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%)	10%	4.8	
h. Students (50%)			
Total for Instruction	70%	4.28	3.00
17. Research	10%	5.00	0.5
18. Extension	10%	5.00	0.5
19. Administration	10%	4.80	0.48
20. Production			
TOTAL			

EQUIVALENT NUMERICAL RATING: 4.51
Add. Additional Points, if any:
TOTAL NUMERICAL RATING: 4.51

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

BAYRON S. BAREDO
Name of Faculty

Reviewed by:

BAYRON S. BARREDO
Department Head

Recommending Approval:

ALELI A. VILLOCINO
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 targets in accordance with the indicated measures for the period January- June, 2020.

BAYRON S. BARREDO
Asst. Professor III
Date: 9/14/20

Approved:

JOEL Q. MABALHIN
Department Head
Date: 9/14/2x20

BAYRON S. BARREDO
College Dean
Date: 9/14/20

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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	4.0	4.49	5	5	5	5.00	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	1	4	5	5	5	5.00	Sudaria, Placa, Sanico, & Aranas
		A4 . Number of students entertained for consultation purposes	*Entertains students seeking consultation with faculty*	3	10	5	5	5	5.00	Dumaguing, Sudaria, Elizalde, Lastra, Gomez, Pecolados, Quiboy, Petilos, Montero, & Zuela

PI	Success Indicator	Description	Target	Accomplishment	Q	E	T	Average	Courses
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	1	1	5	5	5	5.00	EDUC 204
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	5	5	5	5.00	EDUC 204
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	1	5	5	5	5.00	EDUC 204
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	1	5	5	5	5.00	EDUC 204
	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	1	0	0	0	0	0.00	
	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
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	Success Indicator	Description	Target	Accomplishment	Q	E	T	Average	Courses
PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	5	3	4	4	4	4.00	TEGr 118, SoSt 123, EDUC 204
	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	3	5	5	5	5.00	TEGr 118, SoSt 123, EDUC 204
	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	1	1	5	5	5	5.00	EDUC 204

		_A12_. _Number of trainings attended related to instruction_	Attend mandated trainings	_1_	3	5	5	5	5.00	
		_A13_. _Number of long examinations administered and checked_	Administers and checks long examination for subjects taught	_3_	3	5	5	5	5.00	
		_A14_. _Number of quizzes administered and checked_	Prepares and checks quizzes for lec and lab	_6_	10	5	5	5	5.00	TEGr 118 (6), SoSt 123 (2), & EDUC 204 (2).
		_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 to students_	_50_	150	5	5	5	5.00	BEEd 2nd Year & BEEd 3rd 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	10	150	5	5	5	5.00	BEEd 2nd Year & BEEd 3rd Year
	PI 9: Number of student organizations advised/ assisted *	_A19_. _Number of Student organizations advised_	_Advises student organizations recognized by USOO_	1	0	0	0	0	0.00	
		_A20_. _Number of Student organizations assisted on student related activities_	_Assists student organizations in implementing student related_	1	5	5	5	5	5.00	CoEd SSC, Mentor's Guild, KAFIM, Interact Society, & Science Major Society
	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	2	2	5	5	5	5.00	TEGr 117 & SoSt 124

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	2	5	5	5	5.00	TEGr 117 & 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 117 & SoSt 124
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	2	5	5	5	5.00	TEGr 117 & SoSt 124
		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	2	0	0	0	0	0.00	
		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	TEGr 117 & SoSt 124
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:		2	1	4	4	4	4.00	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							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	1	4	4	4	4.00	Submitted FS1 Workbook to MUTYA Publication
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							

Performance Indicator	Activity	Task Description							Remarks
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	1	0	0	0	0	0.00	
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	1	1	5	5	5	5.00	Accepted for Publication at IJICC Scopus Indexed Journal
	In refereed int'l journals								
	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	1	5	5	5	5	5.00	Aure, Cuadra, Manaig, Barredo, Andrade
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							

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 Baybay City Division "I Can Do It: Master Teachers Capability Training"
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	100	0	0	0	0	0.00	
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: Master Teachers Capability 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							
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	ACLC College Ormoc "Classroom Management Seminar Workshop"
Convenor/Organizer	Convenor/Organizer								

Phenomenology on Practical Research

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								
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								

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%	zero non-conformity	5	5	5	5.00	Complied
	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% compliant	5	5	5	5.00	
	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	Zero % complaint	5	5	5	5.00	
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 performfing functions resulting to best practice	1	1	5	5	5	5.00	Conduct Classroom Observation.
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
Total Over-all Rating								167.00	
Average Rating								4.28	
Adjectival Rating								VS	

Evaluated & Rated by:

JOEL Q. MABALHIN
Department Head
Date: 10/06/2020

Recommending Approval

BAYRON S. BARREDO
Dean, College of Education
Date: 9/14/20

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 12/18/2020

Your experience as former head is very needed for the smooth operation of the department.

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, 2020	Before the end semester	May, 2020	Very Impressive	Outstanding	7.49 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	1st week of January	Before end of the semester	June, 2020	Very Impressive	Outstanding	Published 1 articles
6	Present research proposals	Present 1 research proposal	1st 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	1st week of January	Before end of the Semester	March, 2020	Very Impressive	Outstanding	Served as Resource Person

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

Prepared by:

ALELI A. VILLOCINO
Dean

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **BAYRON S. BARREDO**
Performance Rating: **4.28**

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

Proposed Interventions to Improve Performance:

Date: December 2020   Target 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

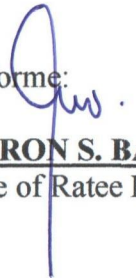Outcome: Published Books/ instructional materials and research

Final Step/Recommendation:

Conduct Research, Trainings and Extension Activities

Prepared by:

ALELI A. VILLOCINO
Dean

Conforme:

BAYRON S. BARREDO
Name of Ratee Faculty/Staff