

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
July to December 2020**

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 (50%)	5	$5 \times 100\% = 5$	
Total for Instruction	30%	5	1.5
2. Research			0
a. Client/Dir. for Research (50%)	5.00	$5.0 \times 50\% = 2.5$	0
b. Dept. Head/Center Director (50%)	4.83	$4.83 \times 50\% =$ 2.415	0
Total for Research	45%	4.915	2.21
3. Extension			0
a. Client/Dir. for Extension (50%)	4.8	$4.8 \times 50\% = 2.4$	0
b. Dept Head/Center Director (50%)	4.75	$4.75 \times 50\% =$ 2.375	0
Total for Extension	20%	4.775	0.95
4. Production	5%	4.67	0.23
TOTAL			4.89

EQUIVALENT NUMERICAL RATING: 4.89

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.89

ADJECTIVAL RATING: Outstanding

Prepared by:

MARIO E. BALIAD

Name of Faculty

Reviewed by:

MARIA JULIET C CENIZA

Department Head

Recommending Approval:

JOSE L. BACUSMO

Director for Research

Approved:

OTHELLO B. CAPUNO

Vice President for Research, Extension & Innovation

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **MARIO E. BALIAD**, Associate Professor 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 the indicated measures for the period JULY to DECEMBER 2020.

MARIO E. BALIAD

Assoc Professor

Date:

JOSE L. BACUSMO

Director for Research

Date:

Approved:

OTHELLO B. CAPUNO

Vice President, OVPRE8

Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Assigned Tasks	Target	% of Accomplishment	Details of Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
							Quality	Efficiency	Timeliness	Average	
UMFO 2. HIGHER EDUCATION SERVICES											
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned								
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	1	200.00%	2	5	5	5	5.00	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	3	200.00%	6	5	5	5	5.00	
OVPI UMFO 3. Higher Education Management Services											
UMFO 3 . RESEARCH SERVICES											
	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	100.00%	1	5	5	4	4.67	
	PI 4 Number of research oututs presented in regional/national/int'l for a /conferences	A 30 Number of research outputs presented in regional/national/ int'l fora /conferences	Prepares, submits and presents research paper in scientific fora conferences								
		In intititutional fora/conferences		1	200.00%	2	5	5	5	5.00	
	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	1	100.00%	1	5	5	4	4.67	

		Number of crop varieties conserved and utilized by clients and industries		30	166.67%	50	5	5	5	5.00	
UMFO 4. EXTENSION SERVICES											
	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	35	142.86%	50	5	5	5	5.00	
	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	1	100.00%	1	5	5	4	4.67	
	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								
	Resource Persons	Resource Persons		1	100.00%	1	5	5	4	4.67	
	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	1	100.00%	1	5	5	4	4.67	
UMFO 5. SUPPORT TO OPERATIONS											
Income Generating and Production Services											
	Sustainable Income generation activities to support University activities	Number of STF/IGP's monitored, supervised and managed	Manages and monitors STF and Income Generating Projects of the Center	1	100.00%	1	4	5	5	4.67	
										4.78	
Average Rating				4.78		Comments & Recommendations for Development Purpose: <i>Shows initiative . Dependable .</i>					
Additional Points:											
Approved Additional points (with copy of approval)											
FINAL RATING				4.78							
Adjectival Rating				Outstanding							

Evaluated & Rated by:

MARIA JULIET . CENIZA

Director, NCRC-V

Date:

JOSE L. BACUSMO

Director for Research

Approved by:

OTHELLO B. CAPUNO

Vce President, OVPREI

Date:


Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: MARIO E. BALIAD

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	<i>Acts as academic adviser to students</i>	<i>Acted as academic adviser to 2 students</i>	Jul 2020	Dec 2020	December 2020	Very Impressive	Very Satisfactory	
2	Entertains students consulting on subject taught, thesis and grades	Entertained 6 students consulting on subject taught, thesis and grades	Jul 2020	Dec 2020	December 2020	Very Impressive	Very Satisfactory	
3	Conducts and completes research project within the year	Conducted and completed research project within the year	Jul 2020	Dec 2020	December 2020	Very Impressive	Very Satisfactory	
4	Prepares, submits and presents research paper in scientific fora conferences	Prepared, submitted and presented 1 research paper in scientific fora conferences	Jul 2020	Dec 2020	December 2020	Very Impressive	Very Satisfactory	
5	Prepares research proposals, submits and follows up its approval for immediate implementation	Prepared 1 research proposals, submitted and follows up its approval for immediate implementation	Jul 2020	Dec 2020	December 2020	Very Impressive	Very Satisfactory	
6	Number of crop varieties conserved and utilized by clients and industries	Conserved 50 crop varieties and utilized by clients and industries	Jul 2020	Dec 2020	December 2020	Very Impressive	Very Satisfactory	
7	Implements duly approved extension projects	Implemented 1 duly approved extension projects	Jul 2020	Dec 2020	December 2020	Very Impressive	Very Satisfactory	
8	Provides the technical and expert services requested by beneficiaries	Provided the technical and expert services as resource person as requested by beneficiaries	Jul 2020	Dec 2020	December 2020	Very Impressive	Very Satisfactory	
9	Prepares extension project proposals, submits and follow up its approval for immediate implementation	Prepared 1 extension project proposals, submitted and followed up its approval for immediate implementation	Jul 2020	Dec 2020	December 2020	Very Impressive	Very Satisfactory	
10	Manages and monitors STF and Income Generating Projects of the Center	Managed and monitored STF and Income Generating Projects of the Center	Jul 2020	Dec 2020	December 2020	Very Impressive	Very Satisfactory	

Prepared by:


MARIA JULIET C. CENIZA
Unit Head

APPENDIX G
The QCE of the NBC No. 461 for Extension
Instrument 2: LEADERSHIP

Rating Period: JULY TO DECEMBER 2020

Name of Faculty: MARIO E. BALIAD Academic Rank: ASSISTANT PROFESSOR

Evaluators: Immediate Supervisor

- ☐ Director for Extension
- ☐ Team/Project leader
- ☐ College Extension Coordinators
- ☐ Others (Please Indicate) _____

Title of Project: Showcasing Profitable and Sustainable Coconut-based Technologies to Support Promotion and its Dissemination Through Techno Demo Sites

Instruction: Please evaluate the faculty using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The Faculty is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements.
1	Poor	The faculty fails to meet job requirements

Faculty Performance/Output	Scale				
1. Regularly communicates quality output of the extension proceeding to colleagues/staff/clientele/ subordinates.	5	4	3	2	1
2. Manages priorities to get the job done and able to looks for better ways to confronts conflict situations in an honest and direct manner	5	4	3	2	1
3. Encourage/motivates participation/cooperation of the people evolved in the extension activity(s).	5	4	3	2	1
4. Suggest/introduces strategies that enhanced colleagues/staff/clientele/subordinates' skills and abilities to perform the extension activity(s) in a more efficient manner.	5	4	3	2	1
5. Communicates directly, openly, honestly and shares information with the concerned individual or people involved in their extension activity(s)	5	4	3	2	1

Total Score 24

Signature of Evaluator

Name of Evaluator

Position of Evaluator

Date

Signature of Witness

Name of Witness

Agency and Position

Date

APPENDIX C

The QCE of the NBC No. 461 for Research Instrument 2: LEADERSHIP

Rating Period: **JULY TO DECEMBER 2020**

Name of Faculty: **MARIO E. BALIAD** Academic Rank: Assoc Professor
Evaluators: The immediate supervisor

- | | |
|--|--|
| <input type="radio"/> Program Project Leaders | <input type="radio"/> College Research Coordinator |
| <input type="radio"/> Project Leader for Study Leaders | <input type="radio"/> College Research Director |
| <input type="radio"/> Others (Please Indicate) _____ | |

Title of Project: Study 6: Yield performance of different intercrops under coconut using organic and inorganic fertilizers.

Instruction: Please evaluate the faculty using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The Faculty is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements.
1	Poor	The faculty fails to meet job requirements

Faculty Performance/Output	Scale				
1. Regularly communicates quality output of the research proceeding to colleagues/staff/clientele/ subordinates.	5	4	3	2	1
2. Manages priorities to get the job done and able to looks for better ways to confronts conflict situations in an honest and direct manner	5	4	3	2	1
3. Encourage/motivates participation/cooperation of the people evolved in the research proceedings.	5	4	3	2	1
4. Suggest/introduces strategies that enhanced colleagues/staff/clientele/subordinates' skills and abilities to perform the research activity in a more efficient manner.	5	4	3	2	1
5. Communicates directly, openly, honestly and shares information with the concerned individual or people involved in their research proceeding	5	4	3	2	1

Total Score: _____

Signature of Evaluator

Name of Evaluator

Position of Evaluator

Date : _____

Signature of Witness

Name of Witness

Agency and Position

Date : _____

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: NCRC-V

Name of Employee: Mario E. Baliad

Head of Office: Maria Juliet C. Ceniza

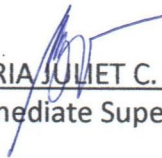
Number of Personnel: _____

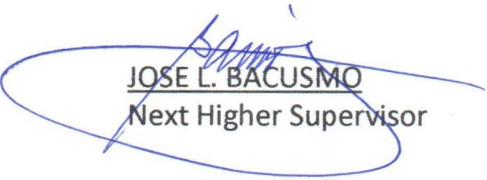
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Monitoring of monthly accomplishments	✓	✓			
Coaching on					
Research Reports	✓	✓			

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

Conducted by:

Noted by:


MARIA JULIET C. CENIZA
Immediate Supervisor


JOSE L. BACUSMO
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARIO E. BALIAD
Performance Rating: _____

Aim: Revised strategies to cope up the new normal situation brought by the COVID 19 pandemic.

Proposed Interventions to Improve Performance:

Date: July, 2020 Target Date: December , 2020

First Step: Formulate and harmonize the new normal strategies adapted by the center

Result: Establish strategies for new normal situation.

Date: _____ Target Date: _____

Next Step: Implement new normal strategies.

Outcome: Effective service delivery in the new normal situation.


Final Step/Recommendation:

Apply to workers of the Center

Prepared by:


MARIA JULIET C. CENIZA
Unit Head

Conforme:


MARIO E. BALIAD
Name of Ratee Faculty/Staff