SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of faculty Member: **LOUIE P. GULA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x 3)
1. **Instruction**			
a. Head/Dean (100%)		4.90x100% = 4.9	
b. Students (NO TPES- Hired 2nd Semester 2022-2023)		0 = 0	
Total for Instruction	75%	4.9	3.68
2. **Research**			
a. Client/Dir. For Research (%)		x 50%	
b. Dept. Head/ Center Director 100%)		x 50%	
Total for Research			
3 **Extension**			
a. Client/Dir. For Extension			
b. Dept. Head/ Center Director (100%)		5.0 x 100%= 5.0	
Total for Extension	25%	5.0	1.25
2. **Gen. Admin Support Services**			
TOTAL	**100%**		**4.93**

EQUIVALENT NUMERICAL RATING: 4.93
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: **4.93**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

LOUIE P. GULA
Name of Faculty

Reviewed by:

CHARIS B. LIMBO-RIVERA
Director, IHK

Recommending Approval:

BAYRON S. BARREDO
College Dean

Approved:

BEATRIZ S. BELONIAS
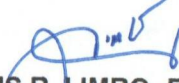Vice-President for Academic Affairs

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 March to June 2023.

Approved:

LOUIE P. GULA
Instructor I
Date: March 20, 2023

CHARIS B. LIMBO- RIVERA
Department Head
Date:

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	Eficiency	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							

PI	Activity	Description	Col1	Col2	Q	E	T	Ave	Remarks
	A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
PI 9: Number of instructional materials developed *	**A5**. 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							
	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:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							

UMFO 2. HIGHER EDUCATION SERVICES

OVPI UMFO 3. Higher Education Management Services

PI	Activity	Description	Col1	Col2	Q	E	T	Ave	Remarks
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 12- Fitness Exercise, PhEd 14- Individual Sports, HOPE 2- Senior High School PE

		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 12- Fitness Exercise, PhEd 14- Individual Sports, HOPE 2- Senior High School PE
		A 11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period							

		A12. *Number of trainings attended related to instruction*	Attend mandated trainings							
		A13. *Number of long examinations administered and checked*	Administers and checks long examination for subjects taught	4	4	4.9	4.9	4.9	4.90	PhEd 12- Fitness Exercise, PhEd 14- Individual Sports, HOPE 2- Senior High School PE
		A14. *Number of quizzes administered and checked*	Prepares and checks quizzes for lec and lab	4	14	4.9	4.9	4.9	4.90	PhEd 12- Fitness Exercise, PhEd 14- Individual Sports, HOPE 2- Senior High School PE
		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*							
		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							

		Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets,							
		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 Moddle 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							
	PI 2. Number of research outputs completed within the year *	**A 28.** 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-

	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. 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							

		In refereed int'l journals				2	4.9	4.9	4.9	4.90	Continuing The Distance Learning Modality of
		In refereed nat'l/regional journals				2	4.9	4.9	4.9	4.90	THE TEACHING PROFESSION: A
	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 scienfic for a/conferences								
		In int'l fora/conferences				2	4.9	4.9	4.9	4.90	A Scoping Review on the Implementation of Active
		In nat'l/regional fora/conferences								
	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	Universal Journal of Educational Research, International Journal of Educational Research and Innovation, Psychology and Education: A multidisciplinary 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									
Research Mentoring	*Research Mentor/ Sports Trainer*				2	4.9	4.9	4.9	4.90	Senior High School Practical Research, Volleyball Womens Coach
Peer reviewers/Panelists	*Peer reviewers/Panelist/Coach*				2	4.9	4.9	4.9	4.90	Universal Journal of Educational Research, International Journal of
Resource Persons	*Resource Persons/Coach of Different Sports*									
Convenor/Organizer	*Convenor/Organizer*									
Consultancy	*Consultant*									
Evaluator	*Evaluator*				2	4.9	4.9	4.9	4.90	Action Research Panelist, UISB Judge in Singing Contest

	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 (extn. 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	**A 44**. Compliance to all requirements of theQMS 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								
	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 performfing functions resulting to best practice								

		A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
	Total Over-all Rating					68.6	68.6	68.6	68.6	
	Average Rating					4.90	4.90	4.90	4.90	
	Adjectival Rating									

Average Rating (Total Over-all rating divided by 4	4.90	omments and Recommendations for Development Purpos
Additional Points		
Punctuality		*Responsible & can be relied upon by his colleague*
Approved Additional points (with copy of approval)		
FINAL RATING	4.90	
ADJECTIVAL RATING		

Evaluated & Rated by:

CHARIS B. LIMBO- RIVERA
Department Head
Date:

Recommending Approval

BAYRON S. BARREDO
Dean,College of Education
Date: 8-22-23

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date:

Exhibit I

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*	Over-all Assessment of Output**	Remarks/ Recommendation
1	Teach undergraduate course	Deliver quality learning to students in the undergraduate program	March 2023	March 2023- June 2023		Very impressive	Outstanding	All students passed
2	Research Coordinator	• Invites faculty to attend in research presentations • Finished 1 research paper for publication	March 2023			Very impressive	Outstanding	Tasks done on time
3	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	March 2023- June 2023			Very impressive	Outstanding	Tasks done on time
4	Develop lecture presentations, educational videos.	Deliver 12 quality educational materials to students	March 2023- June 2023			Very impressive	Outstanding	Tasks done on time
5	Submit reports and other requirements	Submitted DTR and grade sheets	March 2023- June 2023			Very impressive	Outstanding	Was able to submit on time

6	Attendance in regular, emergency & special meetings	• Attend meetings in the institute and department • Up to date knowledge and information on the current status of the institute, the college and university as a whole.		March 2023- June 2023	Very impressive	Outstanding	Attended meetings promptly
14	Committee assignments as member/chairperson in institute and University affairs	• Organized the IHK Team Building		March 2023- June 2023	Very impressive	Outstanding	Responsible in all assigned task
16	Research Consultant, Sports Coach	• Provide technical/expert services as research consultant • Served as a Volleyball Women Coach		March 2023- June 2023	Very impressive	Outstanding	Tasks done on time
17	Technical/expert services	• Provide technical/expert services as evaluator in Action Research Proposal and Final Defense • Served as a judge of the Music Festival in UISB	March 2023	March 2023- June 2023	Very impressive	Outstanding	Tasks done on time

* Either very impressive, impressive, needs improvement, poor, very poor
** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

CHARIS B. LIMBO-RIVERA
Unit Head

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
Proposed Interventions to Improve Performance: Evaluations

Date: July 2023   Target date: December 2023

First Step:
- Conduct evaluations
- Gather all the responses for improvements and developments

Result:
- Enhanced conduct of the research activities

Date: July 2023   Target date: December 2023

Next Step:
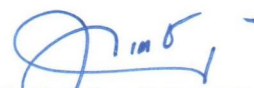- Make amendments on the suggested programs

Outcome:
- Targeting performance-based or skill-related research outputs

Final Step/Recommendation:
Develop more research papers and publish in reputable journals

Prepared by:

CHARIS B. LIMBO-RIVERA
Unit Head

Conforme:

LOUIE P. GULA
Name of Ratee Faculty/Staff