

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%)		5.0x50%= 2.50	
b. Students (50%)		5.0x50% = 2.50	
Total for Instruction	45%	5.0	2.25
2. Research			
a. Client/Dir. for Research (50%)		5.0x 50% = 2.50	
b. Dept. Head/Center Director (50%)		5.0x 50% = 2.50	
Total for Research	30%	5.0	1.50
3. Extension			
a. Client/Dir. for Extension (50%)		5.0x 50% = 2.50	
b. Dept Head/Center Director (50%)		5.0x 50% = 2.50	
Total for Extension	15%	5.0	0.75
4. Administration	10%	5.0	0.50
TOTAL			5.00

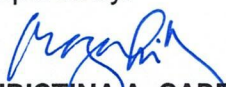
EQUIVALENT NUMERICAL RATING: 5.00

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 5.00

ADJECTIVAL RATING: **OUTSTANDING**


Prepared by:


CHRISTINA A. GABRILLO
Name of Faculty

Recommending Approval:



VICTOR B. ASIO
College Dean

Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Dr. Christina A. Gabrillo**, of the **Department of Development Communication** commits to deliver and agreed to be rated on the attainment of the following **accomplishments** in accordance with the indicated measures for the period **July-December 2023**.


CHRISTINA A. GABRILLO
 Ratee
 8-8-2024

Approved: 
VICTOR B. ASIO
 Department Head, DDC
 8-9-2024

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO 1. GRADUATE STUDENT MANAGEMENT SERVICES									
Total FTE coordinated, implemented & monitored*	PI 1. Actual Faculty's FTE	Handles subjects/courses assigned	.70	5.33	5	5	5	5	DEVC210, DEVC218, DEVC245 subjects
Number of graduate students advised *	PI 2. Number of students advised	Acts as academic adviser to graduate students	1	6	5	5	5	5	Academic and thesis advisees
	PI 3. Number of students advised on thesis/special problem/dissertation								
	3.1 As GAC Chairman/Member	Advises and corrects research outline and/or thesis/SP/ dissertation manuscript	1	2	5	5	5	5	Thesis advisees
	PI 4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	1	6	5	5	5	5	Academic and thesis advisees
Number of instructional materials developed *	PI 5. Number of on-line ready courseware developed and submitted for review	Converts the existing instructional materials into flexible learning systems							DEVC210, DEVC218, DEVC245 subjects
	5.1 On-line ready courseware	Prepares Instructional	1	3	5	5	5	5	DEVC210, DEVC218, DEVC245 subjects

[illegible]


Zero percent complaint from clients served	PI 21. Customarily friendly frontline services	Provides customer friendly frontline services to clients	100% zero compliant	100% zero compliant	5	5	5	5	As DDC Head
Total Rating for GASS								25	
Average Rating for GASS								5.0	
Total Over-all Rating								110	

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


Comments & Recommendations for Development Purpose:

Excellent job!


Evaluated & Rated by:


VICTOR B. ASIO
 Immediate Supervisor
 Date: 8-9-2024

Recommending Approval:


VICTOR B. ASIO
 Dean/Director
 Date: 8-9-2024

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date: 8-9-2024

PERFORMANCE MONITORING FORM


Name of Employee: **DR. 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	Continue to conduct classes undergraduate and graduate subjects and check exams and requirements; submit grades	Very Satisfactory to Outstanding teaching performance as evaluated by students.	August 2023	December 2023	December 2023	Very impressive	Outstanding	Keep it up!
2	Update Syllabi and PowerPoints presentations of her classes and teach those subjects.	Very Satisfactory to Outstanding teaching performance as evaluated by students.	August 2023	December 2023	December 2023	Very Impressive	Outstanding	Keep it up!
3	Serve as DDC Head	Expected deliverables of the office are met.	January 2023	December 2023	December 2023	Very Impressive	Outstanding	Keep it up!
4	Conduct research and extension activities and present papers in RDE reviews and/or scientific conferences.	Research and extension activities undertaken and papers presented.	January 2023	December 2023	December 2023	Very Impressive	Outstanding	Keep it up!

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

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

Prepared by:


VICTOR B. ASIO
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

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

Performance Rating: **OUTSTANDING**

Aim: To maintain, if not improve, outstanding performance in instruction, research, extension and administration

Proposed Interventions to Improve Performance:

Date: **July 2023**

Target Date: **December 2023**

First Steps:

1. Attend trainings intended to enhance instruction, research, extension and administration skills
2. Continue to implement research and extension projects
3. Write articles for possible publication in refereed journals

Results

1. Enhanced capabilities to:
 - a. Prepare OBE syllabi and instructional materials that can be used for the flexible learning system implemented by VSU during this pandemic
 - b. Facilitate students learning under the new learning modality
2. Participated in the implementation of research and extension projects
3. Wrote drafts of scientific articles and submitted for publication in refereed journals

Date: **January 2024**

Target Date: **June 2024**

Next Step:

1. Continue preparing learning materials and for the courses taught during the semester;
2. Continue implementing research and extension projects;
3. Write research reports for presentation in the VSU In-house Research Review
4. Continue writing research papers for possible publication in refereed journals
5. Coordinate ISO certification and AACUP accreditation activities of the university

Outcomes:

1. Enhanced implementation of the instruction-related activities under the new normal;

2. Continued implementation and monitoring of research and extension projects despite the limitation imposed by the COVID-19 pandemic;
3. Professional advancement and self-satisfaction
4. Drafts of scientific articles written and ready for submission to refereed journals

Final Step/Recommendation

1. Continue the preparation of learning materials for the flexible learning system implemented by VSU under the new normal;
2. Continue the conduct of research and extension projects, and use knowledge generated in R & E as input to enhance instruction.
3. Continue writing articles for publication in refereed journals.

Prepared by:


VICTOR B. ASIO
Department Head

Conforme:


CHRISTINA A. GABRILLO
Name of Ratee Faculty/Staff