

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

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

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical 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
Total Instruction	25%	4.500	1.125
2. Research			
a. Client/Director for Research		5.000 x 50%	2.500
b. Dept. Head/Center Directors		5.000 x 50%	2.500
Total for Research	30%	5.000	1.500
3. Extension			
a. Client/Director for Extension		5.000 x 50%	2.500
b. Dept. Head/Center Directors		5.000 x 50%	2.500
Total for Extension	20%	5.000	1.000
4. Production	10%	5.000	0.500
5. Administration	15%	5.000	0.750
TOTAL	100%		4.875
EQUIVALENT NUMERICAL RATING			4.875
Add: Additional Points, if any			-
TOTAL NUMERICAL RATING			4.875
ADJECTIVAL RATING			Outstanding

Prepared by:

MARIO E. BALIAD
Name of Faculty

Reviewed by:

MARIA JULIET C. CENIZA
Director, NCRC-V

Approved:

EDGARDO E. TULIN
President



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (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 July to December, 2017.

Handwritten signature of Mario E. Baliad

MARIO E. BALIAD
Associate Professor III

Date: _____

Handwritten signature of Maria Mariet C. Ceniza

MARIA MARIET C. CENIZA
Director, NCRC-V

Date: _____

MFO No.	MFO Description	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO 1. Advance Education Services (20%)										
UMFO 2. Higher Education										
NCRC MFO 1. curriculum Program Management										
		PI 1: Total FTE monitored	Teaches Agronomy and Horticulture subjects	3	24.6	5	5	5	5.00	
NCRC MFO 2. Student Management Services										
		PI 6: Additional Outputs								
		Student Advising and Consultation Services:								
		Number of hours spent on student consultation	Consult with student on subject matter and other course-related activities	50	85	5	5	5	5.00	
		Number of organization advised	Acts as adviser of student organization	1	2	5	5	5	5.00	
UMFO 3. Research Services										
NCRC MFO 1. Research Activities										
		PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
		In institutional fora/conferences								
		PI 3. Number of research projects conducted and/or completed on schedule	Present relevant output on research conducted	2	4	5	5	5	5.00	
			Conducted research on coconut and intercrops	2	4	5	5	5	5.00	

	PI 6. Amount of research money generated from external funding (Thousand PHP)	Generated funds for the conduct of researches		858,315	5	5	5	5	5.00
	PI 7. Amount of research money generated from institutional funding (Thousand PHP)		50,000	410,000	5	5	5	5	5.00
	PI 8. Additional outputs								
	Number of crop varieties conserved and utilized	Crop varieties conserved (Coconut genebank)	10	42	5	5	5	5	5.00
UMFO4. Extension/Production Services									
NCRC MFO 1. Extension Activities									
	PI 1. Number of person-days trained weighted by length of training	Conduct trainings on coconut-related topics (resource person)	20	100	5	5	5	5	5.00
	PI 2. Number of IEC materials/ technoguides developed/used		1	2	5	5	5	5	5.00
	PI 3. Number of beneficiaries served								
	Groups		1	5	5	5	5	5	5.00
	Individuals		30	150	5	5	5	5	5.00
	PI 4. Number of extension projects conducted and/or completed on schedule	Supervision of approved extension project	1	2	5	5	5	5	5.00
	PI 7. Amount of extension money generated from external funding (Thousand PHP)								
	PI 8. Amount of extension money generated from institutional funding (Thousand PHP)		30,000	74,000	5	5	5	5	5.00
	PI 9. Additional outputs								
	Number of copies of IEC materials distributed	Supervised distribution of IEC materials to interested farmers/clients	50	200	5	5	5	5	5.00
NCRC MFO 2. Production Services									
	PI 1. 10% increase of income generate to support university projects		10%	15%	5	5	5	5	5.00
	PI 2. Number of IGP monitored, supervised and managed	Manage and monitor IGP 6.1 (Coconut Intercrops)	1	2	5	5	5	5	5.00
UMFO 6: General Administration and Support Services (GASS)									
NCRC MFO 1. Administrative and Facilitative Services									
VSU Landscape Services									
	PI 5. Number of frontline services monitored and ensured to be customer friendly & efficient	Monitored frontline services and ensured to be customer friendly and efficient (Landscape)	1	2	5	5	5	5	5.00
	PI 9. Additional outputs								

	Supervision of landscape personnel	Manages, monitor, supervise landscape workers	3	15	5	5	5	5.00	
Total Overall Rating								95.00	
Average Rating								5.000	
Adjectival Rating								0	

Received by:


TERESITA L. QUINANOLA
PRPEO

Date:

Callibrated by:


REMBERTO A. PATINDOL
Chairman, PMT

Date:

Recommending Approval:


OTHELLO B. CAPUNO
Vice Pres. for Research & Extension

Date:

Approved:


EDGARDO E. TULIN
President

Date:

PERFORMANCE MONITORING & COACHING JOURNAL
Rating Period: July 2017 - December 2017

	1 st
	2 nd
√	3 rd
√	4 th

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

Activity Monitoring	MECHANISM			
	Meeting		Memo	Others (Pis. Specify)
	One-on-One	Group		
Monitoring Attended farmers meeting		July 20, 2017		
Coaching Gathered farmers problems		July 25, 2016		

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

EMPLOYEE DEVELOPMENT PLAN
Rating Period: July - December 2017

Name of Employee: MARIO E. BALIAD
Performance Rating: Outstanding

Aim: To be an outstanding employee

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities

Date: July 25, 2017 Target Date: 3rd Quarter 2017

First Step:

To visit farms in other places conducting intercropping practices

Result:

1. Benchmarking of crop performance under intercropping scheme
2. Shared experience of crop management in intercropping scheme from farmers/researchers.

Date: October 16, 2017 Target Date: 4th Quarter 2017

Next Step:

1. Application of techniques/information learned in VSU by establishing demo sites
2. Establishment of feasible/profitable intercropping scheme.

Outcome:

1. Profitable intercropping schemes adopted by farmers
2. Increase income of farmer adopters

Final Step/Recommendation:

Come up with Package of Technology (POT) on intercropping scheme.

Prepared by:

MARIA JULIET C. CENIZA

Unit Head



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



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (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 2018.

MARIO E. BALIAD
Associate Professor III

Date: _____

MARIA JULIET C. CENIZA
Director, NCRC-V

Date: _____

MFO No.	MFO Description	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
UMFO 1. Advance Education Services (20%)										
UMFO 2. Higher Education										
NCRC MFO 1. curriculum Program Management										
	PI 1: Total FTE monitored		Teaches Agronomy and Horticulture subjects	3						
NCRC MFO 2. Student Management Services										
	PI 6: Additional Outputs									
	Student Advising and Consultation Services:									
	Number of hours spent on student consultation		Consult with student on subject matter and other course-related activities	50						
	Number of organization advised		Acts as adviser of student organization	1						
UMFO 3. Research Services										
NCRC MFO 1. Research Activities										
	PI 2. Number of research outputs presented in regional/national/int'l fora/conferences									
	In institutional fora/conferences		Presents relevant output on research conducted	2						
	PI 3. Number of research projects conducted and/or completed on schedule		Conducts research on coconut and intercrops	2						

	PI 6. Amount of research money generated from external funding (Thousand PHP)	Generates funds for the conduct of researches							
	PI 7. Amount of research money generated from institutional funding (Thousand PHP)		50,000						
	PI 8. Additional outputs								
	Number of crop varieties conserved and utilized	Crop varieties conserved (Coconut genabank)	42						
UMFO4. Extension/Production Services									
NCRC MFO 1. Extension Activities									
	PI 1. Number of person-days trained weighted by length of training	Conduct trainings on coconut-related topics (resource person)	100						
	PI 2. Number of IEC materials/ technoguides developed/used		1						
	PI 3. Number of beneficiaries served								
	Groups		1						
	Individuals		150						
	PI 4. Number of extension projects conducted and/or completed on schedule	Supervision of approved extension project	1						
	PI 7. Amount of extension money generated from external funding (Thousand PHP)								
	PI 8. Amount of extension money generated from institutional funding (Thousand PHP)		30,000						
	PI 9. Additional outputs								
	Number of copies of IEC materials distributed	Supervised distribution of IEC materials to interested farmers/clients	50						
NCRC MFO 2. Production Services									
	PI 1. 10% increase of income generate to support university projects		10%						
	PI 2. Number of IGP monitored, supervised and managed	Manage and monitor IGP 6.1 (Coconut Intercrops)	1						
UMFO 6: General Administration and Support Services (GASS)									
NCRC MFO 1. Administrative and Facilitative Services									
VSU Landscape Services									
	PI 5. Number of frontline services monitored and ensured to be customer friendly & efficient	Monitored frontline services and ensured to be customer friendly and efficient (Landscape)	1						
	PI 9. Additional outputs								

[illegible]

Received by:

Calibrated by:



TERESITA L. QUINOLA
PRPEO

REMIERTO A PATINDOL
Chairman, PMT

Recommending Approval:

Recommending Approval: *[Signature]*
OTHELLO B. CAPUNO
Vice Pres. for Research & Extension
Date: _____

Approved:


EDGARDO E. TULÍN
President

Date: