

Exhibit K

**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%	4.95	
h. Students (50%)		5.00	
Total for Instruction	70%	4.98	3.49
17. Research	10%	4.67	0.47
18. Extension	10%	4.55	0.46
19. Administration	10%	5.00	0.5
20. Production			
TOTAL			4.92

EQUIVALENT NUMERICAL RATING: 4.92

Add. Additional Points, if any:

TOTAL NUMERICAL RATING: 4.92

ADJECTIVAL RATING: Outstanding

Prepared by:


BAYRON S. BARREDO
Name of Faculty

Reviewed by:


JOEL Q. MABALHIN
Department Head

Recommending Approval:



BAYRON S. BARREDO
Dean

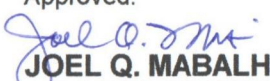
Approved:



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 accomplishments in accordance with the indicated measures for the period July-December, 2021.


BAYRON S. BARREDO
 Asst. Professor III
 Date: 1/4/2022

Approved:

JOEL Q. MABALHIN
 Department Head
 Date: 01-06-2022


BAYRON S. BARREDO
 College Dean
 Date: 1-7-22

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	Timelines	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	7.8	5	5	5	5.00	3 hrs. per week, 34 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	4	5	5	5	5.00	Ms. Hanny Jynn Reforzado, Mr. Dennis Cerna, Ms. Renilda S. Flores, & Jocelyn Paring
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	20	34	5	5	5	5.00	34 students of EDUC 204

	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	5	5	5	5	5.00	Assessment activities, Learning Tasks Quizzes, Midterm Exam & 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	1	1	5	5	5	5.00	EDUC 204 Learning Guide
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	5	5	5	5.00	EDUC 204 Moodle
	PI 10. Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	12	16.18	5	5	5	5.00	3 hrs. per week, 73students for 2 sections SoSt 124, PrEd 153, & 154
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	4	5	5	5	5.00	2 sections SoSt 124 & PrEd 153, & PrEd 154
		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 & PRODEV Training- Workshop
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	6	5	5	5	5.00	SoSt 124 & PrEd 153, & PrEd 154
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	8	5	5	5	5.00	SoSt 124 & PrEd 153, & PrEd 154
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required		6	5	5	5	5.00	6 action research proposals for PrEd 154
	PI 8: Number of students advised: *	A16. Number of students advised:	<i>Acts as academic adviser students</i>	50	216	5	5	5	5.00	90 students of BEEd 4th year & 126 students of BEEd 35d year students
		A17 . Number of students advised on thesis/ field practice/special problem:								
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript							
		<i>As SRC Member</i>	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		5	5	5	5.00	students of SoSt 124, PrEd 153, & PrEd 154 students
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	<i>Advises student organizations recognized by USOO</i>							
		A20 . Number of Student organizations assisted on student related activities	<i>Assists student organizations in implementing student</i>	2	2	5	5	5	5.00	CoEd SSC & Mentors Guild
	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	1	1	5	5	5	5.00	SoSt 124

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	3	5	5	5	5.00	SoSt 124 & PrEd 153, & PrEd 154
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	12	5	5	5	5.00	SoSt 124 & PrEd 153, & PrEd 154
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	8	5	5	5	5.00	SoSt 124 & PrEd 153, & PrEd 154
		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 Moodle or Google Classroom	2	3	5	5	5	5.00	SoSt 124 & PrEd 153, & PrEd 154
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:		1	2	5	5	5	5.00	M.Ed RQAT Documents & BSEd Science AACCUP Documents
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	2	5	5	5	5.00	PPP and Supporting documents for Area X aaccup & M.Ed RQAT
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	1	5	5	5	5.00	VFES for Student Teaching Program
		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
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 or project 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-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		<i>In refereed int'l journals</i>		1	1	5	5	5	5.00	IndoMath Journal
		<i>In refereed nat'l/regional journals</i>								
	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 scientific fora/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	1	4	5	4	4.33	
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by								
		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 publication 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 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	100	56	4	4	4	4.00	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	4	5	4.66	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							
	<i>Research Mentoring</i>	<i>Research Mentor</i>								
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>								

	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
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. 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 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%	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	Developed New Guidelines for Online Entrance Exam of Integrated High School, & Developed New Interim Guidelines of Honors & Awards for Integrated High School.
	Total Over-all Rating								187.99	
	Average Rating								4.95	
	Adjectival Rating								Outstanding	

Evaluated & Rated by:

Joel Q. Mabalin
JOEL Q. MABALHIN

Department Head

Date: 01-06-2022

Recommending Approval

Bayron S. Barredo
BAYRON S. BARREDO

Dean, College of Education

Date: 1-7-22

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS

Vice President for Instruction

Date:

Comments and Recommendation for Development Purposes

Your dedication to teaching and administering College of Education is undeniably a great contribution to DTE.

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	12 FTE	1st week of July, 2021	Before the end semester	Dec., 2021	Very Impressive	Outstanding	23.98 FTE
2	Develop on-line courseware, supplemental learning resources & assessment tools	Develop 1 course ware, 1 supplemental learning & 1 assessment tool	July, 2021	Before end of the semester	Dec., 2021	Impressive	VS	Developed 4 course ware, 15 supplemental learning & 13 assessment tools
3	Develop virtual classroom	Develop 1 virtual classroom	July, 2021	Before end of the semester	Dec., 2021	Impressive	VS	Developed 4 Virtual Classrooms
4	Publish Journal (International)	Publish 1 journal	1 st week of July, 2021	Before end of the semester	Dec., 2021	Very Impressive	Outstanding	Published 1 articles
5	Present research proposals	Present 1 research proposal	1 st week of July	Before end of semester	Dec., 2021	Very Impressive	Outstanding	Presented 1 research proposal
6	Serve as Resource Person in a Seminar	Serve 1 as Speaker	1 st week of July	Before end of the Semester	Dec., 2021	Very Impressive	Outstanding	Served as Resource Person
7	Conduct extension activity	Conduct extension activity 1	July, 2021	Before end of the semester	Dec., 2021	Very Impressive	VS	Conducted 1 Extension Activity @ DepEd Ormoc

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

** Outstanding, very satisfactory, satisfactory, unsatisfactory

Prepared by:


BEATRIZ S. BELONIAS

VP for Academic Affairs

EMPLOYEE DEVELOPMENT PLAN

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

Performance Rating: **4.95**

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

Proposed Interventions to Improve Performance:

Date: December 2021

Target Date: February – July, 2022

First Step:

Attend Seminars, Trainings, and workshop

Develop at least one Instructional Material

Write Research Proposals for Funding

Result:

Date: December 2021

Target Date: February - July, 2022

Next Step:

Conduct In-service Trainings

Submit Instructional Materials fo ISBN or copyright

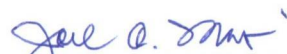
Approved Proposals for Funding

Outcome: Published Books/ instructional materials and research

Final Step/Recommendation:

Conduct Research, Trainings and Extension Activities

Prepared by:


JOEL Q. MABALHIN
Unit Head

Conformer:


BAYRON S. BARREDO
Name of Ratee Faculty/Staff