SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of faculty Member: **CHRISTIAN N. BACOLOD**

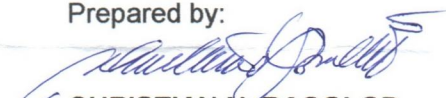| Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x 3)
1. Instruction			
g. Head/Dean (100%)		4.97 x 50% = 2.49	
h. Students		4.17 x .50% = 2.1	
Total for Instruction	75%	4.59	3.44
2. Research			
g. Client/Dir. For Research (50%)		x50% =	
h. Dept. Head/Center Director 50%)		x50% =	
Total for Research			
3. Extension			
g. Client/Dir. For Extension			
h. Dept. Head/Center Director (100%)		5.00 x 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: _____
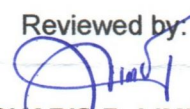TOTAL NUMERICAL RATING: **4.69**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

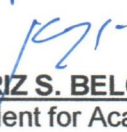**CHRISTIAN N. BACOLOD**
Name of Faculty

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 January- June 2022.

Approved:

CHRISTIAN N.BACOLOD
Instructor I
Date: 7 - 11 - 2022

CHARIS B. LIMBO
Department Head
Date: 07-11-22

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	Eficiency	Timelines s	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	Measure	Description							
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	Measure	Description							
PI 5: Total FTE, coordinated, implemented and monitored *	**A9.** Actual Faculty's FTE	Handles and teaches courses assigned	17.55	17.55	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 114 (Contemporary Arts), PrEd 191 (Special Topics)
	A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	8	8	5	5	4	4.67	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 114 (Contemporary Arts), PrEd 191 (Special Topics)
	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	5	5.00	Comm 11 (Purposive Communication); Humn 11 (Art Appreciation); CAED 113 (Philippine Traditional Arts): CAED 123 (Analysis

		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5.00	ACT-IHE EME Training

		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	3	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 114 (Contemporary Arts),
		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 131 (Culture and Arts Research) CAED 114 (Contemporary Arts), PrEd 194 (Special Topics)
		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:	Acts as academic adviser to students	30	61	5	5	5	5.00	Bachelor of Culture and Arts Education Students
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	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	6	20	5	5	5	5.00	Phed 13n Philippine Folk Dance (5), CAEd 115 (1), CAEd 141 Art Apprenticeship 1 (1), CAEd 143 Art Apprenticeship 2 (1)
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO							
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related							
	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	2	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 114 (Contemporary Arts)
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 114 (Contemporary Arts), PrEd 194 (Special Topics)

		Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	3	20	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 114 (Contemporary Arts), PrEd 191 (Special Topics)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	10	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 114 (Contemporary Arts),
		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 Moddle or Google Classroom	3	3	5	5	5	5.00	CAED 124 (Teaching Visual Arts) CAED 131 (Culture and Arts Research) CAED 114 (Contemporary Arts)
	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 oroject 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-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							

		In refereed int'l journals											
		In refereed nat'l/regional journals											
	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 scienfic for a/conferences										
		In int'l fora/conferences											
		In nat'l/regional fora/conferences											
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation										
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or											
		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 application 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										
	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										

PI	Activity	Description								Remarks
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	1		1		5	5	5	5.00	VSU CAT 2022 Proctor
Research Mentoring	Research Mentor/Sports Trainer/ Dance Trainer									
Peer reviewers/Panelists	Peer reviewers/Panelists/Coach									
Resource Persons	Resource Persons/ Coach of Different Sports/Dance Adjudicator		1		2		5	5	5	5.00	VSU Faculty Onboarding & College of Education Onboarding
Convenior/Organizer	Convenor/Organizer		1		6		5	5	5	5.00	CE Virtual Pinning Ceremony,Kaalam: Creative forms and Narratives in the Contemporary, Kaalam: Pedagogy and Challenges of Teaching PE in the new normal, VSU Anniversary Intermission Numbers, VSU Run for a Cause
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							
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. 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 theQMS 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 performfing 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							

						80	80	79	79.67	
Total Over-all Rating										
Average Rating						5	5	4.9	4.98	
Adjectival Rating										

Average Rating (Total Over-all rating dividedby 4)			4.98	Comments & Recommendations for Development Purpose:
Additional Points				
Approved Additional Points (with copy of approval)				_Courteous, reliable and knowledgeable. Keep it up!_
Final Rating			4.98	
Adjective Rating			Outstanding	

Evaluated & Rated by:

CHARIS B. LIMBO
Department Head
Date: 7-11-22

Recommending Approval

BAYRON S. BARREDO
Dean, College of Education
Date: 8-3-22

Approved by:

BEATRIZ S. BELONIAS
Vice President for Instruction
Date:

Exhibit I

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	February 2022	February 2022- June 2022		Very impressive	Outstanding	All students passed
2	Advice BCAED students	• Empowered students to graduate on time and face challenges courageously • Assisted and follow-up during enrolment	February 2022	February 2022- June 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	February 2022- June 2022			Very impressive	Outstanding	Tasks done on time
4	Submit reports and other requirements	Submitted DTR and grade sheets	February 2022- June 2022			Very impressive	Outstanding	Was able to submit on time
5	Operates Virtual Classrooms	Developed 2 Virtual Classroom using Moodle	July 2021	February 2022- June 2022		Very impressive	Outstanding	Responsible in all assigned task

6	Implements duly approved extension projects	Deliver quality learning to participants	February 2022- June 2022		Very impressive	Outstanding	Tasks done on time
7	Organize VSU Programs (*CSC Anniversary Online Fitness, Art Apprenticeship Webinar Series, Art Apprenticeship Orientation, and Kaalam Webinar Series*)	Provides the technical and expert services requested by beneficiaries	February 2022	February 2022- June 2022	Very impressive	Outstanding	Responsible in all assigned task
8	Resource Person	Deliver technical and expertise services.	February 2022- June 2022		Very impressive	Outstanding	Tasks done on time
9	Attendance in regular, emergency & special meetings	• 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.	February2022- June 2022		Very impressive	Outstanding	Attended meetings promptly
10	Prepare Learning Modules	• Make the PhEd 14n PATHFIT 1 (Outdoor and Adventure) Learning Module • CAEd 126 Teaching Dance	February 2022	June 2022	Very impressive	Outstanding	Was able to submit on time
11	Attended mandated Trainings	Professional growth and development	February 2022	June 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
Unit Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **CHRISTIAN N. BACOLOD**
Performance Rating: Outstanding

Aim: To come up with culture and arts related programs
Proposed Interventions to Improve Performance: Survey of university constituents interest in the field of culture and arts

Date: August 2022   Target date: September 2022

First Step:
- Conduct a survey on culture and arts related programs that the university constituents like to witness/experience

Result:
- Collaborative effort in coming up with the culture and arts programs

Date: August 2022   Target date: September 2022

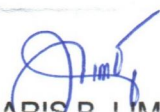Next Step:
- Study the result of the survey

Outcome:
- A program/event that will highlight the culture and arts of the locale or of the region.

Final Step/Recommendation:
Consistent in the implementation of the program regardless of the number of attendance.

Prepared by:

CHARIS B. LIMBO
Unit Head

Conforme:

CHRISTIAN N. BACOLOD
Name of Ratee Faculty/Staff