

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


Reviewed by:


ULDERICO B. ALVIOLA
Department Head

Recommending Approval:


SUZETTE B. LINA
College Dean

Approved:


ROTACIO S. GRAVOSO
Vice President for Academic Affairs



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: GABRILLO, CHRISTINA A.

Department: Dept. of Development Communication

College: College of Agriculture & Food Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
DEVC210	COMMUNICATION AND DEVELOPMENT	LEC	5.00	Outstanding	100.0%
DEVC218	COMMUNICATION AND CULTURE	LEC	5.00	Outstanding	100.0%
DEVC245	Communication for Distance Education	LEC	5.00	Outstanding	100.0%
Average Rating			5.00	Outstanding	100.00%

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 03, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 03, 2024

Received by:

GABRILLO, CHRISTINA A.


Name and Signature of Faculty

Date: 5-20-2024

Distribution of copies: ODIE, College, Department, Faculty

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 **January to June 2024**.


CHRISTINA A. GABRILLO
 Ratee
 9-12-2024

Approved: 
ULDERICO B. ALVIOLA
 Department Head, DDC
 9-12-2024

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	2	4	5	5	5	5	DEVC214, DEVC245 subjects
Number of graduate students advised *	PI 2. Number of students advised	Acts as academic adviser to graduate students	1	4	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	2	4	5	5	5	5	
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							DEVC214, DEVC245 subjects

	5.1 On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2		5	5	5	5	DEVC214, DEVC245 subjects
	5.2 Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2		5	5	5	5	DEVC214, DEVC245 subjects
	5.3 Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2		5	5	5	5	DEVC214, DEVC245 subjects

MFO 2. HIGHER EDUCATION MANAGEMENT SERVICES

Curricular Program Management Services	PI 6. Total Full-time Teaching Equivalent (FTE)		1	N/A					No undergrad subjects for 2 nd semester
	PI 7. Number of students advised on thesis/ field practice/special problem:				5	5	5	5	
	7.1 On thesis/ field practice		3	8	5	5	5	5	All thesis advisees
	PI 8. Student organizations assisted on student related activities		1	1	5	5	5	5	
	PI 9. Revised Powerpoint lect. presentation (per course)		2	n/a					No undergrad subjects for 2 nd semester

Total Rating for Instruction

50

Average Rating for Instruction

5.0

MFO 3: RESEARCH SERVICES

Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	PI 10. 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	1	2	5	5	5	5	- Cultural Heritage Mapping of Properties of the Visayas State University in Baybay City, Leyte - Strengthening Teachers' Capability to Develop and Use Instructional Materials in the Teaching-Learning Process
	10.1 In institutional fora/conferences		1	1	5	5	5	5	
Number of research outputs completed within the year *	PI 11. Number of research outputs completed within the year *	Conducts and completes research project/study within the year	1	2	5	5	5	5	The project is still ongoing
Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (%) *	PI 12. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year								
	12.1 In refereed int'l journals	Writes publishable materials out of research outputs and submits for publication	5%	5%	5	5	5	5	
Number of research outputs presented in regional/national/ int'l fora/conferences	PI 13. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences	2	2	5	5	5	5	
Percent of research proposals approved *	PI 14. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	5%	10%	5	5	5	5	- Cultural Heritage Mapping of Properties of the Visayas State University in Baybay City, Leyte

										- Strengthening Teachers' Capability to Develop and Use Instructional Materials in the Teaching-Learning Process
Total Rating for Research									30	
Average Rating for Research									5.0	
MFO 4. EXTENSION SERVICES										
Number of trainees weighted by the length of training	PI 15. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	5	30	5	5	5	5	5	Enhancement of Quality, Safety and Stability of Selected Dairy Products Processed by the Baybay Dairy Cooperative
Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	PI 16. Number of extension programs/projects implemented	Implements duly approved extension projects	1	1	5	5	5	5	5	Enhancement of Quality, Safety and Stability of Selected Dairy Products Processed by the Baybay Dairy Cooperative
Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	PI 17. 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	1	2	5	5	5	5	5	Enhancement of Quality, Safety and Stability of Selected Dairy Products Processed by the Baybay Dairy Cooperative

	PI 18. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries	1	5	5	5	5	5	Enhancement of Quality, Safety and Stability of Selected Dairy Products Processed by the Baybay Dairy Cooperative
Percent of extension proposals approved *	PI 19. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	5%	5%	5	5	5	5	Enhancement of Quality, Safety and Stability of Selected Dairy Products Processed by the Baybay Dairy Cooperative
Total Rating for Extension									25
Average Rating for Extension									5.0
MFO 5. GENERAL ADMIN. & SUPPORT SERVICES (GASS)									
Number of technical services rendered	PI 20. Number of technical services rendered	Radio wave airing ang live streaming of DYDC programs and global reach	100,000	400,000	5	5	5	5	For DYDC headship
		Signing on/off of the transmitter and assistance to hosts	85	150	5	5	5	5	For DYDC headship
		Recording and assistance to hosts and devcom students	40	80	5	5	5	5	For DYDC headship
		Daily maintenance for transmitter and broadcast equipment	10	120	5	5	5	5	For DYDC headship

Number of radio programs developed and aired	PI 21. Number of radio programs developed and aired	DYDC production staff and affiliates	5	8	5	5	5	5	For DYDC headship
		VisPop, Hugot 101, Nostalgia, Mathsay, Serbisyo estudyante, VShowtime, Kalambuan news, Afternoon Delights, Trending hits, Dear Ate Sar	50	250	5	5	5	5	For DYDC headship
		Special coverage for special events at VSU	2	5	5	5	5	5	For DYDC headship
Number of guests invited and interviewed on air	PI 22. Number of guests invited and interviewed on air	GUESTS LIVE AT DYDC	20	55	5	5	5	5	For DYDC headship
Number of clienteles/beneficiaries served	PI 23. Number of clienteles/beneficiaries served	AUDIENCE REACH, VIEWS, FB ENGAGEMENT	2,000	4,500	5	5	5	5	For DYDC headship
Number of songs in the playlist/requested	PI 24. Number of songs in the playlist/requested	THRU THE MUSIC PROGRAMS	1,500	15,000	5	5	5	5	For DYDC headship
Number of public service announcements read on air	PI 25. Number of public service announcements read on air	VSU MEMO & ANNOUNCEMENTS	1,000	2,000	5	5	5	5	For DYDC headship
Number of monthly/special & staff meetings conducted	PI 26. Number of monthly/special staff meetings conducted**	As DYDC Station Manager	3	5	5	5	5	5	As DYDC Station Manager
Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of the Office targets	PI 27. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of the Office targets**	As DYDC Station Manager	2	5	5	5	5	5	As DYDC Station Manager

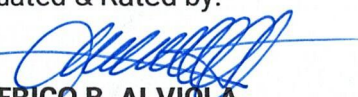
Zero percent complaint from clients served	PI 28. Customarily friendly frontline services	Provides customer friendly frontline services to clients	100% zero compliant	100% zero compliant	5	5	5	5	As DYDC Station Manager
Total Rating for GASS									70
Average Rating for GASS									5.0
Total Over-all Rating									175

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!

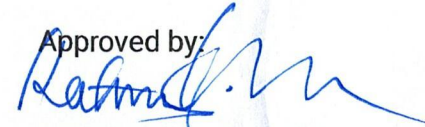
Evaluated & Rated by:


ULDERICO B. ALVIOLA
 Immediate Supervisor
 Date: 9-12-24

Recommending Approval:


SUZETTE B. LINA
 Dean/Director
 Date: 9-12-24

Approved by:


ROTACIO S. GRAVOSO
 Vice President for Academic Affairs
 Date: 09/13/24

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Department of Development Communication

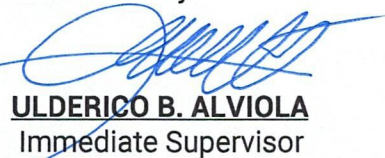
Head of Office: Dr. Ulderico B. Alviola

Number of Personnel: 13

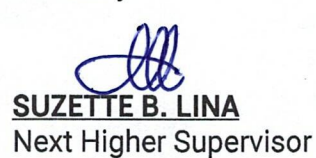
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
1. Monitoring of classes, progress of student-theses advising, submission of grades, teaching performance and other academic related activities.	Done in February 2024	Done in June 2024			Done through class observations, notice to faculty, reminders, face to face and group meetings.
2. Monitoring of their research and extension activities as well as their respective projects funded by VSU and outside of VSU.	Done in February 2024	Done in June 2024			They were asked on updates of their on-going research and projects.
Coaching					
1. Some tips are given during meetings and team building activities to improve their teaching performance,	Done in January 2024	Done in December 2024			
2. Individual consultations done with the admin staff.	Done in January 2024	Done in December 2024			

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

Conducted by:


ULDERICO B. ALVIOLA
Immediate Supervisor

Noted by:


SUZETTE B. LINA
Next Higher Supervisor

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.	January 2024	June 2024	June 2024	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.	January 2024	June 2024	June 2024	Very Impressive	Outstanding	Keep it up!
3	Serve as DYDC Station Manager	Expected deliverables of the office are met.	January 2024	December 2024	December 2024	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 2024	December 2024	December 2024	Very Impressive	Outstanding	Keep it up!

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

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

Prepared by:


ULDERICO B. ALVIOLA

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: **January 2024**

Target Date: **June 2024**

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: **July 2024**

Target Date: **December 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:


ULDERICO B. ALVIOLA
Department Head

Conforme:


CHRISTINA A. GABRILLO
Name of Ratee Faculty/Staff