

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
July to December 2022**

Name of Faculty Member: MARIO E. BALIAD

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)	4.88	$4.88 \times 50\% = 2.44$	
b. Students	3.00	$3.0 \times 50\% = 1.5$	
Total		$3.94 \times 30\%$	1.182
2. Research			0
a. Dept Head/Center Director	4.75	$4.75 \times 40\% =$	1.90
b.			0
3. Extension			0
a. Dept Head/Center Director	4.87	$4.87 \times 30\% =$	1.461
TOTAL			4.543

EQUIVALENT NUMERICAL RATING: 4.543

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.543

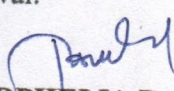
ADJECTIVAL RATING: Very Satisfactory

Prepared by:



MARISEL A. LEORNA

Name of Faculty

Recommending Approval:


ROSA OPHELIA D. VELARDE
Director for Research

Approved:


MARIA JULIET C. CENIZA
Vice President for Research, Extension & Innovation

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR) - ACCOMPLISHMENTS

I, MARIO E. BALIAD, Faculty Staff of the NATIONAL COCONUT RESEARCH CENTER-Visayas commit to deliver and agree to be rated on the attainment of the following targets in accordance with indicated measures for the period July 1 to December 31, 2022.

MARIO E. BALIAD

Associate Professor

Date: _____

MARISEL A. LEORNA

Director, NCRC-V

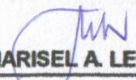
Date: _____

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Center Target	% of Accomplishment	Details of Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values)
						Quality	Efficiency	Timeliness	Average	
UFMO 2: Higher Education Services										
MFO 1. Curriculum Program Management System										
		PI 1: Total FTE monitored	3	135.00%	4.05	5	5	5	5	
		PI 8: Number of students advised	2	100.00%	2	5	5	4	4.67	
		PI 9: Number of student organizations advised/ assisted								
		PI 10: Number of instructional materials developed	2	200.00%	4	5	5	5	5	
		Additional Outputs								
		PI 15:								
UFMO 3: Research Innovation Services										
		PI 2: Number of research outputs presented in regional/national/ int'l fora/conferences								
		In reg'l fora/conferences	1	100.00%	1	5	5	4	4.67	
		In institutional fora/conferences	3	100.00%	3	5	5	4	4.67	
		PI 3: Number of research projects conducted and/or completed on schedule	2	150.00%	3	5	5	5	5	
		Outcome Indicator								
		Additional Outputs:								

		PI 12: Number of research collaboration/ partnership with LGUs	1	100.00%	1	5	5	4	4.67
		PI 17: Number of research proposals approved for internal funding							
UFMO 4: Extension Services									
		PI 1: Number of person-days trained weighted by length of training	20	175.00%	35	5	5	5	5
		PI 2: Number of trainings conducted	2	150.00%	3	5	5	5	5
		PI 3: Number of IEC materials/technoguides developed/used	2	100.00%	2	5	5	4	4.67
		PI 4: Number of beneficiaries served							
		Groups	2	200.00%	4	5	5	5	5
		Individuals	30	166.67%	50	5	5	5	5
		PI 5: Number of technical/expert services							
		Research Mentoring	2	200.00%	4	5	5	5	5
		Peer reviewers/Panelists							
		Resource Persons	2	250.00%	5	5	5	5	5
		Convenor/Organizer							
		Consultancy	2	100.00%	2	5	5	4	4.67
		Evaluator							
		PI 6: Number of extension projects conducted and/or completed on schedule	3	100.00%	3	5	5	4	4.67
		PI 7: Number of extension proposals submitted	1	100.00%	1	5	5	4	4.67
		Outcome Indicator							
		PI 12: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	2	100.00%	2	5	5	5	5
		Output Indicators							
		PI 13: Number of trainees weighted by the length of training	30	100.00%	30	5	5	4	4.67

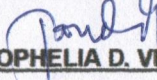
		PI 14: Number of extension programs organized and supported consistent with the SUC's mandated and priority programs							
		PI 15: Percentage of beneficiaries who rate the training course/s as satisfactory or higher in terms of quality and relevance	75%	120.00%	90%	5	5	5	5
		Additional Outputs:							
		PI 17: Number of extension delivery services conducted/ coordinated/ participated: field demo, agri fair, field days, agri-exhibit, Techno-forum, Techno-festival	1	400.00%	4	5	5	5	5
		PI 18: Number of clients assisted in agri-fair, walk in clients, training requests, in-house reviews, trainings and related activities	20	150.00%	30	5	5	5	5
		PI 19: Number of product/ technology demonstration conducted	1	100.00%	1	5	5	4	4.67
		PI 20: Number of clientele served/ registered during Farmers' and Fisherfolks' Day	10	250.00%	25	5	5	5	5
		PI 21: Number of RDE news and feature articles published	1	100.00%	1	5	5	4	4.67
MFO 3. Faculty Evaluation Services									
		PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated	80%	112.50%	90%	5	5	5	5
		PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted/attended	5	100.00%	5	5	5	5	5
	Total Over-all Rating							4.86	
	Average Rating		4.86	Comments and Recommendations for Development Purposes <i>Very Creative.</i>					
	Approved Additional Points (w/ copy of A[proval])								
	FINAL RATING		4.86						
	ADJECTIVAL RATING		Outstanding						

Evaluated & Rated by:


MARISEL A. LEORNA
 Supervisor

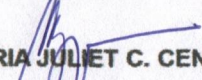
Date:

Recommending Approval


ROSA OPHELIA D. VELARDE
 Director for Research

Date:

Approved by:


MARIA JULIET C. CENIZA
 Vice President, OVPREI

Date:

PERFORMANCE MONITORING FORM

Name of Employee: MARIO E. BALIAD

Exhibit I

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Overall Assessment of Output**	Remarks/Recommendation
1.	Teaches Horticulture subjects	Full time equivalent teaching (4.05)	Jul 2022	Dec 2022	Jul-Dec 2022	Very impressive	Very Satisfactory	
2.	Consultation with student on subject matter and other course-related activities	27students consulted on subject matter and other course activities	Jul 2022	Dec 2022	Jul-Dec 2022	Very impressive	Very Satisfactory	
3	Implements and conducts approved research on coconut and intercrops	Implements/conducts 3 research projects	Jul 2022	Dec 2022	Jul-Dec 2022	Very impressive	Very Satisfactory	
4	Conserves crop varieties (coconut genebank)	Conserves 42 crop varieties	Jul 2022	Dec 2022	Jul-Dec 2022	Very impressive	Very Satisfactory	
5	Conducts training on coconut-related topics as resource person	Conducts training on coconut-related topics (resource person)	Jul 2022	Dec 2022	Jul-Dec 2022	Very impressive	Very Satisfactory	
6	Develops technoguides/IEC materials on coconut technologies	Develops technoguides/IEC materials on coconut	Jul 2022	Dec 2022	Jul-Dec 2022	Very impressive	Very Satisfactory	
7	Serves beneficiaries/Give out pineapple suckers and black pepper to interested clients and coconut farmers	Give out pineapple suckers and black pepper to 2 groups and 75 individuals	Jul 2022	Dec 2022	Jul-Dec 2022	Very impressive	Very Satisfactory	
8	Implements/conducts and supervises approved extension projects	Implements/conduct 2 approved extension project	Jul 2022	Dec 2022	Jul-Dec 2022	Very impressive	Very Satisfactory	
9	Supervises distribution of IEC materials to interested clients	Supervises/Distributes 75 leaflets on coconut to interested clients	Jul 2022	Dec 2022	Jul-Dec 2022	Very impressive	Very Satisfactory	
10	Increases 10% of IGP project to support university projects	10% income increase of IGP project on coconut intercrops	Jul 2022	Dec 2022	Jul-Dec 2022	Very impressive	Very Satisfactory	
11	Manages and monitors IGP project on coconut intercrops	Manages and monitors 1 IGP project	Jul 2022	Dec 2022	Jul-Dec 2022	Very impressive	Very Satisfactory	

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

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

MARISEL A. LEORNA
Center Director

PERFORMANCE MONITORING & COACHING JOURNAL

Rating Period: July to December 2022

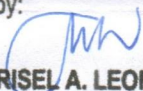
	1 st	Q U A R T E R
	2 nd	
√	3 rd	
√	4 th	

Name of Officer : **MARIO E. BALIAD**
 Head of Section : **MARISEL A. LEORNA**
 Number of Personnel:

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. Specify)	
	One-on-One	Group			
Monitoring field experiments	√				
Coaching Report writing		√			

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

Conducted by:


MARISEL A. LEORNA
 Immediate Supervisor

Noted by:


MARIA JULIET C. CENIZA
 Next Higher Supervisor

cc: OVPI
 ODAHRD
 PRPEO

EMPLOYEE DEVELOPMENT PLAN
Rating Period: July to December 2022

Name of Employee: MARIO E. BALIAD

Performance Rating: Outstanding

Aim: To be an effective worker in research and extension.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 4, 2022 **Target Date:** January 7, 2022

First Step: _____

Attend trainings/seminars on topics related to research and extension

Result: _____

Updated knowledge in research and extension

Date: January 10, 2022 **Target Date:** January 14, 2022.

Next Step: _____

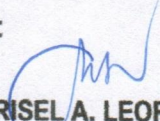
Apply the knowledge from trainings and seminars


Outcome: _____

Final Step/Recommendation: _____

Participation and application of the knowledge

Continue to serve as technical consultant and resource person on coconut based intercropping systems.

Prepared by: 
MARISEL A. LEORNA
Unit Head

Conform: 
MARIO E. BALIAD