# Exhibit K

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of faculty Member: DENNIS JOEL L. CERNA

	Percentage	Numerical Rating	Equivalent
	Weight of	(Rating x%)	Numerical
Program Involvement (1)	Involvement		Rating
•	(2)	(3)	(2x 3)
1. Instruction			
c. Head/Dean (50%)		$4.91 \times 50\% = 2.45$	
d. Students (50%)		$5.0 \times 50\% = 2.50$	
Total for Instruction	75 %	4.95	3.71
2. Research			
a. Client/Dir. For Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. For Extension (50%)		$2.44 \times 50\% = 1.22$	
b. Dept. Head/Center Director (50%)		2.44 x 50% =1.22	
Total for Extension	10%	2.44	.24
4. Support to Operations	15%	4.89	.73
TOTAL	100%		4,682

Equivalent numerical rating Add: additional Points if any:	4.68	
Total Numerical Rating:	4.68	
Adjectival rating	0	

Prepared by:

Reviewed by:

DENNIS JOEL L. CERNA

Name of Faculty

MARY JEAN M.SAPAN

Department Head

Recommending Approval:

ALELÍ A. VILLOCINO

Oollege Dean

Approved:

BEATRIZ S. BELONIAS

Vice-President for Instruction

# **Individual Commitment and Review Form (IPCR)**

I, Dennis Joel L. Cerna of the <u>Institute of Human Kinetics</u> commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period of January to June 2018.

DENNIS JOEL L. CERNA

Ratee

Approved:

MARY JEAN M. SAPAN Head of Unit

11000 01 011

Date:

				Actual		Rating	<u> </u>		
MFO	Success Indicators	Task Assigned	Target	Accomplishment	Q1	E2	T3	A4	Remarks
Advance Higher									
Education									
Higher education	FTE-TL	1ST Semester 2017-2018							-
services		Physical Education 14							
		MAPH 122	1						
		MAPH123							
		MAPH103							
		ТОТА	L 15	20.35	5	5	5	5.00	
	Instructional Materials								
	Revised and Utilized								
	Teaching guides/aids, exams								
	(written and practical)								
	and reports	Prepared midterm examination	1	1	4.8	5	5	4.93	
		Conducted practical exams	5	6	4.8	5	5	4.93	
		Computed grades	8	8	4.9	5	5	4.97	
		Checked quizzes	3	4	4.8	5	5	4.93	

		checked assignments	2	4	4.8	5	5	4.93	
	Activities Assisted								
	Number of Student-Related								
	Activities Assisted	Facilitated the Goodwill Games	250	300	5	5	5	5.00	
		Facilitated the 2nd VSU Culture and the Arts Festival							
		Trained and Coached the VSU	6	6	4	5	5	4.67	18-19-19-19-19-19-19-19-19-19-19-19-19-19-
	Coaching	Dancesports Team							
		TOTAL INSTRUCTION						4.91	
Extension	Officiating Athletics Events	Assisted in the conduct of the athletics	8	10	4.8	5	5	4.87	
	Workshop	workshop							
		TOTAL EXTENSION						4.87	
Support to	Attendance in regular and special								*****
Operations	meetings	Number of IHK regular and special			1				
		meetings	6	6	4.8	5	5	4.93	

Committee Assignment	Coordinated the 2018 Anniversary Prep	40	45	4.8	5	5	4.93	
	Coordinated the 2nd VSU Culture and the Arts Festival	2	2	4.5	5	5	4.83	
	TOTAL SUPPORT TO OPERATIONS						4.89	
Total Over-All Rating				4.74	4.99	4.99	4.89	

Average Rating (Total Over-all rating divided by 4)	4.89	Comments and Recommendations for
Additional Points		Development Purposes
Punctuality		Copuble of taking up role with
Approved Additional Points (with copy of approval)		Cognible of taking up role with additional responsibilities.
Final Rating		
Adjectival Rating		

Evaluated & Rated by:

MARY JEAN M. SAPAN
Department Heads

Recommending/Approval:

ALLEI A. VILLOCINO College Dean Approved:

BEATRIZ S. BELONIAS

Vice-President for Instruction

		ar eminana	• * • • • • • • •		(make the second area	a - Mar	er er er er			Ē						e V			·		ί	) ,						<b>.6</b> 2.
The second secon						The contract of the contract o			The state of the s								en en en <del>en e</del> n enna	Constitution of the state of th	Service of the Company of the Compan						1	ing batch 3 september?	WARRE SALVABAN	
and interest of the control of the c		· 一种 · · · · · · · · · · · · · · · · · ·		() () () () () () () () () () () () () (								The contract of the contract o							Court Court All	The Control of the Salah S	3		Del Berthe (with book of the (wee)					
The state of the s		design from the commence of a problem of the commence of the c	The state of the s		is the first polymer and the Could be self-aft software for the first self-aft sel	UN aid bening one banks?	Constant to the second	· · · · · · · · · · · · · · · · · · ·	Complete the control of the solution				STATE OF STA		Cooperation of the state of the second of th					distribution for the company of the	ember (film des uns till deservings representation of the second					Who well who well	ONDONE OF THE	Colored Colore
The Market of Market and Associated Associat		And the second s		A STATE OF THE STA		And the second s								A section of the sect	1 (2)				e de la companya del companya de la companya del companya de la companya del companya de la companya del companya de la companya del companya de la companya de la companya del companya de la companya d	the second of th	<ul> <li>Qualitative depression and construction of property control of the construction of the constr</li></ul>					Volume III	2 100	Andrew Starting and Andrew
		and the second s				The state of the s		A CONTRACTOR OF THE CONTRACTOR			Consideration of the Constitution of the Const							the state of the s		TO SERVICE TO SERVICE TO SERVICE SERVI	Teach Charles	7			THE PROPERTY OF THE PROPERTY O			
	المنا	******					1	/ come	*. <del></del>	همیاده	21.4.44	itee no	-, e e		in and		erwina - grannya	en	emer y	e de la companie de	Testar ()	: Cade Line Li	zent w	prieser	Xistoria &		† . * .	

# PERFORMANCE MONITORING FORM

Name of Employee: DENNIS JOEL L. CERNA

Task	Task Description	Expected Output	Date Assigned	Expected Date	Actual Date	Quality of	Over-all	Remarks/
No.				to Accomplish	Accomplished	Output*	Assessment of Output**	Recommendation
1	Teach PE 14, 122, 123 103	Deliver quality learning to students in the undergraduate program	January 2018	June 2018	June 2018	Very impressive	Outstanding	
2	Prepare exams, conduct practical exams compute grades and check quizzes	Comprehensive learning experience of students	Ja	anuary to June 20	18	Very impressive	Outstanding	
6	Facilitate the 2 <sup>nd</sup> VSU culture and arts festival	Organize Culture and Arts Festival	January 2018	February 2018	February 2018	Very impressive	Outstanding	
7	Assisted in the conduct of athletics workshop					Impressive	Outstanding	

<sup>\*</sup> Either very impressive, impressive, needs improvement, poor, very poor

Prepared by:

MARY JEAN M. SAPAN

Unit Head

<sup>\*\*</sup> Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

## **EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: **DENNIS JOEL L. CERNA** 

Performance Rating: Very Satisfactory

Aim: To come up with attractive university wellness activities

Proposed Intervention to Improve Performance:

Survey of the activities that constituents in the university like to do

Date: August 2018

Target Date: September 2018

# First Step:

Conduct a survey on the activities that the university constituents like to perform

Recall and reactivate the wellness coordinators in each offices/department

#### Result:

Collaborative effort in coming up with the wellness activities

Date: October 2018

Target Date: Octo9ber 2018

#### Next Step:

Study the result of the survey

#### Outcome:

• A more attractive and enjoyable activity for the employees

## Final Step/Recommendation:

Consistent in the implementation of the program regardless of the number of attendance

Prepared by:

MARY JEAN M. SAPAN OIC Director, IHK

Conforme:

DENNIS JOEL L. CERNA

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DENNIS JOEL L. CERNA

Performance Rating: Very Satisfactory

Aim: To come up with attractive university wellness activities

Proposed Intervention to Improve Performance:

Survey of the activities that constituents in the university like to do

Date: August 2018

farget Deter September 2018

## First Stap:

- Conduct a survey on the activities that the university constituents like to perform
  - Recall and reactivate the wellness coordinators in such offices/department

# Result

Collaborative effort in coming up with the wellness activities

Date: October 2018

Target Date: Octo9ber 2018

# Next Step:

Study the result of the survey

#### Outcome:

A more attractive and enjoyable activity for the employees.

# Final Step/Recommendation:

Consistent in the implementation of the program regardless of the number of attendance

Prepared by:

∏mty MARY JEAN M. SAPAN OIC Director, IHK

Conforme:

DENNIS JOE L CERNA