

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Christian N. Bacolod (Instructor I)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	40	4.98	2.24
b. Students	40	4.50	2.03
Total for Instruction	80		4.27
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research	10	4.67	0.47
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	10	4.89	0.49
4. Administration			
5. Production			
TOTAL	100		4.76

EQUIVALENT NUMERICAL  
RATING:

4.76

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.76


ADJECTIVAL RATING:

OUTSTANDING

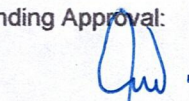
Prepared by:

  
**CHRISTIAN N. BACOLOD**  
Name of Faculty


Reviewed by:

  
**ANDREW A. MAZO**  
Director, IHK

Recommending Approval:

  
**BAYRON S. BARREDO**  
Dean, College of Education


Approved by:

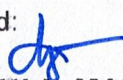
  
**ROTACIO S. GRAVOSO**  
VP for Academic Affairs

"Exhibit B"

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 accomplished in accordance with the indicated measures for the period January-June 2024

  
**CHRISTIAN N. BACOLOD**  
 Instructor I  
 Date: 07-12-2024

Approved:   
**ANDREW A. MAZO**  
 Department Head  
 Date: 7/12/24

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	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI8: 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								
		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							
		<b>A4.</b> Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	<b>PI9:</b> Number of instructional materials developed *	<b>A5.</b> 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 Moddle or Google Classroom							

<b>PI 10.</b> Additional outputs:	<b>A 8.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>									
<b>OVPI UMFO 3. Higher Education Management Services</b>									
<b>PI5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	Handles and teaches courses assigned	15	28.5	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 114 (Contemporary Arts ) CAED 102 (Culture and Arts in Plural Societies)
	<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	6	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 114 (Contemporary Arts ) CAED 102 (Culture and Arts in Plural Societies) PrEd 153b and Pred 154b
	<b>A 11.</b> 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 114 (Contemporary Arts ) CAED 102 (Culture and Arts in Plural Societies)
	<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5.00	Weaving With Pride: Culture. Creativity. Pride. Lecture and Workshop Series
	<b>A13.</b> 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 114 (Contemporary Arts ) CAED 102 (Culture and Arts in Plural Societies)
	<b>A14.</b> 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 114 (Contemporary Arts ) CAED 102 (Culture and Arts in Plural Societies)
	<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
<b>PI8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to students	15	15	5	5	5	5.00	Bachelor of Culture and Arts Education Students (Freshmen and Shiftees)

		<b>A17.</b> Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	6	6	5	5	5	5.00	PrEd 154b (Action Research)
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	6	6	5	5	5	5.00	PrEd 154b (Action Research)
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	50	50	5	5	4	4.67	BCAED Students (Shiftees and Regular Students)
	<b>PI9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	5	5.00	ADARNA
		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student	50	50	5	5	5	5.00	ADARNA DAYS 2024
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> 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 114 (Contemporary Arts)

		Supplemental learning resource	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 114 (Contemporary Arts)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets,	5	5	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 114
		<b>A 23 :</b> Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	3	5	5	5	5.00	CAED 124 (Teaching Visual Arts) PrEd 153b and Pred 154b
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> 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							
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</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							

	<b>PI2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year							
	<b>PI3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> 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							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	<b>PI4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in sciencifc for a/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	1	5	5	4	4.67	Cultural Mapping of VSU Main Campus Heritage Properties (VSU-CAC)
	<b>PI6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by								
		<b>A 33.</b> Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper							

		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership							
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority	<b>A 38.</b> Number of extension programs/projects implemented	Implements duly approved extension projects							
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</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							

<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
Research Mentoring	Research Mentor/Sports Trainer/Dance Trainer		1	1	5	5	4	4.67	PRED154- Action Research (3 groups)
Peer reviewers/Panelists	Peer reviewers/Panelists/Coach		1	1	5	5	4	4.67	PRED154- Action Research (3 groups)
Resource Persons	Resource Persons/ Coach of Different Sports/Dance Adjudicator		1	1	5	5	5	5.00	Weaving with Pride: Culture, Creativity, Pride. Lecture and Workshop series   National Museum of the Philippines - Bohol
Convenor/Organizer	Convenor/Organizer		1	1	5	5	5	5.00	ADARNA DAYS 2024: Sidlak Sa Kawanangan; VSU Open Water and Aquathlon; Kaugmaran Festival; VSU Goodwill Games
Consultancy	Consultant		1	1	5	5	5	5.00	ADARNA DAYS 2024: Sidlak Sa Kawanangan
Evaluator	Evaluator		1	1	5	5	5	5.00	UISB - Painting Contest
<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate							

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							
<b>UMFO 5. SUPPORT TO OPERATIONS</b>									
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
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		100% compliant					
	On program accreditations								
	On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support Services</b>									
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							

	<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/managem nt related activities and other outputs to implement new normal							
	<b>Total Over-all Rating</b>					120	120	114	118.01
	<b>Average Rating</b>					5	5	4.727	4.91
	<b>Adjectival Rating</b>								

Average Rating ( Total Over-all rating dividedby 4)		<b>4.98</b>	Comments & Recommendations for Development Purpos <i>Must observe timely submission of the required office documents (PTR, Grades, etc.)</i>
Additional Points			
Approved Additional Points (with copy of approval)			
Final Rating		<b>4.98</b>	
Adjective Rating		Outstanding	

Evaluated & Rated by:

**ANDREW A. MAZO**

Department Head

Date: *7/12/24*

Recommending Approval

**BAYRON S. BARREDO**

Dean, College of Education

Date: *7/15/24*

Approved by:

**ROTACIO GRAVOSO**

Vice President for Instruction

Date: *09/17/2024*

# PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: INSTITUTE OF HUMAN KINETICS

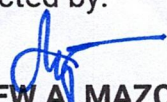
Head of Office: ANDREW A. MAZO

Number of Personnel: 32

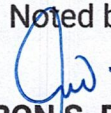
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<b>Monitoring</b>  Review and Finalization of the Institute and Individual Accomplishments (January – June 2024)		Faculty Meeting June 14, 2024			Each faculty finalize their IPCR Accomplishments (January – June 2024)
<b>Coaching</b>  Review the needed support to facilitate the attainment of the Institute’s targets (Jan-June 2024)		Faculty Meeting June 20, 2024			Submit a List of support needed to attain targets

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

Conducted by:

  
**ANDREW A. MAZO**  
Immediate Supervisor  
Supervisor

Noted by:

  
**BAYRON S. BARREDO**  
Next Higher

## 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 2024	February 2024- June 2024		Very impressive	Outstanding	All students passed
2	Advise BCAED students	<ul style="list-style-type: none"> <li>Empowered students to graduate on time and face challenges courageously</li> <li>Assisted and follow-up during enrolment</li> </ul>	January 2024	February 2023- June 2024		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 2024- June 2024			Very impressive	Outstanding	Tasks done on time
4	Submit reports and other requirements	Submitted DTR and grade sheets	February 2024- June 2024			Very impressive	Outstanding	Was able to submit on time
5	Operates Virtual Classrooms	Developed 3 Virtual Classroom using Moodle	February 2022	February 2024- June 2024		Very impressive	Outstanding	Responsible in all assigned task

6	Implements duly approved extension projects	Deliver quality learning to participants	February 2024- June 2024		Very impressive	Outstanding	Tasks done on time
7	Organize VSU Programs (IHK Anniversary, VSU Centennial, ADARNA Days)	Provides the technical and expert services requested by beneficiaries	February 2022	February 2024- June 2024	Very impressive	Outstanding	Responsible in all assigned task
8	Resource Person	Deliver technical and expertise services.	February 2024- June 2024		Very impressive	Outstanding	Tasks done on time
9	Attendance in regular, emergency & special meetings	<ul style="list-style-type: none"> <li>Attend meetings in the institute and department</li> <li>Up to date knowledge and information on the current status of the institute, the college and university as a whole.</li> </ul>	February 2024- June 2024		Very impressive	Outstanding	Attended meetings promptly
10	Prepare Learning Modules	<ul style="list-style-type: none"> <li>Make the CAED 102, CAED 114, PrEd 153 and 154</li> <li>CAEd 124 Teaching Visual Arts</li> </ul>	February 2024	June 2024	Very impressive	Outstanding	Was able to submit on time
11	Attended mandated Training	Professional growth and development	February 2024	June 2024	Very impressive	Outstanding	Attended virtual training promptly

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

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

Prepared by:



**ANDREW A. MAZO**  
Unit Head

## EMPLOYEE DEVELOPMENT PLAN

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

Performance Rating: **Outstanding**

Aim: **To create a BCAED Content Course-based Language Proficiency Program to BCAED students**

Proposed Interventions to Improve Performance: **Survey of BCAED students' English Language Pr and Communication Skills the field of Culture and Arts Education Content Courses.**

Date: June 2024

Target date: January 2025

First Step:

- **Conduct a Language Proficiency Level Test to students to determine the levels of communication skills and English language proficiency.**

Result:

- **Groups with certain level of language proficiency and communication skills**

Date: August 2025

Target date: October 2025

Next Step:

- **Content Course-based Language Proficiency and Communication Skills training and workshops for CAED students**


Outcome:

- **A Language Proficiency Program (Reading, Speaking, and Writing) will be taken by BCAED students to further enhance their communication skills and overall presentation**


Final Step/Recommendation:

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

Prepared by:

  
**ANDREW A. MAZO**  
Unit Head

Conforme:

  
**CHRISTIAN N. BACOLOD**  
Name of Ratee Faculty/Staff



## TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: BACOLOD, CHRISTIAN N.

Department: Institute of Human Kinetics

College: College of Teacher Education

Course No. & Descriptive Title	Lab/ Lec	RATING		% Evaluation Rating
		Num.	Adjec.	
CAEd 113 VISUAL ARTS IN TRADITIONAL SOCIEITIES FORM,MEANING & PROCESS IN THE VISL ARTS OF TRAD.SOCIETIES	LEC	4.00	Very Satisfactory	80.0%
CAEd 113 VISUAL ARTS IN TRADITIONAL SOCIEITIES FORM,MEANING & PROCESS IN THE VISL ARTS OF TRAD.SOCIETIES	LEC	4.00	Very Satisfactory	80.0%
CAEd 101 FOUNDATIONS OF CULTURE AND ARTS EDUCATION	LEC	4.00	Very Satisfactory	80.0%
CAEd 123 ANALYSIS AND CRITICAL UNDERSTANDING OF THE VISUAL ARTS	LEC	4.50	Outstanding	90.0%
CAEd 127 PRINCIPLES AND PRACTICES: DRAMATURGY AND AESTHETICS IN PHILIPPINE AND NON-PHILIPPINE THEATER CLASSICS	LEC	5.00	Outstanding	100.0%
CAEd 128 PRINCIPLES AND PRACTICE OF TEACHING DRAMA	LEC	5.00	Outstanding	100.0%
CAEd 132 RESEARCH 2-CULMINATING PROJECT	LEC	5.00	Outstanding	100.0%
Average Rating		4.50	Outstanding	90.00%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory(S)

3.50 – 4.49 Very Satisfactory(VS)

4.50 – 5.00 Outstanding(O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: May 08, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 08, 2024

Received by:

BACOLOD, CHRISTIAN N.

Name and Signature of Faculty

Date: May 22, 2024

Distribution of copies: ODIE, College, Department, Faculty

**Vision:** A globally competitive university for science, technology, and environmental conservation.

**Mission:** Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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