

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **BAYRON S. BARREDO**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
16. Instruction			
g. Head/Dean (50%)		$4.63 \times 50\% = 2.32$	
h. Students (50%)		$5.0 \times 50\% = 2.5$	
Total for Instruction	50%	4.82	2.41
17. Research	10%	4.00	0.40
18. Extension	10%	4.33	0.43
19. Administration	30%	4.86	1.46
20. Production			
TOTAL			<b>4.70</b>


EQUIVALENT NUMERICAL RATING: **4.70**

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: **4.70**

ADJECTIVAL RATING: **Outstanding**

Prepared by:

  
BAYRON S. BARREDO  
Name of Staff

Reviewed by:

  
BAYRON S. BARREDO  
Department/Office Head

Recommending Approval:

  
ALELI A. VILLOCINO  
Dean/Director

Approved:

  
BEATRIZ S. BELONIAS  
Vice President

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **BAYRON S. BARREDO** of the Department of Teacher Education commits 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, 2018**.

**BAYRON S. BARREDO**

Ratee

Approved:

**ALELIA VILLOCINO**

Head of Unit

MFO & PAPS	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>Higher Education</b>	FTE	Teaches undergraduate courses	4.0	14.47	5	5	4	4.66	1 <sup>st</sup> Semester 2018-2019
	Accreditation Level I AACCUP	Supervises & Collects Documents for Level I (BSEd-Biological & Physical Sciences)	50%	100%	5	4	4	4.33	Area VI Member & Area X Chairperson
<b>Advanced Education</b>	FTE	Teaches graduate courses	5.0	4.49	4	5	5	4.66	EDUC 204 (Educational Administration & Supervision)
	<b>Total for Instruction</b>				<b>5.0</b>	<b>4.66</b>	<b>4.33</b>	<b>4.63</b>	
<b>Research Services</b>	Number of Research Proposal Reviewed & Endorsed	Reviews & Endorses Research Proposal for Funding	1	2	4	4	4	4.00	Prof. Bellen's Research and Dr. Aure's Research
	<b>Total Research</b>				<b>4</b>	<b>4</b>	<b>4</b>	<b>4.00</b>	
<b>Extension Services</b>	Number of Extension Proposals Reviewed & Endorsed	Reviews & Endorses Research Proposal for Funding	1	1	5	4	4	4.33	"I Can Do It: Master Teachers' Capability Building on Research (2018)" By Prof. Bellen, Dr. Mabalhin & Dr. Villocino (Proposal submitted to ODREX)

	<b>Total for Extension</b>				<b>5</b>	<b>4</b>	<b>4</b>	<b>4.33</b>	
<b>Administrative Support Services</b>	Attends Meeting in the University	DTE, Head	80% Compliance	100%	5	5	5	5.00	
	Supervises and Attends Orientation of DepEd Leyte Division & Baybay City Division for Student Teaching Deployment	DTE, Head	80% Compliance	100%	5	4	5	4.66	
	Prepares & Endorses Faculty Workload	DTE, Head	80%	100%	5	5	5	5.00	
	Endorses Participation in Research Presentations, Seminars, Trainings, & Workshops.	Chairman, DTE Personnel Committee	80%	100%	5	5	4	4.66	
	Prepares & Submits Reports, Communications, Minutes of the Meetings	DTE, Head	80%	100%	5	5	5	5.0	
	<b>Total for Others</b>				<b>5</b>	<b>4.8</b>	<b>4.8</b>	<b>4.86</b>	
<b>Total Over-all Rating</b>								<b>4.45</b>	

Average Rating (Total Over-all rating divided by 4)		<b>4.45</b>
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		<b>4.45</b>
ADJECTIVAL RATING		<b>Very Satisfactory</b>

Evaluated & Rated by:

**BAYRON S. BARREDO**  
Department Head

Date: \_\_\_\_\_

Recommending Approval:

**ALELIA A. VILLOCINO**  
Dean

Date: 2/15/19

Approved by:

**BEATRIZ S. BELONIAS**  
Vice President for Instruction

Date: \_\_\_\_\_

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

Comments & Recommendations for Development Purpose:

*Give comments/suggestions to your F/S [extend patience] is a well-thought out mechanism to improve individual performance. May I suggest that let this be known to your F/S as a way of coaching + to create a culture of constant improvement. Keep up the good work!*

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **BAYRON S. BARREDO**

Performance Rating: **4.70**

Aim: Increases involvement in research and extension activities  
Produces instructional materials on subjects handled  
Present & Publish Research

Proposed Interventions to Improve Performance:

Date: December 2018      Target Date: January – June 2019

First Step:

Attend research & extension conference, seminars/workshops

Coach New Faculty Members in the Department, Preside Faculty/ Department Meetings, Monitor Enrollment & Class Schedules

Result:

Date: December 2018      Target Date: January – June 2019

Next Step:

Actively attend meetings to conceptualize extension activities.

Write research proposal

Outcome: \_\_\_\_\_

Final Step/Recommendation:

Coach New Faculty Members in the Department, Preside Faculty/ Department Meetings, Monitor Enrollment & Class Schedules

Actively attend meetings to conceptualize extension and research activities.

Write research proposal and extension proposal for Funding

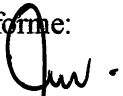
Prepared by:



**BAYRON S. BARREDO**

Unit Head

Conforme:



**BAYRON S. BARREDO**

Name of Ratee Faculty/Staff