#### VISAYAS STATE UNIVERSITY Baybay City, Leyte

#### SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS July to December 2019

Name of Faculty Member: MARIO E. BALIAD

Program Involvelemen	Percentage Weight of Involvement	f (Rating x %)		Equivalent Numerical
(1)	(2)		(3)	Rating (2X3)
1. Instruction				(270)
a. Head/Dean (50%)		4.93	x 50%	2.47
b. Students (50%)		5.00	x 50%	2.50
Total Instructio	n 25%	4	.97	1.24
2. Research				
a. Client/Director for Rese	earch	5.00	x 50%	2.50
b. Dept. Head/Center Dire	ectors	4.92	x 50%	2.46
Total for Resear	ch 30%	4	.96	1.49
3. Extension				
a. Client/Director for Exte	nsion	4.80	x 50%	2.40
b. Dept. Head/Center Dire	ectors	4.83	x 50%	2.42
Total for Extensi	on 20%	4	.82	0.96
4 Production	10%	4	.67	0.47
5 Administration	15%		.93	0.74
TOTAL	100%			4.899
QUIVALENT NUMERICAL RA	TING			4.899
dd: Additional Points, if any				-
OTAL NUMERICAL RATING				4.899
ADJECTIVAL RATING				Outstandin

Prepared by

MARIO E. BALIAD Name of Faculty

Reviewed by:

MARIA JULIET C. CENIZA Director, NCRC-V

Recommending Approval:

Approved:

OTHELLO B. CAPUNO
Vice President for Research & Extension

Director for Research



### Visayas State University NATIONAL COCONUT RESEARCH CENTER - VISAYAS



Visca, Baybay City, Leyte

#### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (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 <u>JULY to DECEMBER</u>, 2019.

MARIO E. BALIAD

Name of Faculty

Date:	

M	RIA VIJET (	C.	CENIZA
	Director, NC	R	C-V

Date:

							Rating					
MFO No.	MFOs/PAPs	Success Indicator (SI)	Pensons Responsible	Task Assigned	Target	Target	Actual Accom- plishment	Quality	Efficiency	Timeliness	Average	Remark
Advanced E	ducation Services											
	Higher Education											
	Services											
	NCRC MFO 1.											
	Curriculum Program											
	Management											
	Total FTE monitored	Required workload/FTI: units for	NCRC Core/ Faculty	Teachs Horticulture subjects	2	15.45	5	5	5	5.00		
		instruction complied	Researchers									
	MFO 2. Student											
	Management Services											
	Effective instruction	A3. Number of student research	NCRC Core Faculty									
	delivery services to	and field practice advised:	Researchers									
	contribute to the									I		
	development of human											
	resources											
		Approved manuscript		Reviews and approve student thesis manuscript.	1	5	5	5	5	5.00		
		submitted within the prescribed								1		
		period										
		A4. Student advising and										
		consultation services										
		Number of hours spent on	CONTROL CONTRO	Consultation with students on subject matter and other course-	50	80	5	5	5	5.00		
		student consultation		related activities				-				
		Number of organization		Adviser of student organization.	1	2	4	5	5	4.67	No. of the last of	
		advised		•								

		Number of student related activities assisted		Resource person in student related activities, lectures and seminars	10	30	5	5	5	5.00	MATING AN CO-STATE OF CHARTEST AND AN AREA STATE OF CHARTEST AND A
	Research Services					***************************************	1	1	1		
	Producttive, relevant research outputs and cutting-edge technologies generated	A5. Number of published papers in CHED accredited journals, internationnaly indexed journals	NCRC Core Faculty Researchers & SRAs								ut along and all reported ablance
		In referred int'l journals					+-	_	-		
		A6. Number of research outputs presented in regional/national/int'l conferences	NCRC Core Faculty Researchers & SRAs								
Medical Problem Laborator Constitution		In nat'l for a/conferences					+	-	-		
		In instituional for a/conferences		Prepares and presents paper and outputs	2	4	5	5	5	5.00	
		A7. Number of research projects conducted and/or completed on schedule	NCRC Core Faculty Researchers & SRAs	Implements approved projects, prepares and submit terminal reports	1	2	5	5	5	5.00	energy over the second
Server Charles and Annual Charles		A8. Number of research proposals submitted.	NCRC Core Faculty Researchers & SRAs	Prepares and submits research proposals to funding agency	1	1	5	4	5	4.67	
		A13. Number of crop varieties conserved and utilized by clients and industries	NCRC Core Faculty Researchers & SRAs	Conserve and utilize coconut genetic resources for research production purposes	42	46	5	5	5	5.00	
	Extension/Production Services										
	community	A15. Number of person-days trained weighted by length of training	NCRC Core Staff, SRA/Aide, Admin. Aide	Farmers/clients trained on coconut-related topics	50	100	5	5	5	5.00	
		A16. Number of IEC materials/technoloiges developed/used	NCRC Core Staff, SRA/Aide, Admin. Aide	Pepares IEC materials, Posters on Coconut Pests and their Control	1	3	4	5	5	4.67	udioni Provincia de Arbano
		A19. Number of extension proejcts conducted and/or completed on schedule	NCRC Core Staff,	Implementes approved extension projects and prepares and submit reports.	1	2	4	5	5	4.67	
	A	A24. Number of copies of IEC		Distributes materials on coconut production and other IECs	25	150	5	5	5	5.00	
	Support to Operation (STO)									_	

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ADJECTIVAL RATING			OUTSTANDING								
INAL RATIN		f Approval)		4.896	- My	entire 8	0				•
Punctuality  Approved Additional Points (w/ copy of Approval)			- len a	entire &	on	s 7	60	les			
verage Rating		4, 896	Comments and Recommendations for Development Pur		ent Purpo	se:					
										4.895	
		A 43. Number of visitors/cliernts/investors briefed and entertained	NCRC-V Core Staff, SRA/Aide, Admin Aide	Briefs and entertain visitors/clients/investors	40	200	5	5	5	5.00	
		A40. Number of University committes/council meetings attended	NCRC-V Core Staff, SRA/Aide, Admin Aide	Attend University committees/council meetings	3	5	4	5	5	4.67	
		A 38. Number of VSU Landscape meetings conducted	NCRC-V Core Staff, SRA/Aide, Admin Aide, Laborers	Conduct meetings at VSU Landscape Section	5	8	5	5	5	5.00	
	Efficient office management and maintenance	A37. Number of VSU landscape personnel supervised and monitored	NCRC-V C ore Staff, SRA/Aide, Admin Aide	Supervise and monitor landscape personnel	19	20	5	5	5	5.00	
	Efficient and customer	A36. Percentage implementation of SPMS & PBB	NCRC-V Core Staff, SRA/Aide, Admin Aide		80%	100%	5	5	5	5.00	
8	(GASS)  Administrative and Facilitative Services	· · · · · · · · · · · · · · · · · · ·									
	General Administration and Support Services	VSU Landscape Services									
	generation activities to support University activities	generated to support university projects	SRA/Aide, Admin Aide, Laborers	Center	,					4.07	
a populari procesa e consenti persona de pela de la consenti persona de pela de la consenti de la consenti de c	MFO 6. Income Generating and Production Services Sustainable income	A28. 10% increase of income	NCRC Core Staff,	Manages and monitors STF and Income Gnerating Projects of the	1	2	5	4	5	4.67	Activation and the part out of the part of

Evaluated by:

MARIA JULIEN C. CENIZA Center Director Recommending Approval:

JOSE L. BACUSMO Director for Research Approved:

OTHELLO B. CAPUNO
Vice President for Research and Extension

Date:

#### APPENDIX C

#### The QCE of the NBC No. 461 for Research Instrument 2: LEADERSHIP

Rating Period: JULY TO DECEMBER 2019

Name of Faculty: MARIO E. BALIAD	Academic Rank:	_ASSOC.	PROFESSOR
Evaluators: The immediate supervisor			

-			
0	Program	Project	panere
	riogram	1 10ject	LCauci 3

O College Research Coordinator

O Project Leader for Study Leaders

O College Research Director

O Others (Please Indicate)

Title of Project: \_\_Project: Collection and characterization of local and introduced coconut cultivars

Instruction: Please evaluate the faculty using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description								
5	Outstanding	The performance almost always exceeds the job requirements. The Faculty is an exceptional role model								
4	Very Satisfactory	The performance meets and often exceeds the job requirements								
3	Satisfactory	The performance meets job requirements								
2	Fair	The performance needs some development to meet job requirements.								
1	Poor	The faculty fails to meet job requirements								

Faculty Performance/Output			Scale		
<ol> <li>Regularly communicates quality output of the research proceeding to colleagues/staff/clientele/ subordinates.</li> </ol>	<b>(5)</b>	4	3	2	1
<ol><li>Manages priorities to get the job done and able to looks for better ways to confronts conflict situations in an honest and direct manner</li></ol>	(3)	4	3	2	1
<ol> <li>Encourage/motivates participation/cooperation of the people evolved in the research proceedings.</li> </ol>	(5)	4	3	2	1
<ol> <li>Suggest/introduces strategies that enhanced colleagues/staff/clientele/subordinates' skills and abilities to perform the research activity in a more efficient manner.</li> </ol>	G	4	3	2	1
<ol><li>Communicates directly, openly, honestly and shares information with the concerned individual or people involved in their research proceeding</li></ol>	(3	4	3	2	1

Ath O. a.l	Total Score:
Signature of Evaluator	Signature of Witness
Name of Evaluator	Name of Witness
Position of Evaluator	Agency and Position
Date :	Date :

#### **APPENDIX C**

#### The QCE of the NBC No. 461 for Research Instrument 2: LEADERSHIP

Rating Period: IIII V TO DECEMBER 2019

	reading renou.	JOET TO DECEMBER 2019					
Evaluators: The in	Name of Faculty: MARIO E. BAL mmediate supervisor	.IAD Academic Rank: _ASSOC	. PROFE	ESSO	R		
0	Program Project Leaders	O College Rese	earch Co	ordin	ator		
0	Project Leader for Study Leader	rs O College Rese	earch Dir	ector			
0	Others (Please Indicate)						
Title of Project:	Study 6: Yield performance of diffe	erent intercrops under coconut u	ising org	anic a	and inor	ganic f	ertilizer
Instruction	: Please evaluate the faculty using	the scale below. Encircle your r	ating.				
Scale	Descriptive Rating	Qualitativ	e Descrip	otion			
5	Outstanding	The performance almost alwa The Faculty is an exceptional			e job re	quiren	ents.
4	Very Satisfactory	The performance meets requirements	and o	ften	exceed	ls the	job
3	Satisfactory	The performance meets job re	quireme	nts			
2	Fair	The performance needs so requirements.	me dev	elopr/	ment to	mee	t job
1	Poor	The faculty fails to meet job re	quireme	nts			
	Faculty Performance/Ou	tput			Scale		
Regularly colleagues/s	ommunicates quality output of taff/clientele/ subordinates.	the research proceeding to	5	4	3	2	1
Manages pri confronts co	iorities to get the job done and a	ble to looks for better ways to rect manner	>5	4	3	2	1
Encourage/n research pro	notivates participation/cooperation ceedings.	of the people evolved in the	As I	4	3	2	1
Suggest/intro colleagues/s research acti	oduces strategies taff/clientele/subordinates' skills ivity in a more efficient manner.	that enhanced and abilities to perform the	<b>3</b>	4	3	2	1
Communication     concerned in	tes directly, openly, honestly and dividual or people involved in their	d shares information with the research proceeding	(3	4	3	2	1
onCa	DA KO	Total Score:	_				
Signature of Evalu	ator	Signature of Witnes	S				

Name of Evaluator

Position of Evaluator

Date

Name of Witness

Date

Agency and Position

# APPENDIX G The QCE of the NBC No. 461 for Extension Instrument 2: LEADERSHIP

Rating Period: JULY to DECEMBER 2019

Evaluators:	Immediate Supervisor							
0	Director for Extension							
0	Team/Project leader							
0	College Extension Coordinate	ors						
0	Others (Please Indicate)							
Title of Project: . intercropping sys	Establishment and maintena stems for potential coconut-b	ance of demo farms on coconut pased non-food products	produc	tion ted	chnolo	gy and	profitab	
		ing the scale below. Encircle your r						
Scale	Descriptive Rating	Qualitative	Descrip	otion				
5	5 Outstanding The performance almost always exceeds the job requirements. The Faculty is an exceptional role model							
4	Very Satisfactory	The performance meets and ofte	en exce	eds the	job red	quireme	nts	
3	Satisfactory The performance meets job requirements							
2	Fair	Fair The performance needs some development to meet job requirements.						
1	Poor	The faculty fails to meet job requi	rement	S				
	Faculty Performance/	•			Scale			
Regularly concentration     colleagues/s	ommunicates quality output of taff/clientele/ subordinates.	of the extension proceeding to	(5)	4	3	2	1	
Manages pri confronts con	orities to get the job done and inflict situations in an honest and	I able to looks for better ways to direct manner	5	4	3	2	1	
Encourage/n     extension ac		ion of the people evolved in the	5	4	3	2	1	
<ol> <li>Suggest/intro colleagues/s extension ac</li> </ol>		that enhanced is and abilities to perform the ner.	(5)	4	3	2	1	
<ol><li>Communicate concerned in</li></ol>	es directly, openly, honestly adividual or people involved in the	and shares information with the neir extension activity(s)	5	4	3	2	1	
(1)	(	Total Score:	_					
Signature of Evalu	ator	Signature of Witness	S			-		
Name of Evaluato	r	Name of Witness						
Position of Evalua	tor	Agency and Position	1					
Date :		Date :	-					

#### PERFORMANCE MONITORING & COACHING JOURNAL Rating Period: July to December 2019

	1 <sup>st</sup>	Q
	2 <sup>nd</sup>	A
1	3 <sup>rd</sup>	T
<b>V</b>	4 <sup>th</sup>	E R

Name of Officer:

MARIO E. BALIAD

Head of Section:

MARIA JULIET C. CENIZA

Number of Personnel: 1

	MECHANISM					
Activity Monitoring	Me	eeting	Memo	Others (Pls.	Remarks	
	One-on-One Group		IVIETTIO	Specify		
Monitoring Field visits, and meetings	Jyuly 2, Sept 9	July 15, Oct 8				
Coaching Consultation.	July 8, Sept 2, Nov 11	√				

Note: Please indicate the date in the appropriate box when the monitoring was conducted	Vote:	Please indicate th	e date in the appropriate	box when the monitoring was	conducted.
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Conducted by:

Noted by:

MARIA JULIET C. CENIZA

Immediate Supervisor

Next Higher Supervisor

cc: OVPI ODAHRD PRPEO

#### PERFORMANCE MONITORING FORM

Name of Employee: MARIO E. BALIAD

Name of	Lilipioyee. WANTO L. DALIAD							LAHIDILI
Гаsk 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 subject	Full time equivalent teaching (15.45)	July 2019	December 2019	Dec 2019	Very impressive	Very Satisfactory	
2.	Consultation with student on subject matter and other course-related activities	80 students consulted on subject matter and other course activities	July 2019	December 2019	Dec 2019	Very impressive	Very Satisfactory	
3.	Adviser of student organization	Adviser of 2 student organization	July 2019	December 2019	Dec 2019	Very impressive	Very Satisfactory	
4.	Present relevant output on research conducted during in-house review	Presents 4 research outputs during in-house review	July 2019	December 2019	Dec 2019			
5.	Implements and conducts approved research on coconut and intercrops	Implements/conducts 2 research projects	July 2019	December 2019	Dec 2019	Very impressive	Very Satisfactory	
6.	Generates funds for the conduct of research	Generates funds for the conduct of research	July 2019	December 2019	Dec 2019	Very impressive	Very Satisfactory	
7.	Conserves crop varieties (coconut geneba	Conserves 42 crop varieties	July 2019	December 2019	Dec 2019	Very impressive	Very Satisfactory	
8.	Conducts training on coconut-related topics as resource person	Conducts training on coconut-related topics (resource person)	July 2019	December 2019	Dec 2019	Very impressive	Very Satisfactory	
9.	Develops technoguides/IEC materials on coconut technologies	Develops technoguides/IEC materials on coconut	July 2019	December 2019	Dec 2019	Very impressive	Very Satisfactory	
	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	July 2019	December 2019	Dec 2019	Very impressive	Very Satisfactory	
11.	Implements/conducts and supervises approved extension projects	Implements/conduct 2 approved extension project	July 2019	December 2019	Dec 2019	Very impressive	Very Satisfactory	
12	Generated funds for extension projects (institutional)	Generated funds for extension projects funding (institutional)	July 2019	December 2019	Dec 2019	Very impressive	Very Satisfactory	
13	Supervises distribution of IEC materials to interested clients	Supervises/Distributes 150 leaflets on coconut to interested clients	July 2019	December 2019	Dec 2019	Very impressive	Very Satisfactory	
	Increases 10% of IGP project to support university projects	10% income increase of IGP project on coconut intercrops	July 2019	December 2019	Dec 2019	Very impressive	Very Satisfactory	
-			The state of the s	The state of the s		The same of the sa	AND PROPERTY AND ADDRESS OF THE PARTY OF THE	

1	Manages and monitors IGP project on coconut intercrops	Manages and monitors1 IGP project	July 2019	December 2019	Dec 2019	Very impressive	Very Satisfactory	
	Monitors frontline services and ensured to be customer friendly and efficient (Landscape and Waste Management Unit)		July 2019	December 2019	Dec 2019	Very impressive	Very Satisfactory	
17	Manages, monitors and supervises LSWU	Manages, monitors and supervise 20 LSWMU workers	July 2019	December 2019	Dec 2019	Very impressive	Very Satisfactory	

<sup>\*</sup> Either very impressive, impressive, needs improvement, poor, very poor

MARIA JULIET C. CENIZA Center Director

<sup>\*\*</sup> Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

## EMPLOYEE DEVELOPMENT PLAN Rating Period: JULY to DECEMBER 2019