## 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%) | | 4.70 | |
|     b. Students (50%) | | 4.80 | |
|   Total for Instruction | 80% | 4.75 | 3.80 |
| 2. Research | | | |
| 3. Extension | 10% | 5.00 | 0.50 |
| 4. Administration | 10% | 5.00 | 0.50 |
| 5. Production | | | |
|   TOTAL | | | 4.80 |

EQUIVALENT NUMERICAL RATING:     4.80
Add. Additional Points, if any:
TOTAL NUMERICAL RATING:     4.80

ADJECTIVAL RATING:     Outstanding

Prepared by:

**BAYRON S. BAREDO**
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 <u>DEPARTMENT OF TEACHER EDUCATION</u> commits to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January - June, 2021.

Approved:

**BAYRON S. BARREDO**
Asst. Professor III
Date:

**JOEL Q. MABALHIN**
Department Head
Date: 07-13-2021

**BAYRON S. BARREDO**
College Dean
Date: 7-14-21

| 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 | Eficiency | Timeliness | 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 | 2.0 | 7.5 | 5 | 5 | 5 | 5.00 | 3 hrs. per week, 30 graduate students for EDUC 204 |
| | **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 | 2 | 3 | 5 | 5 | 5 | 5.00 | Ms. Hanny Jynn Reforzado, Mr. Dennis Cerna, & Ms. Renilda S. Flores |
| | | *A4. Number of students entertained for consultation purposes* | *Entertains students seeking consultation with faculty* | 50 | 30 | 4 | 4 | 4 | 4.00 | 30 students of EDUC 203 |

| PI | Activity/Output | Description | Target | Actual | Q | E | T | Ave | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| **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 | 1 | 1 | 5 | 5 | 5 | 5.00 | EDUC 204 Instructional Module in Moodle |
| | Supplemental learning resources | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught | 1 | 3 | 5 | 5 | 5 | 5.00 | ppt, handouts, learning tasks in PDF files |
| | Assessment tools | Prepares assessment tools such as long exam, quizzes, problems sets, etc. | 1 | 3 | 5 | 5 | 5 | 5.00 | Assessment activities, Quiz, & Case Analysis |
| | 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 | 1 | 1 | 5 | 5 | 5 | 5.00 | EDUC 204 Moodle |
| **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 | Activity/Output | Description | Target | Actual | Q | E | T | Ave | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| **PI 5:** Total FTE, coordinated, implemented and monitored * | **A9**. Actual Faculty's FTE | Handles and teaches courses assigned | 12 | 10.65 | 5 | 4 | 4 | 4.33 | 3 hrs. per week, 71 students for 2 sections SoSt 123 and PrEd 191 |
| | **A10** . Number of grade sheets submitted within prescribed period | Prepares gradesheet and submits on or before deadline | 2 | 2 | 5 | 5 | 5 | 5.00 | SoSt 123 & PrEd 191 |
| | **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 | | | | | | | |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | A12. Number of trainings attended related to instruction | Attend mandated trainings | 2 | 2 | 5 | 5 | 5 | 5.00 | PAFTE Region VIII Regional Midyear Convention & AACCUP Virtual Annual National Conference in HighEr Education |
| | A13. Number of long examinations administered and checked | Administers and checks long examination for subjects taught | 2 | 5 | 5 | 5 | 5 | 5.00 | 2 for SoSt 123 & 3 for PrEd 191 |
| | A14. Number of quizzes administered and checked | Prepares and checks quizzes for lec and lab | 2 | 3 | 5 | 5 | 5 | 5.00 | 2 quiz for SoSt 123 & 1 formative test for PrEd 191 |
| | 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 students | 50 | 216 | 5 | 5 | 5 | 5.00 | 90 students of BEEd 3rd year & 126 students of BEEd 2nd year |
| | A17. Number of students advised on thesis/ field practice/special problem: | | | | | | | | |
| | As SRC Chairman | Advises, and corrects research outline and thesis/SP manuscript | | | | | | | |
| | As SRC Member | Advises and corrects research outline and thesis/SP manuscript | | | | | | | |
| | A18. Number of students entertained for consultation purposes | Entertains students consulting on subject taught, thesis and grades | 50 | 71 | 5 | 5 | 5 | 5.00 | students of SoSt 123, students of PrEd 191 |
| 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 | 2 | 0 | 0 | 0 | 0 | 0.00 | |
| 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 | | | | | | | |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | On-line ready courseware | Prepares Instructional module/laboratory guide/workbook or a combination thereof | 2 | 2 | 5 | 5 | 5 | 5.00 | PrEd 191 & SoSt 123 |
| | | Supplemental learning resources | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught | 2 | 12 | 5 | 5 | 5 | 5.00 | 2 for SoSt 123 & 10 for PrEd 191 |
| | | Assessment tools | Prepares assessment tools such as long exam, quizzes, problems sets, etc. | 2 | 8 | 5 | 5 | 5 | 5.00 | 5 for SoSt 123 & 2 for PrEd 191 |
| | | 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 | 2 | 2 | 5 | 5 | 5 | 5.00 | PrEd 191 & SoSt 123 |
| | PI 11. Additional outputs | A 25. Number of Additional outputs accomplished: | | 1 | 1 | 5 | 5 | 5 | 5.00 | M.Ed RQAT Documents |
| | | 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 | PPP and Supporting documents for Area X aaccup. |
| | | 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 | 1 | 2 | 5 | 5 | 5 | 5.00 | Online Classrooms and Learning Guides for SoSt 123 & PrEd 191 |
| | | | | | | | | | 4.70 | |

| 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 oroject 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 | | | | | | | | |
| | *In refereed int'l journals* | | 1 | 0 | 0 | 0 | 0 | 0.00 | | |
| | *In refereed nat'l/regional journals* | | | | | | | | | |
| **PI 4.** Number of research outputs presented in regional/national/ int'l fora/conferences | **A 30.** Number of research outputs presented in regional/national/ int'l fora/conferences * | Prepares, submits and presents research paper in scienfic for a/conferences | | | | | | | | |
| | *In int'l fora/conferences* | | | | | | | | | |
| | *In nat'l/regional fora/conferences* | | | | | | | | | |
| **PI 5.** Percent of research proposals approved * | **A 31.** Percentage of of research proposals prepared, submitted and approved | Prepares research proposals, submits and follows up its approval for immediate implementation | | | | | | | | |
| **PI 6**. Additional outputs* | A 32. No. of research-related awards (research conducted by faculty or student w/ faculty) | | | | | | | | | |
| | **A 33**. 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 | | | | | | | | |

| | | A 34. Number of UMs submitted to ITSO, VSU | Prepares and submits application for UM of technology generated out of research output | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | | A 35.Other outputs implementing the new normal due to covid 19 | Designs research related activities and other outputs to implement new normal | | | | | | | | |
| | | | | | | | | | | 0.00 | |

**UMFO 4. EXTENSION SERVICES**

| | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities | A 36. 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 Ormoc City Division |
| | PI 2. Number of trainees weighted by the length of training | A 37. Number of trainees weighted by the length of training | Conducts trainings among beneficiaries of technologies for transfer | 50 | 56 | 5 | 5 | 5 | 5.00 | 90 Attendees but only 56 evaluated the training |
| | 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 | 1 | 1 | 5 | 5 | 5 | 5.00 | I Can Do It: Caring Research Coordinators through Virtual Capacity Training |
| | 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 | 80% | 87.5% | 5 | 5 | 5 | 5.00 | 87.5% said that the training-workshop meet their expectations |
| | 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 | | | | | | | |
| | Research Mentoring | Research Mentor | | | | | | | | |
| | Peer reviewers/Panelists | Peer reviewers/Panelists | | | | | | | | |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Resource Persons | Resource Persons | | | 1 | 1 | 5 | 5 | 5 | 5.00 | Virtual Orientation Newly Hired Part-time and Regular Faculty Members of VSU - Topic: "Innovative Strategies of Teaching" |
| | Convenor/Organizer | Convenor/Organizer | | | | | | | | |
| | Consultancy | Consultant | | | | | | | | |
| | Evaluator | Evaluator | | | | | | | | |
| | 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 | 1 | 1 | 5 | 5 | 5 | 5.00 | I Can Do It: Caring Research Coordinators through Virtual Capacity Training |
| | PI 11. Additional outputs * | A 42. No. of extension-related awards (extn. 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 | | | | | | |
| | | | | | | | | | 5.00 | |

## 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 theQMS 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% | 100% | 5 | 5 | 5 | 5.00 | Followed QMS Procedures and Processes |

| | | 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% | 100 | 5 | 5 | 5 | 5.00 | Followed QMS Procedures and Processes |
|---|---|---|---|---|---|---|---|---|---|---|
| | | 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 | 0 | | | | | | |
| | 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 | 1 | 1 | 5 | 5 | 5 | 5.00 | Purchased Grammarly Application for Learning Guide Checking of Grammar and Plagiarism |
| | | A 48. Other outputs implementing the new normal due to covid 19 | Designs administration/management related activities and other outputs to implement new normal | 1 | 2 | 5 | 5 | 5 | 5.00 | Developned New Guidelines for Online Entrance Exam of Integrated High School, & Developed New Interim Guidelines of Honors & Awards for Integrated High School |
| | | | | | | | | | 5.00 | |
| **Total Over-all Rating** | | | | | | | | | 153.33 | |
| **Average Rating** | | | | | | | | | 4.65 | |
| **Adjectival Rating** | | | | | | | | | Outstanding | |

Comments & Recommendations for Development Purpose:

Your undying assistance is your contribution to the department. Do and give more.

Evaluated & Rated by:

**JOEL Q. MABALHIN**
Head, Department of Teacher
Date: 07-13-2021
Date:

Recommending Approval

**BAYRON S. BARREDO**
Dean, College of Education
Date: 7-14-21
Date:

Approved by:

**BEATRIZ S. BELONIAS**
Vice President for Academic Affairs
Date:
Date: 7/22/21

Exhibit I

## 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, 2021 | Before the end semester | May, 2021 | Very Impressive | Outstanding | 18.15 FTE |
| 2 | Develop on-line courseware, supplemental learning resources & assessment tools | Develop 1 course ware, 1 supplemental learning & 1 assessment tool | May, 2021 | Before end of the semester | June, 2021 | Impressive | VS | Developed 1 course ware, 3 supplemental learning & 3 assessment tools |
| 3 | Develop virtual classroom | Develop 1 vrtual classroom | May, 2021 | Before end of the semester | June, 2021 | Impressive | VS | Developed 1 Virtual Classroom |
| 4 | Conduct Extension Activity | Conduct 1 Extension Activity | 1$^{st}$ week of January, 2021 | Before end of the Semester | March, 2021 | Very Impressive | Outstanding | Conducted 1 Extension Activity |

*Either very impressive, impressive, needs improvement, poor, very poor, s
** Outstanding, very satisfactory, satisfactory, unsatisfactory

Prepared by:

**JOEL Q. MABALHIN**
Head

Exhibit L

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **BAYRON S. BARREDO**
Performance Rating: **4.65**

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

Proposed Interventions to Improve Performance:

Date:    June, 2021       Target Date: July-December, 2021

First Step:
Attend Seminars, Trainings, and workshop
Develop at least one Instructional Material     ----
Write Research Proposals for Funding

Result:

Date:    June, 2021       Target Date: July-December, 2021

Next Step:
Conduct In-service Trainings
Submit Instructional Materials for ISBN or copyright
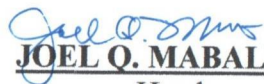Approved Proposals for Funding

Outcome: Published Books/ instructional materials and research

Final Step/Recommendation:

Conduct Research, Trainings and Extension Activities

Prepared by:

**JOEL Q. MABALHIN**
Head

Conforme:

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