	5	5.00	Power point and modules
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	20	24	5	5	5	5.00	All Module Learning tasks, midterm and final exam
		A24: Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	2	5	5	5	5.00	(1)Phed 122 and (1)Phed 134
	PI 11. Additional outputs	A25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional							

33/7

110/22
= 5.0

		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. 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							
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year							
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within	Writes publishable materials out of research outputs and submits for publication							
		<i>In refereed int'l journals</i>		0	1	5	5	5	5.00	Journal of Indonesian Physical education and Sports
		<i>In refereed nat'l/regional journals</i>								
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implemenation							
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		A 33. 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							

		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. 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	6	6	5	5	5	5.00	Brgy. Gabas, Brgy. Pangasugan, Brgy. Guadalupe, Brgy. Marcos, Brgy. San Agustin, Brgy. Bunga
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	16	4090	5	5	5	5.00	376-Participants of Webinar Series on Indeginous, Games, Sports and Dance, Webinar Series on Diet and Nutrition, Kinetika Radio Program
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects	1	2	5	5	5	5.00	Langoy sa Kaluwasan and Kinetika Radio Program
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. 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	95%	100%	5	5	5	5.00	Participants of Webinar Series on Indeginous, Games, Sports and Dance, Webinar Series on Diet and Nutrition, Kinetika Radio Program
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor								
	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								

	Convenor/Organizer	Convenor/Organizer		8	16	5	5	5	5.00	Webinar Series on Safeguarding Culture at the Grassroots: Working with local and indigenous cultural communities in the Philippines, The Roles of Philippine Games and the University: Challenges and Opportunities Amidst the Pandemic , Paligsahan sa IHK, Virtual Varsity Awards, Dagan Ghorl, Thanksgiving Mass, Usapang 45th with IHK Directors, Pride of IHK , Mga Juana sa IHK, Biggest Loser VSU Edition, Viscans, Managan Ta!, Sikad, Abante VSU!, Homecoming Virtual Run, Virtual Dance Fitness, Webinar Series on Diet and Nutrition
	Consultancy	Consultant								
	Evaluator	Evaluator								
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
UMFO 5. SUPPORT TO OPERATIONS										
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*	A 44. 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						
	A 45. 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								
UMFO 6. General Admin. & Support Services (GASS)									
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint					
PI 3: Additional Outputs	A 47. 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							
Revised Varsity Sports Program			0	1	5	5	5	5.00	Revised Varsity Sports Program to fit in the New Normal
Proposed Events for the for VSU Centennial Cup			0	1	5	5	5	5.00	Artiga, Maningo, Cerna. Gatchalian, Aberilla, Varron, Limbo, Tabudlong
Submit budget Proposal of sports program			0	4	5	5	5	5.00	Sikad, Abante VSU, Dagan Ghorl, Biggest Loser, Viscans, Managan Ta!
Updated Webpage Content and Structure			0	1	5	5	5	5.00	Artiga, Maningo, Cerna. Gatchalian, Aberilla, Varron, Limbo, Tabudlong
	A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
Total Over-all Rating					160	160	160		
Average Rating		5.0			5	5	5		
Adjectival Rating									
Average Rating (Total Over-all rating divided by 4)		5.0			Comments & Recommendations for Development Purpose:				

Average Rating (Total Over-all rating divided by 4)	5.0	Comments & Recommendations for Development Purpose: <i>Dependable & hardworking faculty.</i>
Additional Points		
Approved Additional Points (with copy of approval)		
Final Rating		
Adjectival Rating	Outstanding	

Evaluated & Rated by:



CHARIS B. LIMBO

Department Head

Date: *07-30-21*

Recommending Approval



BYRON S. BARREDO

Dean, College of Education

Date: *7-30-21*

Approved by:



BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: *9/8/21*

Exhibit I

Name of Employee: Florife A. Gatchalian

Performance Monitoring Form

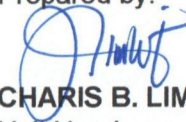
Task No.	Task Description	Expected Output	Date Assigned	Expected date to Accomplish	Actual Date Accomplished	Quality of Output	Over-All Assessment of Output	Remarks/ Recommendations
1	Teach the importance of Indigenous/Traditional games, Importance of sports psychology in competition and training.	Students to learn the importance of reinvention of ITSG and the importance of sport psychology during sports competition and training.	January 2021	May 2021	June 2021	Very impressive	Outstanding	Tasks were accomplished
2	Creation of Learning Guides in different assigned courses and power points	Students to have an access of the learning modules and power points when uploaded to moodle/vsu ee.	January 2021	February 2021	March 2021	Very impressive	Outstanding	Tasks were accomplished
3	Creation of Moodle/VSUEE virtual classroom	Students to be able to learn, discuss, ask for clarification on the different subject matter tackled	January 2021	February 2021	February 2021	Very impressive	Outstanding	Tasks were accomplished
4	Check and compute the learning outputs of students	Check and graded the outputs of students	January 2021	May 2021	June 2021	Very impressive	Outstanding	Tasks were accomplished

5	Graduate and BPED adviser	Assist students in arranging subjects and clearance processing	January 2021	May 2021	June 2021	Very impressive	Outstanding	Tasks were accomplished
---	---------------------------	--	--------------	----------	-----------	-----------------	-------------	-------------------------

*Either very impressive, impressive, needs improvements, poor, very poor

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

Prepared by:



CHARIS B. LIMBO
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **FLORIFE A. GATCHALIAN**

Performance Rating: Outstanding

Aim: To provide knowledge and instill in the mind students the importance of reinventing the Indigenous/Traditional Sport and Games.

Proposed intervention to appreciate the value of ITSG: Share a created learning material and videos on the different ITSG which enhances the appreciation of students on ITSG of the indigenous People of the Philippines.

Date: January 2021

Target Date: June 2021

First Step: Share the learning material and videos to Bachelor of Physical Education students. Let them study the materials.

Result: Let them experience playing the ITSG while following the IATF health protocols

Date: January 2021

Target Date: June 2021

Next Step: Submit a compilation of ITSG of the different regions of the Philippines

Outcome: BPED students will learn to appreciate the importance of ITSG in the life of the Indigenous People and the value of revitalizing ITSG in the promotion of culture and well-being.

Final Step/Recommendation:

Include indigenous/sports and traditional games in intramural games and other sporting activities.

Prepared by:



CHARIS B. LIMBO
IHK Director

Conforme:



FLORIFE A. GATCHALIAN
Faculty