

VISAYAS STATE UNIVERSITY  
Baybay City, Leyte

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS  
JANUARY TO JUNE 2019

Name of Faculty Member: **MARIO E. BALIAD**

| Program Involvement              | Percentage Weight<br>of Involvement | Numerical Rating<br>(Rating x %) | Equivalent Numerical<br>Rating |
|----------------------------------|-------------------------------------|----------------------------------|--------------------------------|
| (1)                              | (2)                                 | (3)                              | (2X3)                          |
| 1. Instruction                   |                                     |                                  |                                |
| a. Head/Dean (50%)               |                                     | 5.000 x 50%                      | 2.500                          |
| b. Students (50%)                |                                     | 4.000 x 50%                      | 2.000                          |
| <b>Total Instruction</b>         | 25%                                 | 4.500                            | <b>1.125</b>                   |
| 2. Research                      |                                     |                                  |                                |
| a. Client/Director for Research  |                                     | 5.000 x 50%                      | 2.500                          |
| b. Dept. Head/Center Directors   |                                     | 5.000 x 50%                      | 2.500                          |
| <b>Total for Research</b>        | 30%                                 | 5.000                            | <b>1.500</b>                   |
| 3. Extension                     |                                     |                                  |                                |
| a. Client/Director for Extension |                                     | 4.800 x 50%                      | 2.400                          |
| b. Dept. Head/Center Directors   |                                     | 5.000 x 50%                      | 2.500                          |
| <b>Total for Extension</b>       | 20%                                 | 4.900                            | <b>0.980</b>                   |
| 4. Production                    | 10%                                 | 4.570                            | <b>0.457</b>                   |
| 5. Administration                | 15%                                 | 4.835                            | <b>0.725</b>                   |
| <b>TOTAL</b>                     | 100%                                |                                  | <b>4.787</b>                   |
| EQUIVALENT NUMERICAL RATING      |                                     |                                  | <b>4.787</b>                   |
| Add: Additional Points, if any   |                                     |                                  | -                              |
| TOTAL NUMERICAL RATING           |                                     |                                  | <b>4.787</b>                   |
| ADJECTIVAL RATING                |                                     |                                  | <b>Outstanding</b>             |

Prepared by:

**MARIO E. BALIAD**  
Name of Faculty

Reviewed by:

**MARIA JULIET C. CENIZA**  
Director, NCRC-V

Recommending Approval:

**JOSE L. BACUSMO**  
Director for Research

Approved:

**OTHELLO B. CAPUNO**  
Vice President for Research & Extension



Visayas State University  
NATIONAL COCONUT RESEARCH CENTER - VISAYAS  
Visca, Baybay City, Leyte



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARIO E. BALIAD, Associate Professor III of the National Coconut Research Center - Visayas, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2019.

MARIO E. BALIAD

Name of Faculty

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

MARIA JULIET C. CENIZA

Director NCRC-V

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

| MFO No. | MFOs/PAPs   | Success Indicator (SI)                                     | Persons Responsible            | Task Assigned  | Target | Actual Accomplishment | Rating  |            |            |         | Remark |
|---------|---|--|--------------------------------|--|--------|-----------------------|---------|------------|------------|---------|--------|
|         |   |  |                                |  |        |                       | Quality | Efficiency | Timeliness | Average |        |
|         | Advanced Education Services   |  |                                |  |        |                       |         |            |            |         |        |
|         | Higher Education Services   |  |                                |  |        |                       |         |            |            |         |        |
|         | NCRC MFO 1. Curriculum Program Management   |  |                                |  |        |                       |         |            |            |         |        |
|         | Total FTE monitored   | Required workload/FTI: units for instruction complied      | NCRC Core/ Faculty Researchers | Teachs Horticulture subjects   | 2      | 8.70                  | 5       | 5          | 5          | 5.00    |        |
|         | MFO 2. Student Management Services  |  |                                |  |        |                       |         |            |            |         |        |
|         | Effective instruction delivery services to contribute to the development of human resources | A3. Number of student research and field practice advised: | NCRC Core Faculty Researchers  |  |        |                       |         |            |            |         |        |
|         |   | Approved manuscript submitted within the prescribed period |                                | Reviews and approve student thesis manuscript.                                   | 1      | 5                     | 5       | 5          | 5          | 5.00    |        |
|         |   | A4. Student advising and consultation services             |                                |  |        |                       |         |            |            |         |        |
|         |   | Number of hours spent on student consultation              |                                | Consultation with students on subject matter and other course-related activities | 50     | 80                    | 5       | 5          | 5          | 5.00    |        |
|         |   | Number of organization advised                             |                                | Adviser of student organization.   | 1      | 2                     | 5       | 5          | 5          | 5.00    |        |



|  |  |  |   |   |    |     |   |   |   |      |  |  |
|--|--|--|---|---|----|-----|---|---|---|------|--|--|
|  |  | Number of student related activities assisted  |   | Resource person in student related activities, lectures and seminars            |    |     |   |   |   |      |  |  |
|  | Research Services  |  |   |   |    |     |   |   |   |      |  |  |
|  | Productive, relevant research outputs and cutting-edge technologies generated                            | A5. Number of published papers in CHED accredited journals, internationally indexed journals | NCRC Core Faculty Researchers & SRAs            |   |    |     |   |   |   |      |  |  |
|  |  | In referred int'l journals   |   |   |    |     |   |   |   |      |  |  |
|  |  | A6. Number of research outputs presented in regional/national/int'l conferences              | NCRC Core Faculty Researchers & SRAs            |   |    |     |   |   |   |      |  |  |
|  |  | In nat'l for a/conferences   |   |   |    |     |   |   |   |      |  |  |
|  |  | In institutional for a/conferences   |   | Prepares and presents paper and outputs   | 2  | 4   | 5 | 5 | 5 | 5.00 |  |  |
|  |  | A7. Number of research projects conducted and/or completed on schedule                       | NCRC Core Faculty Researchers & SRAs            | Implements approved projects, prepares and submit terminal reports              | 1  | 6   | 5 | 5 | 5 | 5.00 |  |  |
|  |  | A8. Number of research proposals submitted.  | NCRC Core Faculty Researchers & SRAs            | Prepares and submits research proposals to funding agency                       | 1  | 1   | 5 | 5 | 5 | 5.00 |  |  |
|  |  | A13. Number of crop varieties conserved and utilized by clients and industries               | NCRC Core Faculty Researchers & SRAs            | Conserve and utilize coconut genetic resources for research production purposes | 42 | 42  | 5 | 5 | 5 | 5.00 |  |  |
|  | Extension/Production Services  |  |   |   |    |     |   |   |   |      |  |  |
|  | Efficient and effective community engagement for sustainable livelihood of clients and sound environment | A15. Number of person-days trained weighted by length of training                            | NCRC Core Staff, SRA/Aide, Admin. Aide          | Farmers/clients trained on coconut-related topics                               | 50 | 100 | 5 | 5 | 5 | 5.00 |  |  |
|  |  | A16. Number of IEC materials/technologies developed/used                                     | NCRC Core Staff, SRA/Aide, Admin. Aide          | Prepares IEC materials, Posters on Tissue culture and Seedlings of              | 1  | 1   | 5 | 5 | 5 | 5.00 |  |  |
|  |  | A19. Number of extension projects conducted and/or completed on schedule                     | NCRC Core Staff, SRA/Aide, Admin Aide, Laborers | Implements approved extension projects and prepares and submit reports.         | 1  | 1   | 5 | 5 | 5 | 5.00 |  |  |
|  |  | A24. Number of copies of IEC materials distributed   | NCRC Core Staff, SRA/Aide, Admin Aide           | Distributes materials on coconut production and other IECs                      | 25 | 50  | 5 | 5 | 5 | 5.00 |  |  |

|  |   |  |   |   |   |    |   |   |   |       |  |
|--|---|--|---|---|---|----|---|---|---|-------|--|
|  | Sustainable income generation activities to support University activities | A28. 10% increase of income generated to support university projects | NCRC Core Staff, SRA/Aide, Admin Aide, Laborers   |   |   |    |   |   |   |       |  |
|  |   | A29. Number of STF/IGP's monitored, supervised and managed           | NCRC Core Staff, SRA/Aide, Admin Aide, Laborers   | Manages and monitors STF and Income Generating Projects of the Center | 1   | 2  | 5 | 4 | 5 | 4.67  |  |
|  | General Administration and Support Services (GASS)                        | VSU Landscape Services   |   |   |   |    |   |   |   |       |  |
| 8  | Administrative and Facilitative Services                                  |  |   |   |   |    |   |   |   |       |  |
|  | Efficient and customer friendly frontline services                        | A36. Percentage implementation of SPMS & PBB                         |   |   |   |    |   |   |   |       |  |
|  | Efficient office management and maintenance                               | A37a. Number of VSU landscape personnel supervised and monitored     | Landscape unit                                    | Supervise and monitor landscape personnel                             | 19  | 19 | 5 | 4 | 5 | 4.67  |  |
|  |   | A 38a. Number of VSU Landscape meetings conducted                    | NCRC-V Core Staff, SRA/Aide, Admin Aide, Laborers | Conduct meetings at VSU Landscape Section                             | 5   | 5  | 5 | 5 | 5 | 5.00  |  |
|  |   | A40. Number of University committee/council meetings attended        | NCRC-V Core Staff, SRA/Aide, Admin Aide           | Attend University committees/council meetings                         | 3   | 6  | 5 | 4 | 5 | 4.67  |  |
|  |   | A 43. Number of visitors/clients/investors briefed and entertained   | NCRC-V Core Staff, SRA/Aide, Admin Aide           | Briefs and entertain visitors/clients/investors                       | 40  | 50 | 5 | 5 | 5 | 5.00  |  |
|  |   |  |   |   |   |    |   |   |   | 4.941 |  |
| Average Rating                                   |   |  |   | 4.941   | Comments and Recommendations for Development Purpose:<br><br>Creative & Open to suggestions |    |   |   |   |       |  |
| Punctuality                                      |   |  |   |   |   |    |   |   |   |       |  |
| Approved Additional Points (w/ copy of Approval) |   |  |   |   |   |    |   |   |   |       |  |
| FINAL RATING                                     |   |  |   | 4.941   |   |    |   |   |   |       |  |
| ADJECTIVAL RATING                                |   |  |   | Outstanding   |   |    |   |   |   |       |  |

Evaluated & Rated by:

MARIA JULIE C. GENIZA  
Center Director

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

Recommending Approval:

JOSE L. BACUSMO  
Director for Research

Approved:

OTHELLO B. CABUNO  
Vice President for Research and Extension

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





**VISAYAS**  
STATE UNIVERSITY

OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION  
1/F Administration Building  
Visca, Baybay City, Leyte PHILIPPINES  
Phone/Fax: +63 053 563 7106  
Email: ovpa@vsu.edu.ph  
Website: www.vsu.edu.ph

**Teaching Performance Evaluation by Students (TPES)**  
**Summary of Rating**  
**First Semester SY 2018-2019**

**Name of Faculty : BALIAD, MARIO**  
**National Coconut Res. Center – Visayas**  
**Visayas State University**

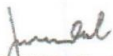
| Course No. &<br>Descriptive Title |                                    | lab/<br>lec | Class<br>Schedule |    | No. of<br>Raters | RATING |        | % Evaluation<br>Rating |
|-----------------------------------|------------------------------------|-------------|-------------------|----|------------------|--------|--------|------------------------|
|                                   |                                    |             |                   |    |                  | Num.   | Adjec. |                        |
| Agro 21                           | Fundamentals of Crop<br>Production | Lab         | 1 - 4             | Th | 20               | 4      | VS     | 90.00                  |
| Ave. Rating                       |                                    |             |                   |    |                  |        |        | 90.00                  |

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

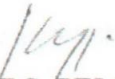
Legend:

- 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 (U)

Prepared By:

  
**NELSIE F. MONDAL**  
Admin Aide III, OVPI

Attested By:

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

**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.

## APPENDIX C

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

Rating Period: **JANUARY TO JUNE 2019**

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: Project: Collection and characterization of local and introduced coconut cultivars

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.  | <u>5</u> | 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                               | <u>5</u> | 4 | 3 | 2 | 1 |
| 3. Encourage/motivates participation/cooperation of the people evolved in the research proceedings.   | <u>5</u> | 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. | <u>5</u> | 4 | 3 | 2 | 1 |
| 5. Communicates directly, openly, honestly and shares information with the concerned individual or people involved in their research proceeding                           | <u>5</u> | 4 | 3 | 2 | 1 |

Total Score: \_\_\_\_\_

*M. E. Baliad*  
Signature of Evaluator

\_\_\_\_\_  
Signature of Witness

\_\_\_\_\_  
Name of Evaluator

\_\_\_\_\_  
Name of Witness

\_\_\_\_\_  
Position of Evaluator

\_\_\_\_\_  
Agency and Position

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

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



## APPENDIX C

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

Rating Period: **JANUARY TO JUNE 2019**

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

\_\_\_\_\_  
Signature of Witness

\_\_\_\_\_  
Name of Evaluator

\_\_\_\_\_  
Name of Witness

\_\_\_\_\_  
Position of Evaluator

\_\_\_\_\_  
Agency and Position

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

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

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

Rating Period: JANUARY to JUNE 2019

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

Evaluators: Immediate Supervisor

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

Title of Project: Establishment and maintenance of demo farms on coconut production technology and profitable intercropping systems for potential coconut-based non-food products

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: \_\_\_\_\_

Signature of Evaluator

MARIO E. BALIAD

Name of Evaluator

Position of Evaluator

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

Signature of Witness

Name of Witness

Agency and Position

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



PERFORMANCE MONITORING & COACHING JOURNAL  
Rating Period: January to June 2019

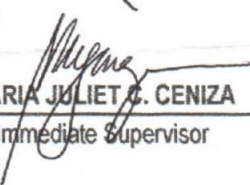
|   |                 |                                 |
|---|-----------------|---------------------------------|
| √ | 1 <sup>st</sup> | Q<br>U<br>A<br>R<br>T<br>E<br>R |
| √ | 2 <sup>nd</sup> |                                 |
|   | 3 <sup>rd</sup> |                                 |
|   | 4 <sup>th</sup> |                                 |

Name of Officer : MARIO E. BALIAD  
Head of Office : MARIA JULIET C. CENIZA  
Number of Personnel: 1

| Activity Monitoring                            | MECHANISM  |       |      |                       | Remarks |
|--|------------|-------|------|-----------------------|---------|
|  | Meeting    |       | Memo | Others (Pls. Specify) |         |
|  | One-on-One | Group |      |                       |         |
| <b>Monitoring</b><br>Field visits, meetings.   |            |       |      |                       |         |
|  | √          | √     |      |                       |         |
|  |            |       |      |                       |         |
| <b>Coaching</b><br><br>Consultation / seminars |            |       |      |                       |         |
|  |            |       |      |                       |         |
|  | √          | √     |      |                       |         |

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

Conducted by:

  
MARIA JULIET C. CENIZA  
Immediate Supervisor

Noted by:

  
OTHELLO B. CAPUNO  
Next Higher Supervisor

cc: OVPI  
ODAHRD  
PRPEO

# 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 Agronomy and Horticulture subjects  | Full time equivalent teaching (4.35)  | January 2019  | June 2019                   | Jan - June 2019          | Very impressive    | Very Satisfactory              |                         |
| 2.       | Consultation with student on subject matter and other course-related activities                                     | 80 students consulted on subject matter and other course activities         | January 2019  | June 2019                   | Jan - June 2019          | Very impressive    | Very Satisfactory              |                         |
| 3.       | Adviser of student organization   | Adviser of 2 student organization   | January 2019  | June 2019                   | Jan - June 2019          | Very impressive    | Very Satisfactory              |                         |
| 4.       | Present relevant output on research conducted during in-house review  | Presents 4 research outputs during in-house review                          |               |                             |                          |                    |                                |                         |
| 5.       | Implements and conducts approved research on coconut and intercrops   | Implements/conducts 6 research projects                                     | January 2019  | June 2019                   | Jan - June 2019          | Very impressive    | Very Satisfactory              |                         |
| 6.       | Generates funds for the conduct of researches   | Generates funds for the conduct of research                                 | January 2019  | June 2019                   | Jan - June 2019          | Very impressive    | Very Satisfactory              |                         |
| 7.       | Conserves crop varieties (coconut genebank)   | Conserves 42 crop varieties   | January 2019  | June 2019                   | Jan - June 2019          | Very impressive    | Very Satisfactory              |                         |
| 8.       | Conducts training on coconut-related topics as resource person  | Conducts training on coconut-related topics (resource person)               | January 2019  | June 2019                   | Jan - June 2019          | Very impressive    | Very Satisfactory              |                         |
| 9.       | Develops technoguides/IEC materials on coconut technologies   | Develops technoguides/IEC materials on coconut                              | January 2019  | June 2019                   | Jan - June 2019          | Very impressive    | Very Satisfactory              |                         |
| 10.      | Serves beneficiaries/Give out pineapple suckers and black pepper to interested clients and coconut farmers          | Give out pineapple suckers and black pepper to 3 groups and 105 individuals | January 2019  | June 2019                   | Jan - June 2019          | Very impressive    | Very Satisfactory              |                         |
| 11.      | Implements/conducts and supervises approved extension projects  | Implements/conduct 2 approved extension project                             | January 2019  | June 2019                   | Jan - June 2019          | Very impressive    | Very Satisfactory              |                         |
| 12.      | Generated funds for extension projects (institutional)  | Generated funds for extension projects funding (institutional)              | January 2019  | June 2019                   | Jan - June 2019          | Very impressive    | Very Satisfactory              |                         |
| 13.      | Supervises distribution of IEC materials to interested clients  | Supervises/Distributes 50 leaflets on coconut to interested clients         | January 2019  | June 2019                   | Jan - June 2019          | Very impressive    | Very Satisfactory              |                         |
| 14.      | Increases 10% of IGP project to support university projects   | 15% income increase of IGP project on coconut intercrops                    | January 2019  | June 2019                   | Jan - June 2019          | Very impressive    | Very Satisfactory              |                         |
| 15.      | Manages and monitors IGP project on coconut intercrops  | Manages and monitors 1 IGP project  | January 2019  | June 2019                   | Jan - June 2019          | Very impressive    | Very Satisfactory              |                         |
| 16.      | Monitors frontline services and ensured to be customer friendly and efficient (Landscape and Waste Management Unit) | Monitors 1 frontline services in LSWMU                                      | January 2019  | June 2019                   | Jan - June 2019          | Very impressive    | Very Satisfactory              |                         |
| 17.      | Manages, monitors and supervises LSWU workers   | Manages, monitors and supervise 5 LSWMU workers                             | January 2019  | June 2019                   | Jan - June 2019          | Very impressive    | Very Satisfactory              |                         |

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

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

MARIA JULIET C. CENIZA  
Center Director



EMPLOYEE DEVELOPMENT PLAN  
Rating Period: January to June 2019

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, 2019 Target Date: First Quarter

First Step: \_\_\_\_\_

Attend teachings/seminar on topics related to research and extension.

Result: \_\_\_\_\_

Acquired new knowledge.

Date: March 4, 2019 Target Date: April 1, 2019

Next Step: \_\_\_\_\_

Apply the knowledge earned from trainings/seminars

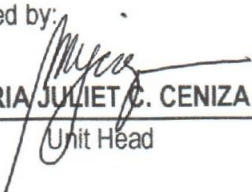
Outcome: \_\_\_\_\_

Updated the knowledge on research and extension.

Final Step/Recommendation: \_\_\_\_\_

\_\_\_\_\_

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Prepared by:  
  
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