

Exhibit J

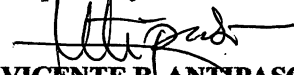
**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY
MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: VICENTE B. ANTIPASO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x 3)
1. Instruction			
a. Head/Dean (50%)		$5.0 \times 50\% = 2.50$	
b. Students (50%)		$5.0 \times 50\% = 2.50$	
Total for Instruction	75 %	5.0	3.75
2. Research			
a. Client/Dir. For Research (50%)		$\times 50\% =$	
b. Dept. Head/Center Director (50%)		$\times 50\% =$	
Total for Research			
3. Extension			
a. Client/Dir. For Extension (50%)		$2.50 \times 50\% = 1.25$	
b. Dept. Head/Center Director (50%)		$2.50 \times 50\% = 1.25$	
Total for Extension	10%	2.50	.25
4. Admin Support Services	15%	5.0	.75
TOTAL	100%		4.75

Equivalent numerical rating 4.75
 Add: additional Points if any: _____
 Total Numerical Rating: 4.75
 Adjectival rating: OUTSTANDING

Prepared by:


VICENTE B. ANTIPASO
 Name of Faculty

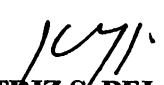
Reviewed by:


MARY JEAN M. SAPAN
 Director

Recommending Approval:


AREL A. VILLOCINO
 College Dean

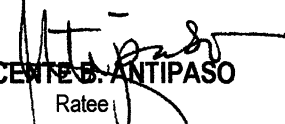
Approved:



BEATRIZ S. BELONIAS
 Vice-President for Instruction

Visayas State University
INSTRUCTION
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, VICENTE B. ANTIPASO, of the INSTITUTE OF HUMAN KINETICS, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2018.


VICENTE B. ANTIPASO
Ratee


MARY JEAN M. SAPAN
Director, IHK
Date:

MFO No.	MFO Description	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO 1: Advanced Education Services										
OVPI MFO 1. Graduate Degree Program Management Services										
	PI 2: Total FTE		PE 14, Mapeh 103,116,110,105 (Team teaching)	15	15.75	5	5	5	5	
OVPI MFO 2. Graduate Student Management Services										
UMFO 2. Higher Education Services										
OVPI MFO 1. Curriculum Program Management Services										
	PI 1: Total FTE		Total FTE (PE 14, MAPE 103, PrEd 200a)							
	PI 3: Number of existing curriculum proposal subjected to evaluation and compliant to CMO		Revised undergraduate Course Outline & Syllabus compliant to CMO	3	3	5	5	5	5	
			Revised graduate Course Outline & Syllabus compliant to CMO	1	1	5	5	5	5	
OVPI MFO 2. Student Management Services										
	PI 8: Number of undergraduate students advised		Supervised/Guided ten (10) MAPEH student teachers & acted for approval their Portfolio and submitted 1 week before deadline	9	10	5	5	5	5	

		Coordinated university/institute's activities: VSU Goodwill Games, Baybay City Agro-Industrial Fair, IHK Anniversary, Annual Athletic Awards, University Anniversary Sports Activities	6	6	5	5	5	5	
	Best practices/new initiatives	Coach Athletics team, both Regional and National	10	16	5	5	5	5	
		Revised basketball score sheets to be used for Instruction	1	1	5	5	5	5	
		Planned and submitted the status of different university sports venues and proposed improvement of the venues for maintenance and improvement	8	8	5	5	5	5	
	Sub-Total				5	5	5	5	
UMFO 3. Research Services									
	Sub-Total								
UMFO 4. Extension Services									
	PI 4. Number of extension projects conducted and/or completed on schedule	Supervised Tennis Tournament in celebration of the Chartered Day of Baybay City	1	1	5	5	5	5	
		Introduced different Philippine Games during the Farmers' and Fisherfolks Day for the Chartered Day celebration	5	5	5	5	5	5	
	Forged linkage outside of the university	Forged linkages with agencies outside the university: (Tennis Clubs; Phil. Tennis Association, Leyte Chapter; Phil. Track and Field Association, Reg. 8; LIGA ng mga Barangays) Federation of the Phil. (MFPI)	3	4	5	5	5	5	
	Sub-Total				5	5	5	5	
UMFO 5. Support to Operations									
		Managed the Tennis Courts and submit monthly financial report to the Cash Division	5	5	5	5	5	5	
		Manage the schedule in the use of the University Sports Facilities	15	16	5	5	5	5	
		Recommend Varsity Team Coaches for approval of the University President	20	30	5	5	5	5	
		Attended meetings for CINE EUROPA for University Campus Presentation	3	3	5	5	5	5	
	Sub-total				5	5	5	5	

Total Over-all Rating	10.00	5.00			Development Purposes <i>Capable of being entrusted with greater assignments</i>
Average Rating					
Adjectival Rating					

Evaluated and Rated by:

MARY JEAN M. SAPAN
Unit Head

Date: _____

Recommending Approval

ALELI A. VILLOCINO
College Dean

Date: _____

Approved

BEATRIZ S. BELONIAS
Vice Pres. For Instruction

Date: _____

Reviewed and Approved by:

MARY JEAN M. STAN

Unit Head

Date:

Recommending Approval

ATUL A. WILKINSON

College Dean

Date:

Approved

WILLIAM E. COLEMAN

Vice Pres. for Instruction

Date:

Jan 10 2002

Development of courses

PERFORMANCE MONITORING FORMName of Employee: VICENTE B. ANTIPASO

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 major courses in MAPEH and service PE subjects	Deliver quality learning to students in the undergraduate program	January 2018	June 2018	June 2018	Very impressive	Outstanding	All students passed
2	Train and Coach Athletes for the National Meet	Produce winning athletes	January 2018	February 2018	February 2018	Very impressive	Outstanding	Able to produce Regional and national Champions.
3	Revise basketball score sheet for classes and for Regional SCUAA	Updated score sheets based on International Guidelines	January 2018	February 2018	February 2018	Impressive	Very Satisfactory	Provide the office a copy of the revised score sheets
4	Organize and Manage Tennis Tournament during Goodwill Games	Well-organized and managed Tournament	January 2018	April 2018	April 2018	Very impressive	Outstanding	Very successful tournament
5	Manage Tennis Tournament during the Baybay Charter Day	Successful Tournament	January 2018	June 2018	June 2018	Impressive	Very Satisfactory	
6	Coach the Region 8 Athletics Team in the National SCUAA	Produce Winning Athletes	January 2018	February 2018	February 2018	Very impressive	Outstanding	Able to produce national winners
7	Forge Linkages with Tennis Association and PATAFA National	Help improve strength of programs	January 2018	February 2018	On going	Impressive	Very Satisfactory	Encourage to have MOA

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

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

Prepared by:

MARY JEAN M. SAPAN

Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Prof. Vicente B. Antipaso**

Performance Rating: Outstanding

Aim: To improve performance of work

Proposed Intervention to Improve Performance:

Give a 99% time to assigned tasks

Date: 1st Semester 2018-2019

Target Date: 1st week of August, September and October 2018

First Step:

- To make new course outline and syllabus of all subjects taught in the 1st semester SY 2018-2019
- To write letter request to purchase swimming pool equipment for proper maintenance
- To conduct try-outs of different teams for varsity sports program

Result:

- Come-up with new course outline and syllabus
- OP requested IHK to come up with specific items and respective prices
- Coaches were able to come up with the list of members of their respective teams

Date: August 2018

Target Date: August- November 2018

Next Step:

Implement/adapt new course outline and syllabus to all subjects taught
All teams will start their trainings for SCUU participation and tune-up games
Finalize the PR of equipment for the swimming pool

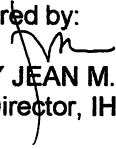
Outcome

All students are very receptive and attracted to the different class activities
Supply office are conducting canvas for equipment purchase
All teams are almost ready for SCUAA Competition and tune-up games

Final Step/Recommendation

Conduct evaluation of different class activities
Process the PO of equipment for the swimming pool
Compete in SCUAA Games and look for possible tune-up games

Prepared by:


MARY JEAN M. SAPAN
OIC Director, IHK

Conforme:


VICENTE B. ANTIPASO

EMPLOYEE DEVELOPMENT PLAN

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Date: August 2018
Target Date: August-November 2018

Next Step:

- Implement/adopt new course outline and syllabus to all subjects taught
- All teams will start their training for SCUA competition and turn-up games
- Finalize the PR of equipment for the swimming pool

Outcome

All students are very receptive and attracted to the different class activities
Supply office are conducting canvases for equipment purchase
All teams are almost ready for SCUA Competition and turn-up games

Final Step/Recommendation

Conduct evaluation of different class activities
Process the PR of equipment for the swimming pool
Compete in SCUA Games and look for possible turn-up games

Prepared by:

MARY JEAN M. SARAN
OIC Director, IHK

Conformer:

VICENTE B. ANTIPASO