

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of faculty Member: CHRISTIAN N. BACOLOD

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating (Rating x%) (3) | Equivalent Numerical Rating (2x 3) |
|--|---|--|---|
| 1. Instruction | | | |
| g. Head/Dean (100%) | | $4.98 \times 50\% = 2.49$ | |
| h. Students | | $4.17 \times .50\% = 2.1$ | |
| Total for Instruction | 75% | 4.59 | 3.44 |
| 2. Research | | | |
| g. Client/Dir. For Research (50%) | | $\times 50\% =$ | |
| h. Dept. Head/Center Director 50%) | | $\times 50\% =$ | |
| Total for Research | | | |
| 3. Extension | | | |
| g. Client/Dir. For Extension | | | |
| h. Dept. Head/Center Director (100%) | | $5.00 \times 100\% = 5.00$ | |
| Total for Extension | 25% | 5.00 | 1.25 |
| 4. Gen. Admin. & Support Services | | | |
| TOTAL | 100% | | 4.69 |

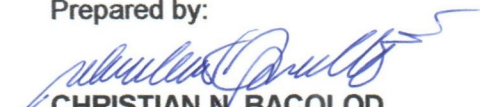
EQUIVALENT NUMERICAL RATING: 4.69

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.69

ADJECTIVAL RATING: OUTSTANDING


Prepared by:


CHRISTIAN N. BACOLOD
Name of Faculty


Reviewed by:


CHARIS B. LIMBO
Director, IHK

Recommending Approval:

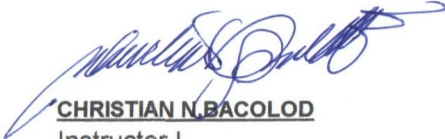

BAYRON S. BARREDO
College Dean

Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

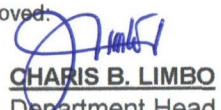
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Christian N. Bacolod, a faculty member of the INSTITUTE OF HUMAN KINETICS commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July-December 2022.


CHRISTIAN N. BACOLOD

Instructor I
Date:

Approved:


CHARIS B. LIMBO
Department Head
Date:

| 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 | | | | | | | |
| | 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 | | | | | | | |
| | | A4. Number of students entertained for consultation purposes | Entertains students seeking consultation with faculty | | | | | | | |

| | | | | | | | | | | |
|--|--|--|--|----|------|---|---|---|------|--|
| | 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 | | | | | | | |
| | | Supplemental learning resources | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught | | | | | | | |
| | | Assessment tools | Prepares assessment tools such as long exam, quizzes, problems sets, etc. | | | | | | | |
| | | 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 | | | | | | | |
| | | A 7 : Number of virtual classroom created and operational | Creates virtual classroom using either Moddle or Google Classroom | | | | | | | |
| | 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 5: Total FTE, coordinated, implemented and monitored * | A9. Actual Faculty's FTE | Handles and teaches courses assigned | 15 | 15.5 | 5 | 5 | 5 | 5.00 | CAED 124 (Teaching Visual Arts) CAED 132 (Culture and Arts Research Culminating Project) CAED 101 (Fundamentals of |
| | | A10. Number of grade sheets submitted within prescribed period | Prepares gradesheet and submits on or before deadline | 5 | 5 | 5 | 5 | 5 | 5.00 | CAED 124 (Teaching Visual Arts) CAED 132 (Culture and Arts Research Culminating Project) CAED 101 (Fundamentals of |
| | | 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 | 8 | 8 | 5 | 5 | 4 | 4.67 | CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 114 (Contemporary Arts) |
| | | A12. Number of trainings attended related to instruction | Attend mandated trainings | 3 | 3 | 5 | 5 | 5 | 5.00 | ACT-IHE EME Training; (THREADS (Technology, Hub, Research, Entrepreneurship, |

| | | | | | | | | | | |
|--|--|---|---|----|----|---|---|---|------|---|
| | | A13 . Number of long examinations administered and checked | Administers and checks long examination for subjects taught | 4 | 5 | 5 | 5 | 4 | 4.67 | CAED 124 (Teaching Visual Arts) CAED 132 (Culture and Arts Research Culminating Project) CAED 124 (Teaching Visual Arts) CAED 132 (Culture and Arts Research Culminating Project) CAED 101 (Fundamentals of |
| | | A14 . Number of quizzes administered and checked | Prepares and checks quizzes for lec and lab | 3 | 10 | 5 | 5 | 5 | 5.00 | CAED 124 (Teaching Visual Arts) CAED 132 (Culture and Arts Research Culminating Project) CAED 101 (Fundamentals of |
| | | 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: | <i>Acts as academic adviser to students</i> | 50 | 50 | 5 | 5 | 5 | 5.00 | Bachelor of Culture and Arts Education Students (Freshmen and Shiftees) |
| | | 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 | 3 | 3 | 5 | 5 | 4 | 4.67 | BCAED Students (Shiftees) |
| | 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 related</i> | 50 | 50 | 5 | 5 | 5 | 5.00 | Commencement Exercises, Student Teaching Proficiency Selection, Intramural Games Opening Program, G. Malakas at B |
| | PI 10: Number of instructional materials developed * | A21 : Number of on-line course ware developed and submitted : | Prepares and submits for review by the Technical Review Panel | 4 | 4 | 5 | 5 | 5 | 5.00 | CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 114 (Contemporary Arts) |
| | | <i>On-line ready courseware</i> | <i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i> | 5 | 5 | 5 | 5 | 5 | 5.00 | CAED 132 (Culture and Arts Research Culminating Project) CAED 101 (Fundamentals of Culture and Arts Education), CAED 127 (Principles and Practices: Dramaturgy and Aesthetics in Philippine and |

| | | | | | | | | | | |
|-----------------------------------|---|--|--|----|----|---|---|---|------|--|
| | | Supplemental learning resources | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught | 5 | 20 | 5 | 5 | 5 | 5.00 | CAED 124 (Teaching Visual Arts) CAED 132 (Culture and Arts Research Culminating Project) CAED 101 (Fundamentals of Culture and Arts Education), CAED 127 (Principles and |
| | | Assessment tools | Prepares assessment tools such as long exam, quizzes, problems sets, etc. | 20 | 20 | 5 | 5 | 5 | 5.00 | CAED 124 (Teaching Visual Arts) CAED 132 (Culture and Arts Research Culminating Project) CAED |
| | | A 23 : Number of on-line course were reviewed by TRP & edited by MMDC editor | Submits the course were duly reviewed by TRP for editing by MMDC editor | | | | | | | |
| | | A 24 : Number of virtual classroom created and operational | Creates virtual classroom using either Moddle or Google Classroom | 4 | 4 | 5 | 5 | 5 | 5.00 | CAED 132 (Culture and Arts Research Culminating Project) CAED 101 (Fundamentals of Culture and Arts Education), CAED 127 (Principles and |
| | PI 11. Additional outputs | A 25. Number of Additional outputs accomplished: | | | | | | | | |
| | | Program accreditation/evaluation | Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation | | | | | | | |
| | | 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 | | | | | | | |
| 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 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 | | | | | | | |

[illegible]

| | | | | | | | | | | |
|--|--|--|---|---|---|---|---|---|------|--|
| | 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 | | | | | | | |
| | 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 | | | | | | | |
| | <i>Research Mentoring</i> | <i>Research Mentor/Sports Trainer/Dance Trainer</i> | | 1 | 1 | 5 | 5 | 4 | 4.67 | Varsity Coach - Mr and Ms SCUAA 2023 |
| | <i>Peer reviewers/Panelists</i> | <i>Peer reviewers/Panelists/Coach</i> | | 1 | 1 | 5 | 5 | 4 | 4.67 | Varsity Coach - Mr and Ms SCUAA 2023 |
| | <i>Resource Persons</i> | <i>Resource Persons/ Coach of Different Sports/Dance Adjudicator</i> | | 2 | 2 | 5 | 5 | 5 | 5.00 | THREADS (Technology, Hub, Research, Entrepreneurship, Academia, Design, |
| | <i>Convenor/Organizer</i> | <i>Convenor/Organizer</i> | | 2 | 2 | 5 | 5 | 5 | 5.00 | THREADS (Technology, Hub, Research, Entrepreneurship, Academia, Design, Sustainability) Summit 2022- Fashion Social Innovation presented and organized by The British Embassy in Manila, The Chevening Alumni Fund Programme (CAFP) by the Foreign, Commonwealth and Development Office(CFDO); co-presented by The Design Center of the Philippines; |
| | <i>Consultancy</i> | <i>Consultant</i> | | | | | | | | |
| | <i>Evaluator</i> | <i>Evaluator</i> | | 2 | 2 | 5 | 5 | 5 | 5.00 | Student Teaching Proficiency Selection Panel/Evaluator, Action Research Defense Panel |

| | | | | | | | | | | |
|---|---|--|---|--|---------------------|--|--|--|--|--|
| | 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 (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 | | zero non-conformity | | | | | |
| | | 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% compliant | | | | | |
| | | 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 | | Zero % complaint | | | | | |
| | 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 | | | | | | | |
| | | 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 | | | | | 95 | 95 | 90 | 93.34 | |
| Average Rating | | | | | 5 | 5 | 4.72 | 4.91 | |
| Adjectival Rating | | | | | | | | | |

| | | | |
|---|--|-------------|--|
| Average Rating (Total Over-all rating dividedby 4) | | 4.98 | Comments & Recommendations for Development Purpose: <i>Direct + straightforward !</i> |
| Additional Points | | | |
| Approved Additional Points (with copy of approval) | | | |
| Final Rating | | 4.98 | |
| Adjective Rating | | Outstanding | |

Evaluated & Rated by:

CHARIS B. LIMBO

Department Head

Date:

Recommending Approval

BAYRON S. BARREDO

Dean, College of Education

Date:

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date:

PERFORMANCE MONITORING FORM

Name of Employee: **CHRISTIAN N. BACOLOD**

| 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 undergraduate course | Deliver quality learning to students in the undergraduate program | July 2022 | July 2022- December 2022 | | Very impressive | Outstanding | All students passed |
| 2 | Advice BCAED students | <ul style="list-style-type: none"> Empowered students to graduate on time and face challenges courageously Assisted and follow-up during enrolment | July 2022 | July 2022- December 2022 | | Very impressive | Outstanding | Was able to cater advice to students |
| 3 | Develop evaluation and assessment tools to rate students' performance | Collect projects, assignments, check, develop rubrics to assess students in designing and creating modified games and activities with students with special needs | July 2022- December 2022 | | | Very impressive | Outstanding | Tasks done on time |
| 4 | Develop lecture presentations, educational videos. | Deliver 18 quality educational materials to students | July 2022- December 2022 | | | Very impressive | Outstanding | Tasks done on time |
| 5 | Submit reports and other requirements | Submitted DTR and grade sheets | July 2022- December 2022 | | | Very impressive | Outstanding | Was able to submit on time |
| 6 | Operates Virtual Classrooms | Developed 4 Virtual Classroom using Moodle | July 2022 | July 2022- December 2022 | | Very impressive | Outstanding | Responsible in all |

| | | | | | | | |
|----|--|--|--------------------------|--------------------------|-----------------|-------------|------------------------------------|
| | | | | | | | assigned task |
| 7 | Implements duly approved extension projects | Deliver quality learning to participants | July 2022- December 2022 | | Very impressive | Outstanding | Tasks done on time |
| 8 | Organize VSU Programs <i>Commencement Exercises, Intramural Games Opening Program, G Malakas at B Maganda 2022, Intramural Games Closing Program, SCUAA 2022, BCAED/BPED Acquaintance Party, COEd Christmas Party, BCAEd Apprenticeship Orientation, BCAEd Apprenticeship Culmination, ZEAMAYS Talent Showdown, BCAED/BPED General Assembly, BCAEd Election, Student Orientation</i> | Provides the technical and expert services requested by beneficiaries | July 2022 | July 2022- December 2022 | Very impressive | Outstanding | Responsible in all assigned task |
| 9 | Resource Person | Deliver technical and expertise services. | July 2022- December 2022 | | Very impressive | Outstanding | Tasks done on time |
| 10 | Attendance in regular, emergency & special meetings | <ul style="list-style-type: none"> Attend meetings in the institute and department Up to date knowledge and information on the current status of the institute, the college and university as a whole. | July 2022- December 2022 | | Very impressive | Outstanding | Attended meetings promptly |
| 13 | Attended mandated Trainings | Professional growth and development | January 2022 | July 2022 | Very impressive | Outstanding | Attended virtual training promptly |

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

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

Prepared by:

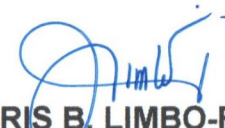

CHARIS B. LIMBO-RIVERA
Unit Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **CHRISTIAN N. BACOLOD**

Performance Rating: Outstanding

Aim: To come up with a repository of culture and arts research

Proposed Interventions to Improve Performance: Survey of the culture and arts research areas and directions of the Institute and the University

Date: January 2023

Target date: July 2023

First Step:

- Conduct a survey to determine the possible research areas that constitutes culture and arts in VSU and in Baybay City.

Result:

- Collaborative effort in coming up with the culture and arts research endeavors in VSU and in Baybay City

Date: January 2023

Target date: July 2023

Next Step:

- Study the result of the survey

Outcome:

- An initial repository of culture and arts research endeavors

Final Step/Recommendation:

Arts and culture map that summarizes the existing tangible cultural heritage within the University and Baybay City.

Prepared by:


CHARIS B. LIMBO-RIVERA
Unit Head

Conforme:


CHRISTIAN N. BACOLOD
Name of Ratee Faculty/Staff