

# 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
<b>TOTAL</b>			<b>5.00</b>

EQUIVALENT NUMERICAL RATING:

5.00

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

5.00

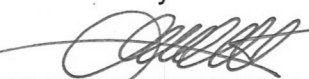
ADJECTIVAL RATING:

**OUTSTANDING**


Prepared by:

  
**CHRISTINA A. GABRILLO**  
Name of Faculty


Reviewed by:

  
**ULDERICO B. ALVIOLA**  
Department Head

Recommending Approval:

  
**SUZETTE B. LINA**  
Dean, FAFS

Approved:

  
**ROTACIO S. GRAVOSO**  
Vice President for Academic Affairs

"Exhibit B"

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 **July-December 2024**.

  
**CHRISTINA A. GABRILLO**  
 Ratee

Approved:   
**ULDERICO B. ALVIOLA**  
 Department Head, DDC

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
MFO 1. GRADUATE STUDENT MANAGEMENT SERVICES									
Total FTE coordinated, implemented & monitored*	PI 1. Actual Faculty's FTE	Handles subjects/courses assigned	2	2.22	5	5	5	5	DEVC299, 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	Converts the existing instructional materials			5	5	5	5	DEVC299, DEVC245 subjects

[illegible]

MFO 3: RESEARCH SERVICES									
Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>PI 10.</b> 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 *	<b>PI 11.</b> Number of research outputs completed within the year *	Conducts and completes research project/study within the year	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
Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (%) *	<b>PI 12.</b> 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	5%	5%	5	5	5	5	

		research outputs and submits for publication								
Number of research outputs presented in regional/national/ int'l fora/conferences	<b>PI 13.</b> 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 *	<b>PI 14.</b> 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	
<b>Total Rating for Research</b>									<b>30</b>	
<b>Average Rating for Research</b>									<b>5.0</b>	
<b>MFO 4. EXTENSION SERVICES</b>										
Number of trainees weighted by the length of training	<b>PI 15.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	5	30	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	<b>PI 16.</b> Number of extension programs/projects implemented	Implements duly approved extension projects	1	1	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	<b>PI 17.</b> 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	Enhancement of Quality, Safety and Stability of Selected Dairy Products Processed by the Baybay Dairy Cooperative
	<b>PI 18.</b> 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 *	<b>PI 19.</b> 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
<b>Total Rating for Extension</b>									<b>25</b>
<b>Average Rating for Extension</b>									<b>5.0</b>
<b>MFO 5. GENERAL ADMIN. &amp; SUPPORT SERVICES (GASS)</b>									
Number of technical services rendered	<b>PI 20.</b> Number of technical services rendered	Radio wave airing and live streaming of DYDC programs and global reach	100,000	500,000	5	5	5	5	For DYDC headship
		Signing on/off of the transmitter and assistance to hosts	85	250	5	5	5	5	For DYDC headship
		Recording and assistance to hosts and devcom students	40	90	5	5	5	5	For DYDC headship

		Daily maintenance for transmitter and broadcast equipment	10	135	5	5	5	5	For DYDC headship
Number of radio programs developed and aired	<b>PI 21.</b> Number of radio programs developed and aired	DYDC production staff and affiliates	5	9	5	5	5	5	For DYDC headship
		VisPop, Hugot 101, Nostalgia, Mathsaya, Serbisyo estudyante, VShowtime, Kalambuan news, Afternoon Delights, Trending hits, Dear Ate Sar	50	350	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	<b>PI 22.</b> Number of guests invited and interviewed on air	GUESTS LIVE AT DYDC	20	75	5	5	5	5	For DYDC headship
Number of clienteles/beneficiaries served	<b>PI 23.</b> Number of clienteles/beneficiaries served	AUDIENCE REACH, VIEWS, FB ENGAGEMENT	3,000	4,800	5	5	5	5	For DYDC headship
Number of songs in the playlist/requested	<b>PI 24.</b> 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	<b>PI 25.</b> 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	<b>PI 26.</b> 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	<b>PI 27.</b> Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure	As DYDC Station Manager	2	7	5	5	5	5	As DYDC Station Manager

ensure attainment of the Office targets	attainment of the Office targets**								
Zero percent complaint from clients served	<b>PI 28.</b> 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
<b>Total Rating for GASS</b>								<b>70</b>	
<b>Average Rating for GASS</b>								<b>5.0</b>	
<b>Total Over-all Rating</b>								<b>175</b>	

<b>Average Rating (Total Over-all rating divided by 4)</b>		<b>5.0</b>
<b>Additional Points:</b>		
<b>Approved Additional points (with copy of approval)</b>		
<b>FINAL RATING</b>		<b>5.0</b>
<b>ADJECTIVAL RATING</b>		<b>OUTSTANDING</b>

**Comments & Recommendations for Development Purpose:**

*Excellent!*

Evaluated & Rated by:

**ULDERICO B. ALVIOLA**

Immediate Supervisor

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

Recommending Approval:

**SUZETTE B. LINA**

Dean, FAFS

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

Approved by:

**ROTACIO S. GRAVOSO**

Vice President for Academic Affairs

Date: 9/15/25

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average



## 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

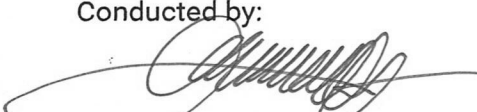
**Number of Personnel:** 13


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<b>Monitoring</b>					
1. Monitoring of classes, progress of student-theses advising, submission of grades, teaching performance and other academic related activities.	Done in September 2024	Done in December 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 September 2024	Done in December 2024			They were asked on updates of their on-going research and projects.
<b>Coaching</b>					
1. Some tips are given during meetings and team building activities to improve their teaching performance,	Done in January 2025	Done in December 2025			
2. Individual consultations done with the admin staff.	Done in January 2025	Done in December 2025			

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

Conducted by:

Noted by:

  
**ULDERICO B. ALVIOLA**  
Immediate Supervisor

  
**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.	July 2024	December 2024	December 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.	July 2024	December 2024	December 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: **July 2024**

Target Date: **December 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: **January 2025**

Target Date: **June 2025**

### 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:

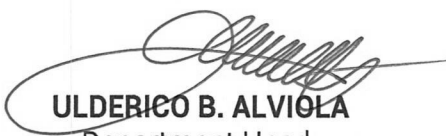
1. Enhanced implementation of the instruction-related activities under the new normal;

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