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)
1. Instruction			
a. Head/Dean (50%)		4.85	(2.43)
b. Students (50%)		5.00	(2.50)
Total for Instruction	70%	4.93	3.45
2. Research	10%	5.00	0.50
3. Extension	10%	4.71	0.47
4. Administration	10%	5.00	0.50
5. Production			
TOTAL			4.92

EQUIVALENT NUMERICAL RATING: 4.92
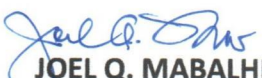Add. Additional Points, if any:
TOTAL NUMERICAL RATING: 4.92

ADJECTIVAL RATING: Outstanding

Prepared by:

BAYRON S. BARREDO
Name of Faculty

Reviewed by:
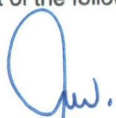
JOEL Q. MABALHIN
Department Head

Recommending Approval:

BAYRON S. BARREDO
College 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 January-June, 2023.

Approved:

BAYRON S. BARREDO
Assoc. Professor II
Date: 7-21-23

JOEL Q. MABALHIN
Department Head
Date: 09-21-2023

BAYRON S. BARREDO
College Dean
Date: 7-24-23

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	Timeliness	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	2	5	5	5	5	5.00	Magallanes, Maranguit, Quiboy,De leon, Daganasol

		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	1	1	5	5	5	5.00	VSUEE EDUC 204 Educational Administration and Supervision
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	5	5	5	5	5.00	Learning Guide, Learning Tasks, Assessment, Case Analysis, and ppt in EDUC 204
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	3	5	5	5	5.00	VSUEE Assessment, Quizzes, Midterm and Finals
	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	0	0	0	0	0.00		
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1	5	5	5	5.00	VSUEE and Google Meet	
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	12	22.05	5	5	5	5.00	SoSt 123-16, PrEd 153-30, PrEd 154-30, PrEd 125-59,

		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	5	5	5	5	5.00	SoSt 123, PrEd 153-, PrEd 154, PrEd 125
		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	2	2	2	2.00	PAFTE- Regional Midyear Convention: Educators @ Promoting Leadership Diversity. & Trends and Directions in Accreditation in pre and post covid stretch
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	4	5	5	5	5.00	SoSt 123, PrEd 153-, PrEd 154, PrEd 125
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	10	5	5	5	5.00	SoSt 123, PrEd 153-, PrEd 154, PrEd 125
		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 students*	50	147	5	5	5	5.00	89 BEEd 4th year & 58 BEEd 3rd year
		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	50	147	5	5	5	5.00	89 BEEd 4th year full paper & 58 BEEd 3rd year proposals
	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	2	2	5	5	5	5.00	College of Education SSC, Interact Society, Mentor's 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	3	5	5	5	5.00	PrEd 125, SoSt 123 and PrEd 153n and 154n
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	3	5	5	5	5.00	PrEd 125, SoSt 123 and PrEd 153n and 154n
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	5	5	5	5	5.00	Learning Guide, Learning Tasks, Assessment, Case Analysis, and ppt in EDUC 204
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	3	5	5	5	5.00	PrEd 125, SoSt 123 and PrEd 153n and 154n
		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	2	3	5	5	5	5.00	PrEd 125, SoSt 123 and PrEd 153n and 154n
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	1	2	5	5	5	5.00	ISO and VSU Institutional Accreditation
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	2	5	5	5	5.00	VFES and DepEd Baybay City Division
		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										

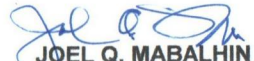| PI	Activity	Task							Remarks
PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	**A27.** Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization 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		1	0	0	0	0	0.00	
	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		1	5	5	5	5.00	"Graduating Students' Feedback: Basis for College of Education Continual Improvement" project code: DTE.WoF.0722-1222.01,"
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		1	5	5	5	5.00	VSU-OGS Social Science Journal
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							

			Q1	Q2	Q3	Q4	Q5	Ave	Remarks
	A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal		1	5	5	5	5.00	Sit as Technical Working Group (TWG) for Higher and Advance Education Researches and Proposals in the University
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 Baybay 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	50	25	3	3	3	3.00	Secondary Teachers of Banahao National High School
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	2	5	5	5	5.00	"I Can Do It: Basic Education Teacher's Action Research Capability Buding" (Project Code: Ext.66-CoEd). "Project WAIS"
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%	95.0%	5	5	5	5.00	
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							
Research Mentoring	Research Mentor								
Peer reviewers/Panelists	Peer reviewers/Panelists								
Resource Persons	Resource Persons		1	1	5	5	5	5.00	Crafting OBE Syllabus, St. Pauls Business School.
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	2	5	5	5	5.00	I Can Do It and Project WAIS
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		1	5	5	5	5.00	Project WAIS of VSUIHS and Dept. Meteorology

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	100%	100%	5	5	5	5.00	
	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	VSU Institutional Accreditation, COPC of BSED and M.Ed Programs
	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	0	5	5	5	5.00	
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								160.00	
Average Rating								4.57	
Adjectival Rating								Outstanding	

Evaluated & Rated by:

JOEL Q. MABALHIN
Department Head
Date: 7-21-2023

Recommending Approval

BAYRON S. BARREDO
Dean, College of Education
Date: 7-24-27

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 7-28-2023

Comments and Recommendation for Development Purposes:

How lucky we are in the DTE with you. We can directly talk and get feedback from our queries.

Exhibit I

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	18 FTE	1st week of March 2023	Before the end semester	June 2023	Very Impressive	Very Satisfactory	36.25 FTE for undergraduate courses
2	Develop on-line courseware, supplemental learning resources & assessment tools	Develop 1 course ware, 1 supplemental learning	1st week of March 2023	Before end of the semester	June 2023	Impressive	Very Satisfactory	None within the evaluation period
3	Develop virtual classroom	Develop 1 virtual classroom	1st week of March 2023	Before end of the semester	June 2023	Impressive	Very Satisfactory	Developed 1 Virtual Classroom
4	Conduct Extension Activity	Conduct 1 Extension Activity	1st week of March 2023	Before end of the Semester	June 2023	Very Impressive	Outstanding	Conducted 1 Extension Activity

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

** Outstanding, very satisfactory, satisfactory, unsatisfactory

Prepared by:

JOEL Q. MABALHIN
Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **BAYRON S. BARREDO**
Performance Rating: **4.57**

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

Proposed Interventions to Improve Performance:

Date: June, 2023   Target Date: July-December, 2023

First Step:
Attend Seminars, Trainings, and workshop
Develop at least one Instructional Material
Write Research Proposals for Funding

Result:

Date: June, 2023   Target Date: July-December, 2023

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
Head

Conforme:

BAYRON S. BARREDO
Name of Ratee Faculty/Staff