

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of faculty Member: CHRISTIAN N. BACOLOD

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x 3)
1. Instruction			
g. Head/Dean (100%)		4.98 x 50% = 2.49	
h. Students		4.60 x 50% = 2.3	
Total for Instruction	75%	4.79	3.60
2. Research			
g. Client/Dir. For Research (50%)		x50% =	
h. Dept. Head/Center Director 50%)		x50% =	
Total for Research			
3. Extension			
g. Client/Dir. For Extension			
h. Dept. Head/Center Director (100%)		5.00 x 100% = 5.00	
Total for Extension	25%	5.00	1.25
4. Gen. Admin. & Support Services			
TOTAL	100%		4.85

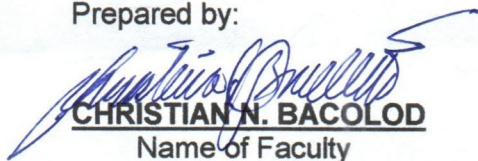
EQUIVALENT NUMERICAL RATING: 4.85

Add: Additional Points, if any:

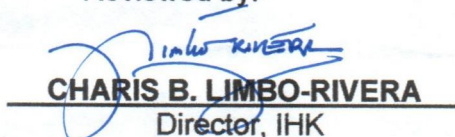
TOTAL NUMERICAL RATING: 4.85

ADJECTIVAL RATING: OUTSTANDING

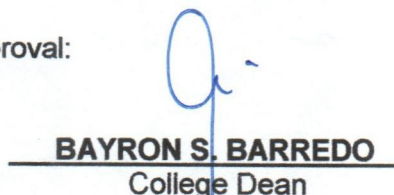
Prepared by:


CHRISTIAN N. BACOLOD
Name of Faculty

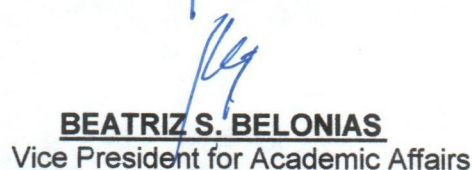
Reviewed by:


CHARIS B. LIMBO-RIVERA
Director, IHK

Recommending Approval:

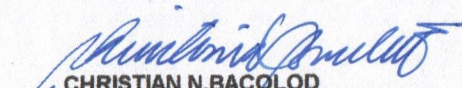

BAYRON S. BARREDO
College Dean

Approved:

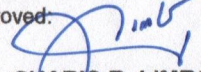

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Christian N. Bacolod**, a faculty member of the **INSTITUTE OF HUMAN KINETICS** commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January-June 2023.


CHRISTIAN N. BACOLOD
 Instructor I

Date: 7-27-2023

Approved: 
CHARIS B. LIMBO-RIVERA
 Department Head
 Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timelines ^{us}	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: /Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							

	PI 9: Number of instructional materials developed *	A5 . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	15	33.7	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 128 (Teaching Drama) PrEd 153b and Pred 154b
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	5	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 128 (Teaching Drama) PrEd 153b and Pred 154b
		A 11 . Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	8	8	5	5	4	4.67	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 128 (Teaching Drama) PrEd 153b and Pred 154b

		A12. Number of trainings attended <i>related to instruction</i>	Attend mandated trainings	3	3	5	5	5	5.00	KAALAM sa HINABING BANIG: Ecology, Traditions, Transformations, and the Diaspora
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		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	5	5	5	4	4.67	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 128 (Teaching Drama) PrEd 153b and PrEd 154b
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	10	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 128 (Teaching Drama) PrEd 153b and PrEd 154b
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	50	50	5	5	5	5.00	Bachelor of Culture and Arts Education Students (Freshmen and Shiftees)
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript		25	5	5	5	5.00	CAED 131 and PrEd 154b (Action Research)
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript		25	5	5	5	5.00	CAED 131 and PrEd 154b (Action Research)
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	3	3	5	5	4	4.67	BCAED Students (Shiftees)
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO							
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related	50	50	5	5	5	5.00	KAALAM sa HINABING BANIG: Ecology, Traditions, Transformations, and the Diaspora
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	4	4	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 114 (Contemporary Arts)
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	5	5	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 128 (Teaching Drama) PrEd 153b and PrEd 154b

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	20	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 128 (Teaching Drama) PrEd 153b and Pred 154b
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	20	20	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 128 (Teaching Drama) PrEd
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	4	4	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 128 (Teaching Drama) PrEd 153b and Pred 154b
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and/or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. 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							
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year							
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							

[illegible]

	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							
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. 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							
	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							
	<i>Research Mentoring</i>	<i>Research Mentor/Sports Trainer/Dance Trainer</i>		1	1	5	5	4	4.67	CAED 131 (Culture and Arts Research) Adviser -- Advised 11 groups
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists/Coach</i>		1	1	5	5	4	4.67	Action Research Final Defense Panelist
	<i>Resource Persons</i>	<i>Resource Persons/ Coach of Different Sports/Dance Adjudicator</i>		1	1	5	5	5	5.00	KAALAM sa HINABING BANIG: Ecology, Traditions, Transformations, and the Diaspora
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>		2	2	5	5	5	5.00	KAALAM sa HINABING BANIG: Ecology, Traditions, Transformations, and the Diaspora; ENITABLADO at DISENYO: papel at Habi sa Teatro
	<i>Consultancy</i>	<i>Consultant</i>								
	<i>Evaluator</i>	<i>Evaluator</i>		1	1	5	5	5	5.00	Action Research Defense Panelist

	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							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member		zero non-conformity					
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools		100% compliant					
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint					
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							

Total Over-all Rating					105	105	100	103.34	
Average Rating					5	5	4.75	4.92	
Adjectival Rating									

Average Rating (Total Over-all rating divided by 4)		4.98	Comments & Recommendations for Development Purpose: <i>Takes initiative to understand what needs to be done & puts high value on doing good job!</i>
Additional Points			
Approved Additional Points (with copy of approval)			
Final Rating		4.98	
Adjective Rating		Outstanding	

Evaluated & Rated by:

CHARIS B. LIMBO-RIVERA

Department Head

Date:

Recommending Approval

BAYRON S. BARREDO

Dean, College of Education

Date: *8-22-17*

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date:

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **CHRISTIAN N. BACOLOD**

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 undergraduate course	Deliver quality learning to students in the undergraduate program	January 2023	February 2023- June 2023		Very impressive	Outstanding	All students passed
2	Advise BCAED students	<ul style="list-style-type: none"> Empowered students to graduate on time and face challenges courageously Assisted and follow-up during enrolment 	January 2023	February 2023- June 2023		Very impressive	Outstanding	Was able to cater advice to students
3	Develop evaluation and assessment tools to rate students' performance	Collect projects, assignments, check, develop rubrics to assess students in designing and creating modified games and activities with students with special needs	February 2023- June 2023			Very impressive	Outstanding	Tasks done on time
4	Submit reports and other requirements	Submitted DTR and grade sheets	February 2023- June 2023			Very impressive	Outstanding	Was able to submit on time
5	Operates Virtual Classrooms	Developed 5 Virtual Classroom using Moodle	July 2021	February 2023- June 2023		Very impressive	Outstanding	Responsible in all assigned task
6	Implements duly	Deliver quality learning to	February 2023- June 2023			Very	Outstanding	Tasks done

6	Implements duly approved extension projects	Deliver quality learning to participants	February 2023- June 2023		Very impressive	Outstanding	Tasks done on time
7	Organize VSU Programs (CSC Anniversary Online Fitness, Art Apprenticeship Webinar Series, Art Apprenticeship Orientation, and Kaalam Webinar Series)	Provides the technical and expert services requested by beneficiaries	February 2022	February 2023- June 2023	Very impressive	Outstanding	Responsible in all assigned task
8	Resource Person	Deliver technical and expertise services.	February 2023- June 2023		Very impressive	Outstanding	Tasks done on time
9	Attendance in regular, emergency & special meetings	<ul style="list-style-type: none"> Attend meetings in the institute and department Up to date knowledge and information on the current status of the institute, the college and university as a whole. 	February 2023- June 2023		Very impressive	Outstanding	Attended meetings promptly
10	Prepare Learning Modules	<ul style="list-style-type: none"> Make the PhEd 14n PATHFIT 1 (Outdoor and Adventure) Learning Module CAEd 126 Teaching Dance 	February 2023	June 2023	Very impressive	Outstanding	Was able to submit on time
11	Attended mandated Training	Professional growth and development	February 2022	June 2023	Very impressive	Outstanding	Attended virtual training promptly

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

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

Prepared by:

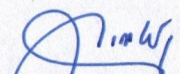

CHARIS B. LIMBO-RIVERA
Unit Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **CHRISTIAN N. BACOLOD**

Performance Rating: Outstanding

Aim: To come up with culture and arts related programs

Proposed Interventions to Improve Performance: Survey of university constituents interest in the field of culture and arts

Date: August 2023

Target date: November 2023

First Step:

- Conduct a survey on culture and arts related programs that the university constituents like to witness/experience

Result:

- Collaborative effort in coming up with the culture and arts programs

Date: August 2023

Target date: October 2023

Next Step:

- Study the result of the survey

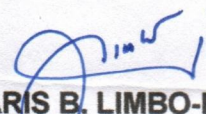
Outcome:

- A radio program segment that will highlight the culture and arts of the locale or of the region.
- A curated event highlighting local artisans/ weavers of Leyte


Final Step/Recommendation:

Consistent in the implementation of the program regardless of the number of attendance.

Prepared by:


CHARIS B. LIMBO-RIVERA
Unit Head

Conforme:


CHRISTIAN N. BACOLOD
Name of Ratee Faculty/Staff