

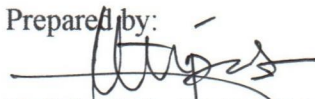
Exhibit K

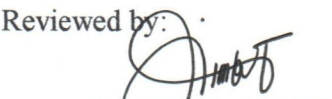
SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

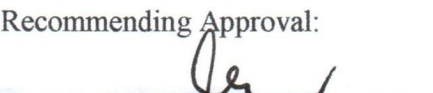
Name of Faculty Member: VICENTE B. ANTIPASO


Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x 3)
I. Instruction			
a. Head/Dean (50%)		5.0 x 50% = 2.50	
b. Students (50%)		5.0 x 50% = 2.50	
Total for Instruction	75 %	5.0	3.75
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. Support to Operations	15%	5.0	.75
TOTAL	100%		4.75

Equivalent numerical rating 4.75
Add: additional Points if any: _____
Total Numerical Rating: 4.75
Adjectival rating: OUTSTANDING

Prepared by: 
VICENTE B. ANTIPASO
Name of Faculty

Reviewed by: 
CHARIS B. LIMBO
Director

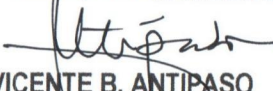
Recommending Approval:

ALELI A. VILLOCINO
College Dean

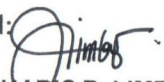
Approved: 
BEATRIZ S. BELONIAS
Vice-President for Instruction

Visayas State University
INSTRUCTION
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, VICENTE B. ANTIPASO, 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 July –December 2019.


VICENTE B. ANTIPASO
Ratee

Approved: 
CHARIS B. LIMBO
Director, IHK
Date: 01-29-2020

MFO No.	MFO Description	Success Indicator (SI)	Task Assigned	Target	Rating				Remark
					Actual Accomplishment	Quality	Efficiency	Timeliness	
UMFO 1: Advanced Education Services									
OVPI MFO 1. Graduate Degree Program Management Services									
	PI 2: Total FTE		Total FTE						
OVPI MFO 2. Graduate Student Management Services									
	PI 4: Number of graduate students advised		Acted as adviser to graduate students	4	4	5	5	5	5
UMFO 2. Higher Education Services									
OVPI MFO 1. Curriculum Program Management Services									
	PI 1: Total FTE		Total FTE (Phed 11, 13, Phed 101, PrEd 200a)	25	27.25	5	5	5	5
	PI 3: Number of existing curriculum proposal subjected to evaluation and compliant to CMO		Revised undergraduate Course Outline & Syllabus compliant to CMO (Phed 11, 13 & Phed 101)	3	3	5	5	5	5
			Revised graduate Course Outline & Syllabus compliant to CMO (Sports Psychology)	2	2	5	5	5	5

OVPI MFO 2. Student Management Services									
	PI 8: Number of undergraduate students advised								
	P12: Number of university committees/boards/council chaired & coordinated	Coordinated university/institute's activities: Faculty & Staff Sportsfest, University Intramural Games, Civil Service Month celebration	2	3	5	5	5	5	
	P17: Forged linkage outside of the university	Forged linkages with agencies outside the university: (Tennis Clubs; Phil Tennis Association, Leyte Chapter; Phil Track and Field Association, Reg. 8; LIGA ng mga Barangays)	3	3	5	5	5	5	
		Has been trained by TESDA in Capability Program for Prospective Lead Assessors in Lifeguard Services NC II and Lifeguard Services NC III	1	1	5	5	5	5	
	Awards Received	Champion Coach, Athletics Men, SCUAA 2019	1	2	5	5	5	5	
		Received Award of National Certificate (NC II) as First Lead Assessor of Region VIII in Lifesaving Services	1	1	5	5	5	5	
	Best practices/new initiatives	Organized the Inter-Club Tennis tournaments	2	3	5	5	5	5	
		Conducted try-outs in Varsity Athletics team	6	7	5	5	5	5	
		Trained VSU Athletics Team	18	21	5	5	5	5	
		Technical Consultant, SCUAA 2019	1	1	5	5	5	5	
		Conducted seminar-clinic in Athletics officiating and sports announcing for Student Intrams 2019	2	2	5	5	5	5	
		Organized Officiating Officials for Athletics, Intrams 2019	2	2	5	5	5	5	
		Acted as Tournament Manager in Athletics, Intrams 2019	1	1	5	5	5	5	
		Facilitated in the selection of SCUAA 2019 officiating officials and the purchase of standard sports equipment	2	2	5	5	5	5	
	Sub-Total							5.0	
UMFO 3. Research Services									
	Sub-Total							0.00	
UMFO 4. Extension Services									
	PI 3. Number of beneficiaries served								
	P1.4 Number of extension projects conducted and/or completed on schedule	Organized the 14 th Mayor's Cup in Tennis Championships in Baybay City	1	1	5	5	5	5	
	P1.5 Number of extension proposals submitted	Submitted proposal for Mountaineers Guide Workshop	1	1	5	5	5	5	
	P1.6 Percent of extension proposals approved	Proposal approved							
	Sub-Total							5.0	

UMFO 5. Support to Operations		Managed the Tennis Courts and submit monthly financial report to Cash Division	5	5	5	5	5	5	
		Managed the schedule in the use of the University Sports Facilities	10	10	5	5	5	5	
		Recommend Varsity Team Coaches for approval of the University President	30	40	5	5	5	5	
		Attended IHK regular, special and emergency meetings	3	10	5	5	5	5	
		Assisted in the University Civil Service Fun Run	60	110	5	5	5	5	
		Approved recommendations/endorsements renewal of appointments and hiring of faculty applicants	2	2	5	5	5	5	
Sub-Total								5.0	
Total Over-all Rating									
Average Rating									
Adjectival Rating									

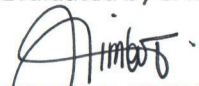
Average Rating (Total Over-All rating divided by 4)		5.0
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		
ADJECTIVAL RATING		5.0

Comments and Recommendations for Development Purposes

Prof. Antipaso's work ^{produced} is always of the highest quality. Congratulations!

Purpose:

Evaluated by & Rated by:


CHARIS B. LIMBO

Unit Head

Date: 01-29-2020

Recommending Approval:


ALEE A. VILLOCINO

College Dean

Date: _____

Approved:


BEATRIZ S. BELONIAS

Vice-President for Instruction

Date: _____


PERFORMANCE MONITORING FORMName of Employee: VICENTE B. ANTIPASO

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 and major courses	Deliver quality learning to students in the undergraduate program	July 2019	December 2019	December 2019	Very impressive	Outstanding	All students passed
2	Train and Coach Athletes for the Regional Meet	Produce winning athletes	July 2019	December 2019	December 2019	Very impressive	Outstanding	Able to produce Regional Champions.
3	Revise Course syllabus	Updated Course Syllabus	July 2019	August 2019	December 2019	Impressive	Very Satisfactory	Provide the office a copy of the revised course syllabus
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	July 2019	December 2019	December 2019	Impressive	Outstanding	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	July 2019	December 2019	December 2019	Very impressive	Outstanding	Responsible in all task assigned to

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

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

Prepared by:


CHARIS B. LIMBO

Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Prof. Vicente B. Antipaso**

Performance Rating: Outstanding

Aim: To improve performance of work

Proposed Intervention to Improve Performance:

Give a 99% time to assigned tasks

Date: 1st Semester 2019-2020

Target Date: 1st week of August, September and October 2019

First Step:

- To make new course outline and syllabus of all subjects taught in the 1st semester SY 2019-2020
- To write letter request to purchase swimming pool equipment and manpower for proper maintenance
- To conduct try-outs of different teams for varsity sports program

Result:

- Come-up with new course outline and syllabus
- OP requested IHK to come up with specific items and respective prices
- Coaches were able to come up with the list of members of their respective teams

Date: August 2019

Target Date: August- November 2019

Next Step:

Implement/adapt new course outline and syllabus to all subjects taught

All teams will start their trainings for SCUAA participation and tune-up games

Finalize the PR of equipment for the swimming pool

Outcome

All students are very receptive and attracted to the different class activities

Supply office are conducting canvas for equipment purchase

All teams are almost ready for SCUAA Competition and tune-up games

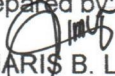
Final Step/Recommendation

Conduct evaluation of different class activities

Process the PO of equipment for the swimming pool

Compete in SCUAA Games and look for possible tune-up games

Prepared by:


CHARIS B. LIMBO

Director, IHK


Conformer: