

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
January to June 2022**



Name of Faculty Member: MARIO E. BALIAD

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)	4.00	$4.0 \times 50\% = 2.0$	
b. Students	3.00	$3.0 \times 50\% = 1.5$	
Total		$3.5 \times 30\%$	1.05
2. Research			
a. Dept Head/Center Director	5.0	$5.0 \times 40\% =$	2.00
b.			
3. Extension			
a. Dept Head/Center Director	4.83	$4.83 \times 30\% =$	1.449
TOTAL			4.499

EQUIVALENT NUMERICAL RATING: 4.499

Add: Additional Points, if any:

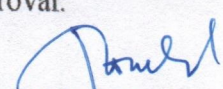
TOTAL NUMERICAL RATING: 4.499

ADJECTIVAL RATING: Very Satisfactory

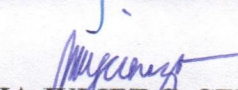
Prepared by:


MARISEL A. LEORNA
Name of Faculty

Recommending Approval:


ROSA OPHELIA D. VELARDE
Director for Research

Approved:


MARIA JULIET C. CENIZA
Vice President for Research, Extension & Innovation

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, MARIO E. BALIAD, Faculty Staff of the NATIONAL COCONUT RESEARCH CENTER-Visayas commit to deliver and agree to be rated on the attainment of the following targets in accordance with indicated measures for the period January 1 to June 30, 2022.

MARIO E. BALIAD

Associate Professor

Date: _____

MARISEL A. LEORNA

Director, NCRC-V

Date: _____

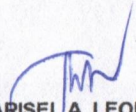
MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Center Target	% of Accomplishment	Details of Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UFMO 2: Higher Education Services										
MFO 1. Curriculum Program Management System										
		PI 1: Total FTE monitored	3	80.00%	2.4	4	4	4	4	
UFMO 3: Research Innovation Services										
		PI 3: Number of research projects conducted and/or completed on schedule	2	100.00%	2	5	5	5	5	
UFMO 4: Extension Services										
		PI 1: Number of person-days trained weighted by length of training	20	110.00%	22	5	5	5	5	
		PI 4: Number of beneficiaries served								
		Groups	2	100.00%	2	5	5	5	5	
		Individuals	30	166.67%	50	5	5	5	5	
		PI 5: Number of technical/expert services								
		Research Mentoring	2	100.00%	2	5	5	5	5	
		Resource Persons	1	100.00%	1	5	5	5	5	

		PI 6: Number of extension projects conducted and/or completed on schedule	3	66.67%	2	4	4	4	4	
	Total Over-all Rating								4.75	
	Average Rating		4.75	Comments and Recommendations for Development Purposes: <i>Recommending and continue to his good work.</i>						
	Approved Additional Points (w/ copy of A[proval)									
	FINAL RATING		4.75							
	ADJECTIVAL RATING		Outstanding							

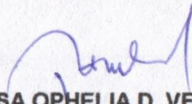
Evaluated & Rated by

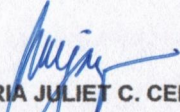
Recommending Approval

Approved by:


MARISEL A. LEORNA
 Supervisor

Date:


ROSA OPHELIA D. VELARDE
 Director for Research
 Date:


MARIA JULIET C. CENIZA
 Vice President, OVPREI
 Date:

PERFORMANCE MONITORING FORM

Name of Employee: MARIO E. BALIAD

Exhibit I

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 Horticulture subjects	Full time equivalent teaching (2.4)	Jan 2022	June 2022	Jan-Jun 2022	Very impressive	Very Satisfactory	
2.	Consultation with student on subject matter and other course-related activities	16 students consulted on subject matter and other course activities	Jan 2022	June 2022	Jan-Jun 2022	Very impressive	Very Satisfactory	
3	Implements and conducts approved research on coconut and intercrops	Implements/conducts 2 research projects	Jan 2022	June 2022	Jan-Jun 2022	Very impressive	Very Satisfactory	
4	Conserves crop varieties (coconut genebank)	Conserves 42 crop varieties	Jan 2022	June 2022	Jan-Jun 2022	Very impressive	Very Satisfactory	
5	Conducts training on coconut-related topics as resource person	Conducts training on coconut-related topics (resource person)	Jan 2022	June 2022	Jan-Jun 2022	Very impressive	Very Satisfactory	
6	Develops technoguides/IEC materials on coconut technologies	Develops technoguides/IEC materials on coconut	Jan 2022	June 2022	Jan-Jun 2022	Very impressive	Very Satisfactory	
7	Serves beneficiaries/Give out pineapple suckers and black pepper to interested clients and coconut farmers	Give out pineapple suckers and black pepper to 2 groups and 75 individuals	Jan 2022	June 2022	Jan-Jun 2022	Very impressive	Very Satisfactory	
8	Implements/conducts and supervises approved extension projects	Implements/conduct 2 approved extension project	Jan 2022	June 2022	Jan-Jun 2022	Very impressive	Very Satisfactory	
9	Supervises distribution of IEC materials to interested clients	Supervises/Distributes 75 leaflets on coconut to interested clients	Jan 2022	June 2022	Jan-Jun 2022	Very impressive	Very Satisfactory	
10	Increases 10% of IGP project to support university projects	10% income increase of IGP project on coconut intercrops	Jan 2022	June 2022	Jan-Jun 2022	Very impressive	Very Satisfactory	
11	Manages and monitors IGP project on coconut intercrops	Manages and monitors 1 IGP project	Jan 2022	June 2022	Jan-Jun 2022	Very impressive	Very Satisfactory	
12	Monitors frontline services and ensured to be customer friendly and efficient (Landscape and Waste Management Unit)	Monitors 1 frontline services in LSWMU	Jan 2022	June 2022	Jan-Jun 2022	Very impressive	Very Satisfactory	

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

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

MARISEL A. LEORNA
Center Director

PERFORMANCE MONITORING & COACHING JOURNAL

Rating Period: January to June 2022

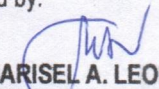
√	1 st	Q U A R T E R
√	2 nd	
	3 rd	
	4 th	

Name of Officer : **MARIO E. BALIAD**
 Head of Section : **MARISEL A. LEORNA**
 Number of Personnel:

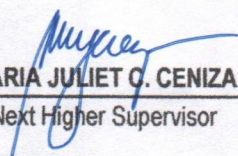
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. Specify)	
	One-on-One	Group			
Monitoring field experiments	√				
Coaching		√			

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

Conducted by:


MARISEL A. LEORNA
 Immediate Supervisor

Noted by:


MARIA JULIET C. CENIZA
 Next Higher Supervisor

cc: OVPI
 ODAHRD
 PRPEO

EMPLOYEE DEVELOPMENT PLAN
Rating Period: January to June 2022

Name of Employee: MARIO E. BALIAD

Performance Rating: Outstanding

Aim: To be an effective worker in research and extension.

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

Date: January 4, 2022 **Target Date:** January 7, 2022

First Step: _____

Participate to any college wide activities like seminars/trainings relevant
to research and extension

Result: _____

Updated his knowledge in research and extension .

Date: January 10, 2022 **Target Date:** January 14, 2022.

Next Step: _____

Apply the earned knowledge

Outcome: _____

Final Step/Recommendation: _____

Participation and application of the knowledge

Prepared by:

MARISEL A. LEORNA

Unit Head

Conform:

MARIO E. BALIAD