

**VISAYAS STATE UNIVERSITY**  
**Baybay City, Leyte**

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS**  
**January to June 2018**

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%)		4.890 x 50%	2.445
b. Students (50%)		4.500 x 50%	2.250
<b>Total Instruction</b>	<b>25%</b>	<b>4.695</b>	<b>1.174</b>
2. Research			
a. Client/Director for Research		4.400 x 50%	2.200
b. Dept. Head/Center Directors		5.000 x 50%	2.500
<b>Total for Research</b>	<b>30%</b>	<b>4.700</b>	<b>1.410</b>
3. Extension			
a. Client/Director for Extension		5.000 x 50%	2.500
b. Dept. Head/Center Directors		5.000 x 50%	2.500
<b>Total for Extension</b>	<b>20%</b>	<b>5.000</b>	<b>1.000</b>
4. Production	10%	4.830	0.483
5. Administration	15%	4.830	0.725
<b>TOTAL</b>	<b>100%</b>		<b>4.791</b>
<b>EQUIVALENT NUMERICAL RATING</b>			<b>4.791</b>
<b>Add: Additional Points, if any</b>			<b>-</b>
<b>TOTAL NUMERICAL RATING</b>			<b>4.791</b>
<b>ADJECTIVAL RATING</b>			<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 (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
						Quality	Efficiency	Timeliness	Average	
UMFO 1. Advance Education Services (20%)										
UMFO 2. Higher Education										
NCRC MFO 1. urriculum Program Management										
	PI 1: Total FTE monitored		Teaches Agronomy and Horticulture subjects	3	10.2	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	88	5	5	5	5.00	
	Number of organization advised		Acts as adviser of student organization	1	2	4	5	5	4.67	

<b>NCRC MFO 1. Research Activities</b>									
	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
	<i>In institutional fora/conferences</i>	Present relevant output on research conducted	2	4	5	5	5	5.00	
	PI 3. Number of research projects conducted and/or completed on schedule	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							
	PI 7. Amount of research money generated from institutional funding (Thousand PHP)		50,000	410,000	5	5	5	5.00	
	PI 8. Additional outputs								
	Number of crop varieties conserved and utilized	Crop varieties conserved (Coconut genebank)	42	42	5	5	5	5.00	
<b>UMFO4. Extension/Production Services</b>									
<b>NCRC MFO 1. Extension Activities</b>									
	PI 1. Number of person-days trained weighted by length of training	Conduct trainings on coconut-related topics (resource person)	100	100	5	5	5	5.00	
	PI 2. Number of IEC materials/ technoguides developed/used		1	2	5	5	5	5.00	
	PI 3. Number of beneficiaries served								
	<i>Groups</i>		1	5	5	5	5	5.00	
	<i>Individuals</i>		150	150	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	5.00	
	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	5.00	
	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	5.00	
<b>NCRC MFO 2. Production Services</b>									
	PI 1. 10% increase of income generate to support university projects		10%	15%	5	5	5	5.00	
	PI 2. Number of IGP monitored, supervised and managed	Manage and monitor IGP 6.1 (Coconut Intercrops)	1	2	4	5	5	4.67	

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	4	5	5	4.67	
	PI 9. Additional outputs								
	Supervision of landscape personnel	Manages, monitor, supervise landscape workers	3	15	5	5	5	5.00	
Total Over-all Rating								89.00	
Average Rating								4.944	
Adjectival Rating								0	

MARIA JULIET C. CENIZA  
Unit Head

Recommending Approval:

EFREN B. SAZ  
Director for Extension

Recommending Approval:

JOSE L. BACUSMO  
Director for Research

Approved:

OTHELLO B. CAPUNO  
Vice Pres. for Research & Extension  
Date: \_\_\_\_\_

Comments & Recommendations for Development  
Purpose:

Good performance. Keep up the  
good work!

*[Signature]*

## PERFORMANCE MONITORING &amp; COACHING JOURNAL

x	1 <sup>st</sup>	Q U A R T E R
x	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			
Monitoring					
January 2016 On the establishment of a demo Farm	/				
Coaching					

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

Conducted by:

*Maria Juliet C. Ceniza*  
**MARIA JULIET C. CENIZA**  
 Immediate Supervisor

Noted by:

*Othello B. Capuno*  
**OTHELLO B. CAPUNO**  
 Next Higher Supervisor

cc: OVPI  
 ODAHRD  
 PRPEO

## PERFORMANCE MONITORING FORM

Name of Employee: **Mario E. Baliad**

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 (10.2)	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
2.	Consultation with student on subject matter and other course-related activities	88 students consulted on subject matter and other course activities	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
3.	Adviser of student organization	Adviser of 1 student organization	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
4.	Present relevant output on research conducted during in-house review	Presents 4 research outputs during in-house review	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
5.	Implements and conducts approved research on coconut and intercrops	Implements/conducts 3 research projects	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
6.	Generates funds for the conduct of researches	Generates 410,000 for the conduct of research	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
7.	Conserves crop varieties (coconut genebank)	Conserves 42 crop varieties	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
8.	Conducts training on coconut-related topics as resource person	Conducts training to 30 persons on coconut-related topics (resource person)	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
9.	Develops technoguides/IEC materials on coconut technologies	Develops 2 technoguides/IEC materials on coconut	Jan 2018	June 2018	June 2018	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	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
11.	Implements/conducts and supervises approved extension projects	Implements/conduct 2 approved extension project	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
12.	Generated funds for extension projects (institutional)	Generated 74,000 for extension projects funding (institutional)	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
13.	Supervises distribution of IEC materials to interested clients	Supervises/Distributes 100 leaflets on coconut to interested clients	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
14.	Increases 10% of IGP project to support university projects	15% income increase of IGP project on coconut intercrops	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
15.	Manages and monitors IGP project on coconut intercrops	Manages and monitors 1 IGP project	Jan 2018	June 2018	June 2018	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	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	
17.	Manages, monitors and supervises LSWU workers	Manages, monitors and supervise 5 LSWMU workers	Jan 2018	June 2018	June 2018	Very impressive	Very Satisfactory	

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

MARIA JULIE C. CENIZA  
Director, NCRC - V

EMPLOYEE DEVELOPMENT PLAN  
Rating Period: January - June 2018

Name of Employee: MARIO BALIAD  
Performance Rating: Outstanding

Aim: To establish a demonstration farm on intercropping system.

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

Date: January 4, 2018 Target Date: 1st Quarter

First Step:  
Establish a workable technologies for intercropping system.

Result:  
Serve as demo for researchers, farmers and visitors.

Date: May 3, 2018 Target Date: 2nd Quarter

Next Step:  
Monitor crop performance.

Outcome:  
Established demo farm.

Final Step/Recommendation:

Conforme:

u  
MARIO E. BALIAD

Prepared by:

MARIA JULIET C. CENIZA  
Unit Head