

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Louie P. Gula (Instructor I)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	40	4.90	1.96
b. Students	40	4.38	1.75
Total for Instruction	80		3.71
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research	10	4.90	0.49
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	10	4.90	0.49
4. Administration			
5. Production	-		
TOTAL	100		4.69

EQUIVALENT NUMERICAL
RATING:

4.69

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:


4.69

ADJECTIVAL RATING:

OUTSTANDING

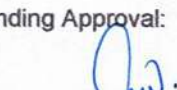
Prepared by:

Reviewed by:



LOUIE P. GULA
Name of Faculty


ANDREW A. MAZO
Director, IHK

Recommending Approval:


BAYRON S. BARREDO
Dean, College of Education


Approved by:



ROTACIO S. GRAVOSO
VP for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LOUIE P. GULA, a faculty member of the Institute of Human Kinetics commit to deliver and agree to be rated on the attainment of the following **accomplishments** in accordance with the indicated measures for the period January to June 2024.


LOUIE P. GULA
 Instructor I
 Date: July 10, 2024

Approved: 
ANDREW A. MAZO
 Department Head
 Date: July 11, 2024

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							
		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	20	25					
	PI9: Number of instructional materials developed *	<u>A5</u> . 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	5	10					
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	12	4.9	4.9	4.9	4.90	PhEd 12- Fitness Exercise, PhEd 14- Individual Sports, HOPE 2- Senior High School PE
		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 Moddle or Google Classroom							
	PI 10 . Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	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	10	44.7	4.9	4.9	4.9	4.90	PhEd 14- Individual Sports, Pred 191n - LET Review, CAEd 132 - RESEARCH 2- CULMINATING PROJECT, PrEd 154b - FIELD STUDY 2: PARTICIPATION AND TEACHING ASSISTANTSHIP, PrEd 153b - FIELD STUDY 1: OBSERVATIONS OF TEACHING-LEARNING IN ACTUAL SCHOOL ENVIRONMENT, CAEd 131 - RESEARCH 1- ARTS AND CULTURE RESEARCH, PhEd 156 - MUSIC IN THE K-12 CURRICULUM
	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	2	4.9	4.9	4.9	4.90	PhEd 14- Individual Sports, Pred 191n - LET Review, CAEd 132 - RESEARCH 2- CULMINATING PROJECT, PrEd 154b - FIELD STUDY 2: PARTICIPATION AND TEACHING ASSISTANTSHIP, PrEd 153b - FIELD STUDY 1: OBSERVATIONS OF TEACHING-LEARNING IN ACTUAL SCHOOL ENVIRONMENT, CAEd 131 - RESEARCH 1- ARTS AND CULTURE RESEARCH, PhEd 156 - MUSIC IN THE K-12 CURRICULUM

		A 11. <i>Number of INC forms with grade submitted within prescribed period</i>	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period							
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		A12 . Number of trainings attended related to instruction	Attend mandated trainings	2	3					
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	10	20	4.9	4.9	4.9	4.90	PhEd 14- Individual Sports, Pred 191n - LET Review, CAEd 132 - RESEARCH2-CULMINATING PROJECT, PrEd 154b - FIELD STUDY 2: PARTICIPATION AND TEACHING ASSISTANTSHIP, PrEd 153b - FIELD STUDY 1: OBSERVATIONS OF TEACHING-LEARNING IN ACTUAL SCHOOL ENVIRONMENT, CAEd 131 - RESEARCH 1- ARTS AND CULTURE RESEARCH, PhEd 156 - MUSIC IN THE K-12 CURRICULUM
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	20	4.9	4.9	4.9	4.90	PhEd 14- Individual Sports, Pred 191n - LET Review, CAEd 132 - RESEARCH2-CULMINATING PROJECT, PrEd 154b - FIELD STUDY 2: PARTICIPATION AND TEACHING ASSISTANTSHIP, PrEd 153b - FIELD STUDY 1: OBSERVATIONS OF TEACHING-LEARNING IN ACTUAL SCHOOL ENVIRONMENT, CAEd 131 - RESEARCH 1- ARTS AND CULTURE RESEARCH, PhEd 156 - MUSIC IN THE K-12 CURRICULUM

		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	50	71					
		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	10	50	4.9	4.9	4.9	4.90	Action Research
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO							
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student							
	PI 10: Number of instructional materials developed *	A 21 : 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							
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		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		A 23 : 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 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1						
	PI 11. Additional outputs	A 25. 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							
		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							

<u>PI 2.</u> Number of research outputs completed within the year *	<u>A 28.</u> Number of research outputs completed within the year *	Conducts and completes research oroject within the year		1	4.9	4.9	4.9	4.90	An Evaluative Study on The Relationship of Health and Skill- Related Physical Fitness Tests as a Pre-
<u>PI 3.</u> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<u>A 29.</u> Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							

		<i>In refereed int'l journals</i>								
		<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 scientific for a/conferences							
		<i>In int'l fora/conferences</i>		2	4.9	4.9	4.9	4.90	An Evaluative Study on The Relationship of Health and	
		<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 implementation							
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by								
		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	3	4.9	4.9	4.9	4.90	Journal for Learning and Development, Asian Journal of Education and Social Studies, Journal of Human Ecology and Sustainability, Academia Journal	
		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							
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	6						

	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects							
	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							
	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							
	<i>Research Mentoring</i>	<i>Research Mentor/ Sports Trainer</i>								
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelist/Coach</i>		2	4.9	4.9	4.90			Journal for Learning and Development, Asian Journal of Education and Social Studies, Journal of Human Ecology and Sustainability, Academia Journal
	<i>Resource Persons</i>	<i>Resource Persons/Coach of Different Sports</i>								
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>								

	Consultancy	Consultant								
	Evaluator	Evaluator			2	4.9	4.9	4.9	4.90	Action Research Panelist
	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	5%						

	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							
		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							
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients							
	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							


Average Rating (Total Over-all rating divided by 4)	4.90	Comments and Recommendations for Development Purposes <i>should pursue a higher degree program (PhD) in line with his current employment conditions.</i>
Additional Points		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING	4.90	
ADJECTIVAL RATING	OUTSTANDING	

Evaluated & Rated by: 

ANDREW A. MAZO

Department Head

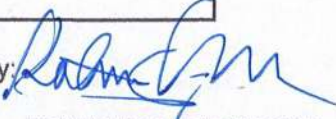
Date: July 10, 2024

Recommending Approval 

BAYRON S. BARREDO

Dean, College of Education

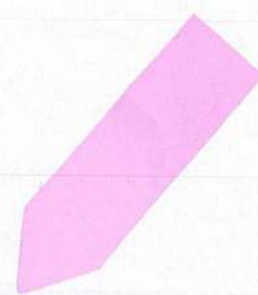
Date: July 11, 2024

Approved by: 

ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: 9/17/2024



PERFORMANCE MONITORING & COACHING JOURNAL

/	1st	Q U A R T E R
/	2nd	
	3rd	
	4th	

Name of Office: INSTITUTE OF HUMAN KINETICS

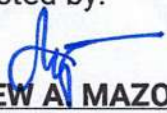
Head of Office: ANDREW A. MAZO

Number of Personnel: 32

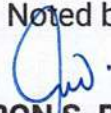
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Review and Finalization of the Institute and Individual Accomplishments (January – June 2024)		Faculty Meeting June 14, 2024			Each faculty finalize their IPCR Accomplishments (January – June 2024)
Coaching Review the needed support to facilitate the attainment of the Institute's targets (Jan-June 2024)		Faculty Meeting June 20, 2024			Submit a List of support needed to attain targets

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


ANDREW A. MAZO
Immediate Supervisor
Supervisor

Noted by:


BAYRON S. BARREDO
Next Higher

PERFORMANCE MONITORING FORM

Name of Employee: **LOUIE P. GULA**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Overall Assessment of Output**	Remarks/ Recommendation
1	Teach Pred 191n, CAEd 132, PrEd 154b, PrEd 153b, PrEd 191, CAEd 131, PhEd 14n, PhEd 156	Deliver quality learning to students in the undergraduate program	January 2024	June 2024	June 2024	Very impressive	Outstanding	
2	Develop ppt Pred 191n, CAEd 132, PrEd 154b, PrEd 153b, PrEd 191, CAEd 131, PhEd 14n, PhEd 156	A more comprehensive ppt presentation aligned to the syllabus	January 2024	June 2024	June 2024	Very Impressive	Outstanding	
3	Develop and create a Fitness test with normative data for Health and Skill-related Tests	Compiled the training menus with normative data and interpretations	January 2024	June 2024	June 2024	Very Impressive	Outstanding	
4	Develop evaluation and assessment tools to rate students' performance	Collect projects, assignments, check, develop rubrics to assess students in designing and creating modified games and activities with students with special needs	January- June 2024			Very impressive	Outstanding	
5	Attended research conferences in Physical Education to gain insights and knowledge in the field.	Gain experience, knowledge and inputs to be reechoed in the institute and improvement of its goals	January- June 2024			Very impressive	Outstanding	

7	Submit reports and other requirements	Sign DTRs, submit grade sheets	January- June 2024	Very Impressive	Outstanding	
9	Facilitated and organized different activities for the university and the IHK. <ul style="list-style-type: none"> • Salingkusog 2023 • PASUC 8 Culture and Arts Festival 2023 • RSCUAA8 2023 • Student Internship Orientation • Student Internship Pinning Ceremonies • Student-Led Community Outreach • Conducted a organizational Sports camp in preparation of Intramurals and SCUAA 	<ul style="list-style-type: none"> • Coordinated with the different key persons for the success of the accommodation • Acted as an organizer and facilitator for the success of the event. 	January- June 2024	Very Impressive	Outstanding	

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

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

Prepared by:


ANDREW A. MAZO

Unit Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **LOUIE P. GULA**

Performance Rating: Outstanding

Aim: To come up with research proposals and projects relevant in the department and in the university as a whole targeting the SDG's specifically in education and health and well-being

Proposed Interventions to Improve Performance: Evaluations and Monitoring

Date: January 2024 Target date: June 2024

First Step:

- Conduct evaluations
- Gather all the responses for improvements and developments

Result:

- Enhanced conduct of the research activities

Date: January 2024 Target date: June 2024

Next Step:

- Make amendments on the suggested programs


Outcome:

- Targeting performance-based or skill-related research outputs


Final Step/Recommendation:

Develop more research papers and publish in reputable journals

Prepared by:


ANDREW A. MAZO
Unit Head

Conforme:


LOUIE P. GULA
Name of Ratee Faculty/Staff



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: GULA, LOUIE P.

Department: Institute of Human Kinetics

College: College of Teacher Education

	Course No. & Descriptive Title	Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
PrEd 131	BUILDING AND ENHANCING NEW LITERACIES ACROSS THE CURRICULUM	LEC	5.00	Outstanding	100.0%
TEGr 111	TEACHING MUSIC IN THE ELEMENTARY GRADES	LEC	4.00	Very Satisfactory	80.0%
PhEd 11n	MOVEMENT ENHANCEMENT	LEC	4.00	Very Satisfactory	80.0%
PhEd 11n	MOVEMENT ENHANCEMENT	LEC	5.00	Outstanding	100.0%
PhEd 13n	PHYSICAL ACTIVITIES TOWARDS HEALTH AND FITNESS I	LEC	4.00	Very Satisfactory	80.0%
CAEd 111	PRIN.&PRACTICE(MUSIC OVERVIEW)-THE PHILO.&HISTORICAL FOUNDATIONS OF CREATIVE EXPRESSIONS IN SOUND-I	LEC	4.00	Very Satisfactory	80.0%
PhEd 13n	PHYSICAL ACTIVITIES TOWARDS HEALTH AND FITNESS I	LEC	4.00	Very Satisfactory	80.0%
PhEd 13n	PHYSICAL ACTIVITIES TOWARDS HEALTH AND FITNESS I	LEC	5.00	Outstanding	100.0%
Average Rating			4.38	Very Satisfactory	87.50%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory(S)

3.50 – 4.49 Very Satisfactory(VS)

4.50 – 5.00 Outstanding(O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: May 08, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 08, 2024

Received by:

GULA, LOUIE P.

Name and Signature of Faculty

Date: 5-8-24

Distribution of copies: ODIE, College, Department, Faculty

Vision: A globally competitive university for science, technology, and environmental conservation.

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.