

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **APPLE CYRRIEL R. LABIDES – INSTRUCTOR I** of the **SCHOOL OF AGRIBUSINESS AND FOREST RESOURCE MANAGEMENT** of **BILIRAN PROVINCE STATE UNIVERSITY-BILIRAN CAMPUS**, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **09-03-2024** to **12-31-2024**.

| | | |
|---------------|-----------------------------|---|
| Legend: | 4.2 – 5.0 Outstanding | – Performance represents an extraordinary level of achievement and commitment in terms of quality and time, technical skills and knowledge, ingenuity, creativity, and initiatives. |
| Q- Quality | 3.4 – 4.1 Very Satisfactory | – Performance exceeded expectations. |
| E- Efficiency | 2.6 – 3.3 Satisfactory | – Performance met expectations in terms of quality of work, efficiency, and timeliness. |
| T- Timeliness | 1.8 – 2.5 Unsatisfactory | – Performance failed to meet expectations. Performance was consistently below expectations. |
| | 1.0 – 1.7 Poor | – Performance was consistently below expectations. |


APPLE CYRRIEL R. LABIDES, MSc

Ratee

09-03-2024


Date

| MFO & PAPS | Success Indicator (Target + Measure) | Task Assigned | Actual Accomplishment | Rating | | | | Remarks |
|---|---|---|--|--------|---|---|---------|-------------------|
| | | | | Q | E | T | Average | |
| Instruction | | | | | | | | |
| 1. Preparation and submission of course syllabi | Prepared 3 updated syllabi for the two (3) subjects assigned | Update the course syllabus per subject | Submitted 1 updated course syllabus per subject | 4 | 4 | 4 | 4 | Very Satisfactory |
| 2. Administration of instruction in all academic subjects/ Courses handled | <ul style="list-style-type: none">Administered quizzes per subject, oral exams,Gives advice to thesis adviseeAdministered 2 major exams per subject (Midterm and Final Exams) | <ul style="list-style-type: none">Administered 4 long quizzes per subject, Oral exam,Facilitate student researchFormulate questions for midterm and final exams based on the TOS per subject and administered the exams | Conducted 4 long quizzes per subject, 2 Laboratory scientific reports, and 2 oral exams per subject, 1 drafted student research Conducted 2 exams per subject (Midterm and Final exam) | 4 | 4 | 4 | 4 | Very Satisfactory |

| | | | | | | | | |
|---|---|--|---|---|---|-----|-----|-------------------|
| 3. Submission of academic reports as follows: Course syllabus, Test questions for midterm and final exams, Table of specifications (TOS), and grade sheets | Prepare and submit 1 updated course syllabus per subject, 1-grade sheet, and 2 test questions for the midterm and final exams per subject | Submit course syllabus per subject, test questions for the midterm and final exam, TOS, compute student's output and grades based on the grading system, encode grades to SIAS and submit to the registrar | Submitted 1 updated syllabus per subject, 1 grade sheet/ course and 2 test questions for the midterm and final exams based on the TOS per subject | 4 | 4 | 4 | 4 | Very Satisfactory |
| Average Rating | | | | | | | 4 | Very Satisfactory |
| Research | | | | | | | | |
| Engagement in research activities including submission of research proposals for funding and conducting of the research | Submit at least 1 research proposal for funding and at least 1 completed research | Formulate a research proposal | Drafted 1 research proposal but not yet submitted for funding | 4 | 4 | 3.5 | 3.8 | Very Satisfactory |
| Average Rating | | | | | | | 3.8 | Very Satisfactory |
| Extension | | | | | | | | |
| Involvement in extension project/ program including submission of project proposals and implementation of the said extension programs as a resource person, participant, or facilitator | Engage in at least 1 extension program as a resource person, participant, or facilitator | Participate in the extension program as a resource person, participant, or facilitator | Engage in extension program as a participant, and facilitator | 4 | 4 | 3.5 | 3.8 | Very Satisfactory |
| Average Rating | | | | | | | 3.8 | Very Satisfactory |

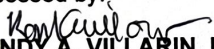
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|--|--------------------------|------------------------|----------------------------------|---|-----|-----|------|-------------------|
| Production | | | | | | | | |
| Development of instructional materials (IMs) | Produce at least 2 (IMs) | Develop at least 2 IMs | Produce 1 instructional material | 4 | 3.5 | 3.5 | 3.6 | Very Satisfactory |
| | | | | | | | | |
| Average Rating | | | | | | | 3.6 | Very Satisfactory |
| Final Average Rating | | | | | | | 3.80 | Very Satisfactory |
| Comments and Recommendations for Development Purposes | | | | | | | | |

Discussed with:


APPLE CYRRIEL R. LABIDES, MSc
 Faculty


 Date

Assessed by:


RANDY A. VILLARIN, PhD.
 Dean, School of Agribusiness and Forest Resource Management

 Date

Final Rating by:


SUSAN S. BENDOR, PhD
 Vice President for Academics

 Date