

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **ISABELLE MAE J. AMORA**

| Program Involvement<br>(1)             | Percentage<br>Weight of<br>Involvement<br>(2) | Numerical Rating<br>(Rating x%)<br>(3) | Equivalent<br>Numerical<br>Rating<br>(2x3) |
|----------------------------------------|-----------------------------------------------|----------------------------------------|--------------------------------------------|
| 1. Instruction                         |                                               |                                        |                                            |
| a. Head/Dean (50%)                     |                                               | $4.80 \times 50\% = 2.40$              |                                            |
| b. Students (50%)                      |                                               | $4.07 \times 50\% = 2.04$              |                                            |
| Total for Instruction                  | 45%                                           | 4.44                                   | 2.0                                        |
| 2. Research                            |                                               |                                        |                                            |
| a. Client/Dir. For Research (50%)      |                                               | $4.70 \times 50\% = 2.35$              |                                            |
| b. Dept. Head/Center Director<br>(50%) |                                               | $4.70 \times 50\% = 2.35$              |                                            |
| Total for Research                     | 30%                                           | 4.70                                   | 1.41                                       |
| 3. Extension                           |                                               |                                        |                                            |
| a. Client/Dir. For Extension (50%)     |                                               | $5.0 \times 50\% = 2.50$               |                                            |
| b. Dept Head/Center Director<br>(50%)  |                                               | $5.0 \times 50\% = 2.50$               |                                            |
| Total for Extension                    | 15%                                           | 5.00                                   | 0.75                                       |
| 4. Administration                      | 10%                                           | 5.00                                   | 0.50                                       |
| <b>TOTAL</b>                           |                                               |                                        | <b>4.66</b>                                |

EQUIVALENT NUMERICAL RATING: 4.66


Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.66

ADJECTIVAL RATING:

**OUTSTANDING**

Prepared by:

  
**ISABELLE MAE J. AMORA**  
Name of Faculty


Reviewed by:

  
**CHRISTINA A. GABRILLO**  
Department Head

Recommending Approval:


  
**VICTOR B. ASIO**  
Dean/Director

Approved:

  
**BEATRIZ S. BELONIAS**  
VP for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ISABELLE MAE J. AMORA**, a faculty member of the **DEPARTMENT OF DEVELOPMENT COMMUNICATION** commit to the deliver and agreed to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **JANUARY TO JUNE 2021**.

  
**ISABELLE MAE J. AMORA**  
 Instructor I

Date: \_\_\_\_\_

Approved:   
**CHRISTINA A. GABRILLO**  
 Department Head

Date: \_\_\_\_\_

| MFO No.                           | Description of MFO's/PAPs              | Success/ Performance Indicators (PI)               | Tasks Assigned                    | Target | Actual Accomplish-ment | Rating  |            |            |         | REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators) |
|-----------------------------------|----------------------------------------|----------------------------------------------------|-----------------------------------|--------|------------------------|---------|------------|------------|---------|-------------------------------------------------------------------------------------------------------------|
|                                   |                                        |                                                    |                                   |        |                        | Quality | Efficiency | Timeliness | Average |                                                                                                             |
| UMFO 1. HIGHER EDUCATION SERVICES |                                        |                                                    |                                   |        |                        |         |            |            |         |                                                                                                             |
| MFO 1: Higher Education Services  |                                        |                                                    |                                   |        |                        |         |            |            |         |                                                                                                             |
|                                   | Curricular Program Management Services | PI 1.Total Full-time Teaching Equivalent (FTE)     | Handles subjects/courses assigned | 4.32   | 5.40                   | 5.0     | 5.0        | 5.0        | 5.0     |                                                                                                             |
|                                   |                                        | PI 2.Number of students advised                    |                                   |        |                        |         |            |            |         |                                                                                                             |
|                                   |                                        | On thesis/ field practice                          | As Adviser/SRC Member             | 5.00   | 8.00                   | 5.0     | 5.0        | 4.0        | 4.7     |                                                                                                             |
|                                   |                                        | PI 3. Number of instructional materials developed  |                                   |        |                        |         |            |            |         |                                                                                                             |
|                                   |                                        | Revised syllabi                                    | Handles subjects/courses assigned | 1.00   | 2.00                   | 5.0     | 5.0        | 4.0        | 4.7     |                                                                                                             |
|                                   |                                        | Revised Powerpoint lect. presentation (per course) | Handles subjects/courses          | 1.00   | 2.00                   | 5.0     | 5.0        | 4.0        | 4.7     |                                                                                                             |



|                                             |                    |                                                                                              |                                                                                        |       |        |     |     |     |      |      |  |
|---------------------------------------------|--------------------|----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|-------|--------|-----|-----|-----|------|------|--|
| Total Rating for Instruction                |                    |                                                                                              |                                                                                        |       |        |     |     |     |      | 19.0 |  |
| Average Rating for Instruction              |                    |                                                                                              |                                                                                        |       |        |     |     |     |      | 4.8  |  |
| MFO 2: Research Services                    |                    |                                                                                              |                                                                                        |       |        |     |     |     |      |      |  |
|                                             | Research Services  | PI 4. Number of research outputs presented in regional/national/ int'l                       |                                                                                        |       |        |     |     |     |      |      |  |
|                                             |                    | In institutional fora/conferences                                                            | AMIC, ADCEP, PACE, RTSPC                                                               | 1.00  | 4.00   | 5.0 | 5.0 | 4.0 | 4.7  |      |  |
| Total Rating for Research                   |                    |                                                                                              |                                                                                        |       |        |     |     |     | 4.7  |      |  |
| Average Rating for Research                 |                    |                                                                                              |                                                                                        |       |        |     |     |     | 4.7  |      |  |
| MFO 3: Extension Services                   |                    |                                                                                              |                                                                                        |       |        |     |     |     |      |      |  |
|                                             | Extension Services | PI 5. Number of person-days trained weighted by length of training                           | To serve as resource person/paper presenter in trainings/seminar-workshops             | 50.00 | 100.00 | 5.0 | 5.0 | 5.0 | 5.0  |      |  |
|                                             |                    | PI 6. Number of beneficiaries served                                                         |                                                                                        |       |        |     |     |     |      |      |  |
|                                             |                    | Groups                                                                                       | SUCs/Govt. Agencies                                                                    | 3.00  | 10.00  | 5.0 | 5.0 | 5.0 | 5.0  |      |  |
|                                             |                    | Individuals                                                                                  | Info officers/faculty                                                                  | 5.00  | 10.00  | 5.0 | 5.0 | 5.0 | 5.0  |      |  |
| Total Rating for Extension                  |                    |                                                                                              |                                                                                        |       |        |     |     |     | 15.0 |      |  |
| Average Rating for Extension                |                    |                                                                                              |                                                                                        |       |        |     |     |     | 5.0  |      |  |
| MFO 4: Support to Operations                |                    |                                                                                              |                                                                                        |       |        |     |     |     |      |      |  |
|                                             |                    | PI 7. Number of seminars/ trainings/conventions/ workshops coordinated for entire university | To conduct trainings related to our field of expertise (as coordinator or facilitator) | 1.00  | 2.00   | 5.0 | 5.0 | 4.0 | 4.7  |      |  |
| Total Rating for Support to Organizations   |                    |                                                                                              |                                                                                        |       |        |     |     |     | 4.7  |      |  |
| Average Rating for Support to Organizations |                    |                                                                                              |                                                                                        |       |        |     |     |     | 4.7  |      |  |

**MFO 5: General Administration and Support Services**


|                                |                                            |                                                                    |                         |      |      |     |     |     |              |                         |
|--------------------------------|--------------------------------------------|--------------------------------------------------------------------|-------------------------|------|------|-----|-----|-----|--------------|-------------------------|
|                                | Zero percent complaint from clients served | <b>PI 8.</b> Zero percent complaint from clients served            | Good rapport to clients | 0.00 | 0.00 | 5.0 | 5.0 | 5.0 | 5.0          | 100% no complaint       |
|                                | Additional Outputs                         | <b>PI 9.</b> International linkage with East-West Center in Hawaii |                         | 1    | 2    | 5   | 5   | 5   | 5.00         | With two radio projects |
| <b>Total Rating for GASS</b>   |                                            |                                                                    |                         |      |      |     |     |     | <b>10.0</b>  |                         |
| <b>Average Rating for GASS</b> |                                            |                                                                    |                         |      |      |     |     |     | <b>5.0</b>   |                         |
| <b>TOTAL OVER-ALL RATING</b>   |                                            |                                                                    |                         |      |      |     |     |     | <b>53.33</b> |                         |

|                                                    |  |                    |
|----------------------------------------------------|--|--------------------|
| <b>Average Rating</b>                              |  | <b>4.85</b>        |
| <b>Additional Points:</b>                          |  |                    |
| Approved Additional points (with copy of approval) |  |                    |
| <b>FINAL RATING</b>                                |  | <b>4.85</b>        |
| <b>ADJECTIVAL RATING</b>                           |  | <b>OUTSTANDING</b> |

**Comments & Recommendations  
for Development Purpose:**


Great job!

Evaluated &amp; Rated by:

  
**CHRISTINA A. GABRILLO**  
Department Head


Date:

Recommending Approval

  
**VICTOR B. ASIO**  
Dean, CAFS

Date:

Approved by:

  
**BEATRIZ S. BELONIAS**  
Vice President for Instruction

Date: 9/20/21

**PERFORMANCE MONITORING FORM**  
**(January to June 2021)**


Name of Employee: **ISABELLE MAE J. AMORA**

| 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 virtual classes on DevC 133n, DevC200a and check exams and requirements; submit grades | Very Satisfactory to Outstanding teaching performance as evaluated by students. | January 2021  | February 2021               | February 2021                                                                                                                                                              | Very impressive    | Outstanding                     | Keep it up!             |
| 2        | Update Syllabi and PowerPoints presentations in DevC 133n, DevC200a and teach those subjects.              | Very Satisfactory to Outstanding teaching performance as evaluated by students. | March 2021    | July 2021                   | Some activities completed in June 2021; deadline for other requirements set on July 23, 2021                                                                               | 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 2021  | June 2021                   | June 2021<br>Co-conceptualized a research proposal on SOA on Visual Arts for Mental Health and Environment which was approved for funding and implementation by EWC Hawaii | Very Impressive    | Outstanding                     | Keep it up!             |

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

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

Prepared by:

  
**CHRISTINA A. GABRILLO**  
 Head, DDC