

**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)
1. Instruction			
a. Head/Dean (50%)		5.00	
b. Students (50%)			
Total for Instruction	70%	5.00	3.50
2. Research	10%	5.00	0.50
3. Extension	10%	4.87	0.49
4. Administration	10%	5.00	0.50
5. Production			
TOTAL			

EQUIVALENT NUMERICAL RATING: 4.99

Add. Additional Points, if any:

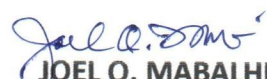
TOTAL NUMERICAL RATING: 4.99

ADJECTIVAL RATING: Outstanding

Prepared by:

  
**BAYRON S. BARREDO**  
Name of Faculty

Reviewed by:

  
**JOEL Q. MABALHIN**  
Department Head

Recommending Approval:

  
**BAYRON S. BARREDO**  
Dean

Approved:

  
**BEATRIZ S. BELONIAS**  
VP for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Bayron S. Barredo, a faculty member of the DEPARTMENT OF TEACHER EDUCATION commits to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July- December, 2020.

**BAYRON S. BARREDO**

Asst. Professor III

Date: Dec 21, 2020

Approved:

**JOEL Q. MABALHIN**

Department Head

Date: Dec 29, 2020

**BAYRON S. BARREDO**

College Dean

Date: 12/29/2020

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										
	<u>PI 4:</u> Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	<u>PI 8:</u> 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	2	2	5	5	5	5.00	Julie Ann Pelesco and Jocelyn Paring

		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	50	88	5	5	5	5.00	All graduate Students enrolled in M.Ed Program
	<u>PI 9</u> : Number of instructional materials developed *	<u>A5</u> . 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							
	<u>PI 10</u> . Additional outputs:	<u>A 8</u> . 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>										
	<u>PI 5</u> : Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	Handles and teaches courses assigned	12	27	5	5	5	5.00	TEGr 107 (3 sections), SoSt 124 (2 sections)



		<b>A10. Number of grade sheets submitted within prescribed period</b>	Prepares gradesheet and submits on or before deadline	5	5	5	5	5	5.00	TEGr 107 (3 sections), SoSt 124 (2 sections)
		<b>A11. Number of INC forms with grade submitted within prescribed period</b>	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period							
		<b>A12. Number of trainings attended related to instruction</b>	Attend mandated trainings	2	3	5	5	5	5.00	Google Training, Moodle Training and Omnibus Rules for Government Employees
		<b>A13. Number of long examinations administered and checked</b>	Administers and checks long examination for subjects taught	2	2	5	5	5	5.00	SoSt 124 (2 sections)
		<b>A14. Number of quizzes administered and checked</b>	Prepares and checks quizzes for lec and lab	5	10	5	5	5	5.00	TEGr 107 (3 sections), SoSt 124 (2 sections)
		<b>A15. Number of lab reports and term papers checked and graded</b>	Checks lab reports and term papers submitted as required							
	<b>PI 8:</b> Number of students advised: *	<b>A16. Number of students advised:</b>	<b>Acts as academic adviser to students</b>	50	219	5	5	5	5.00	BEEd 2nd Year & BEEd 3rd Year
		<b>A17. Number of students advised on thesis/ field practice/special problem:</b>								
		<b>As SRC Chairman</b>	Advises, and corrects research outline and thesis/SP manuscript							
		<b>As SRC Member</b>	Advises and corrects research outline and thesis/SP manuscript							
		<b>A18. Number of students entertained for consultation purposes</b>	Entertains students consulting on subject taught, thesis and grades	50	219	5	5	5	5.00	BEEd 2nd Year & BEEd 3rd Year
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19. Number of Student organizations advised</b>	<b>Advises student organizations recognized by USOO</b>							

		<b>A20</b> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related	2	5	5	5	5	5.00	CoEd SSC, Mentor's Guild, KAFIM, Interact Society, & Science Major Society
	<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	2	2	5	5	5	5.00	TEGr 107 & SoSt 124
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	2	5	5	5	5.00	TEGr 107 & SoSt 124
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	6	5	5	5	5.00	TEGr 107 & SoSt 124
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	2	5	5	5	5.00	TEGr 107 & SoSt 124
		<b>A 23</b> : 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							
		<b>A 24</b> : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	2	5	5	5	5.00	TEGr 117 & SoSt 124
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:		1	1	5	5	5	5.00	Submitted FS1 Workbook to MUTYA Publication
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	1	5	5	5	5.00	M.Ed Program Level I, AREA X.
		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	1	1	5	5	5	5.00	Online Classes, Meetings and Consultations
<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>PI 2.</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 oroject within the year							
	<b>PI 3.</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	1	1	5	5	5	5.00	Published @ IJICC
		<i>In refereed int'l journals</i>		1	1	5	5	5	5.00	Published @ IJICC
		<i>In refereed nat'l/regional journals</i>								
	<b>PI 4.</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 scienfic for a/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</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							
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)								

		<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	1	1	5	5	5	5.00	DepEd Baybay City Division "I Can Do It: Master Teachers Capability Training"
	<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	100	80	4	4	5	4.00	
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implements duly approved extension projects	1	1	5	5	5	5.00	I Can Do It: Master Teachers Capability Training
	<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	100	100	5	5	5	5.00	
	<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								
	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons		1	1	5	5	5	5.00	VSU newly hired Faculty Orientation on Innovative Strategies of Teaching
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	<u>PI 8.</u> Percent of extension proposals approved *	<u>A 41.</u> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	<u>PI 11.</u> Additional outputs *	<u>A 42.</u> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		<u>A 43.</u> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										
	<u>PI 8.</u> 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*	<u>A 44.</u> 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	100%	zero non-conformity	5	5	5	5.00	Complied



		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100%	100% compliant	5	5	5	5.00	
		On program accreditations								
		On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support Services</b>										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients	0	Zero % complaint	5	5	5	5.00	
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> 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	1	1	5	5	5	5.00	Conduct Online Classroom Observation
		<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	1	1	5	5	5	5.00	Online Meetings and Consultations
<b>Total Over-all Rating</b>									149.00	
<b>Average Rating</b>									4.26	
<b>Adjectival Rating</b>									VS	

Evaluated & Rated by:

*Joel Q. Mabalhin*  
JOEL Q. MABALHIN

Department Head

Date: 12-29-2020

Recommending Approval

*Bayron S. Barredo*

BAYRON S. BARREDO

Dean,

Date:

12/29/2021

Approved by:

*Beatriz S. Belonias*  
BEATRIZ S. BELONIAS

Vice President for Instruction

Date:

1/28/21

Comments & Recommendations for future development:

Your skill in administering people make our department solid to support VSU's development.

## PERFORMANCE MONITORING FORM

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

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 graduate & undergraduate courses	5 FTE	1st week of January, 2020	Before the end semester	May, 2020	Very Impressive	Outstanding	27.00 FTE
2	Develop on-line courseware, supplemental learning resources & assessment tools	Develop 1 course ware, 1 supplemental learning & 1 assessment tool	May, 2020	Before end of the semester	June, 2020	Impressive	VS	Developed 2 course ware, 6 supplemental learning & 2 assessment tools
3	Develop virtual classroom	Develop 1 virtual classroom	May, 2020	Before end of the semester	June, 2020	Impressive	VS	Developed 2 Virtual Classrooms
4	Conduct research	Conduct 1 research	1st week of January, 2020	Before the end of the semester	June, 2020	Impressive	VS	Conducted 2 Researches
5	Publish Journal (International)	Publish 1 journal	1 <sup>st</sup> week of January	Before end of the semester	June, 2020	Very Impressive	Outstanding	Published 1 articles
6	Present research proposals	Present 1 research proposal	1 <sup>st</sup> week of January	Before end of semester	June, 2020	Very Impressive	Outstanding	Presented 1 research proposal
7	Serve as Resource Person in a Seminar	Serve 1 as Speaker	1 <sup>st</sup> week of January	Before end of the Semester	March, 2020	Very Impressive	Outstanding	Served as Resource Person

## EMPLOYEE DEVELOPMENT PLAN

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

Performance Rating: **4.89**

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

Proposed Interventions to Improve Performance:

Date: December 2020

Targer Date: January-June, 2021

First Step:

Attend Seminars, Trainings, and workshop

Develop at least one Instructional Material

Write Research Proposals for Funding

Result:

Date: December 2020

Target Date: January - June, 2021

Next Step:

Conduct In-service Trainings

Submit Instructional Materials fo ISBN or copyright

Approved Proposals for Funding



Outcome: Published Books/ instructional materials and research

Final Step/Reccomendation:


Conduct Research, Trainings and Extension Activities

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Prepared by:

  
**JOEL Q. MABALHIN**  
Head

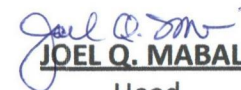
Conforme:

  
**BAYRON S. BARREDO**  
Name of Ratee Faculty/Staff

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

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

Prepared by:

  
**JOEL Q. MABALHIN**  
Head