

Exhibit K

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
January to June 2023**

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%) | 5.00 | $5 \times 50\% = 2.5$ | |
| b. Students | 4.00 | $4.0 \times 50\% = 2.0$ | |
| Total | | $4.5 \times 20\%$ | 0.90 |
| 2. Research | | | |
| a. Dept Head/Center Director | 4.666 | $4.66 \times 45\% =$ | 2.097 |
| b. | | | |
| 3. Extension | | | |
| a. Dept Head/Center Director | 4.777 | $4.777 \times 35\% =$ | 1.671 |
| TOTAL | | | 4.668 |

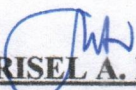
EQUIVALENT NUMERICAL RATING: 4.668

Add: Additional Points, if any:

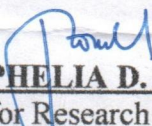
TOTAL NUMERICAL RATING: 4.668

ADJECTIVAL RATING: Very Satisfactory

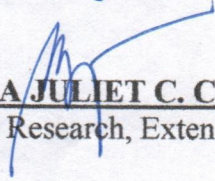
Prepared by:


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) - ACCOMPLISHMENTS

"Exhibit B"

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, 2023.

MARIO E. BALIAD

Associate Professor

Date: _____

MARISSEL A. LEORNA

Director, NCRC-V

Date: _____

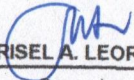
| MFO No. | Description of MFO's/PAPs | Success/ Performance Indicators (PI) | Center Target | % of Accomplishment | Details of Accomplishment | Rating | | | | REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators) |
|---|---------------------------|--|---------------|---------------------|---------------------------|---------|------------|------------|---------|---|
| | | | | | | Quality | Efficiency | Timeliness | Average | |
| UFMO 2: Higher Education Services | | | | | | | | | | |
| MFO 1. Curriculum Program Management System | | | | | | | | | | |
| | | PI 1: Total FTE monitored | 3 | 305.00% | 9.15 | 5 | 5 | 5 | 5 | |
| UFMO 3: Research Innovation Services | | | | | | | | | | |
| | | PI 3: Number of research projects conducted and/or completed on schedule | 2 | 100.00% | 2 | 4 | 5 | 5 | 4.667 | |
| UFMO 4: Extension Services | | | | | | | | | | |
| | | PI 1: Number of person-days trained weighted by length of training | 20 | 200.00% | 40 | 5 | 5 | 5 | 5 | |
| | | PI 4: Number of beneficiaries served | | | | | | | | |
| | | Groups | 2 | 100.00% | 2 | 5 | 4 | 5 | 4.667 | |
| | | Individuals | 30 | 133.33% | 40 | 5 | 5 | 5 | 5 | |
| | | PI 5: Number of technical/expert services | | | | | | | | |
| | | Research Mentoring | 2 | 100.00% | 2 | 5 | 4 | 5 | 4.667 | |
| | | Resource Persons | 1 | 100.00% | 1 | 5 | 4 | 5 | 4.667 | |

| | | | | | | | | |
|--|---|-------------|--|---|---|---|---|-------|
| | PI 6: Number of extension projects conducted and/or completed on schedule | 1 | 100.00% | 1 | 4 | 5 | 5 | 4.667 |
| Total Over-all Rating | | | | | | | | |
| Average Rating | | 4.79 | Comments and Recommendations for Development Purposes: <i>He works well with all types of clients</i> | | | | | |
| Approved Additional Points (w/ copy of Approval) | | | | | | | | |
| FINAL RATING | | 4.79 | | | | | | |
| ADJECTIVAL RATING | | Outstanding | | | | | | |

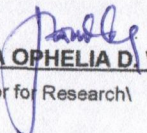
Evaluated & Rated by

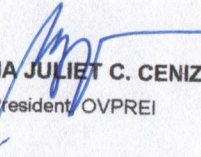
Recommending Approval

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 (9.15) | Jan 2023 | June 2023 | Jan-June 2023 | Very impressive | Very Satisfactory | |
| 2. | Consultation with student on subject matter and other course-related activities | 32 students consulted on subject matter and other course activities | Jan 2023 | June 2023 | Jan-June 2023 | Very impressive | Very Satisfactory | |
| 3 | Implements and conducts approved research on coconut and intercrops | Implements/conducts 2 research projects | Jan 2023 | June 2023 | Jan-June 2023 | Very impressive | Very Satisfactory | |
| 4 | Conserves crop varieties (coconut genebank) | Conserves 42 crop varieties | Jan 2023 | June 2023 | Jan-June 2023 | Very impressive | Very Satisfactory | |
| 5 | Conducts training on coconut-related topics as resource person | Conducts training on coconut-related topics (resource person) | Jan 2023 | June 2023 | Jan-June 2023 | Very impressive | Very Satisfactory | |
| 6 | Develops technoguides/IEC materials on coconut technologies | Develops technoguides/IEC materials on coconut | Jan 2023 | June 2023 | Jan-June 2023 | 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 40 individuals | Jan 2023 | June 2023 | Jan-June 2023 | Very impressive | Very Satisfactory | |
| 8 | Implements/conducts and supervises approved extension projects | Implements/conduct 2 approved extension project | Jan 2023 | June 2023 | Jan-June 2023 | Very impressive | Very Satisfactory | |
| 9 | Supervises distribution of IEC materials to interested clients | Supervises/Distributes 50 leaflets on coconut to interested clients | Jan 2023 | June 2023 | Jan-June 2023 | Very impressive | Very Satisfactory | |
| 10 | Manages and monitors IGP project on coconut intercrops | Manages and monitors 1 IGP project | Jan 2023 | June 2023 | Jan-June 2023 | 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 2023

| | | |
|---|-----------------|---------------------------------|
| √ | 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:

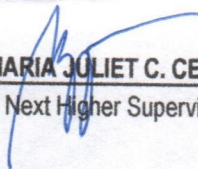
| Activity Monitoring | MECHANISM | | | | Remarks |
|-------------------------------------|------------|-------|------|-----------------------|---------|
| | Meeting | | Memo | Others (Pls. Specify) | |
| | One-on-One | Group | | | |
| Monitoring Research data | √ | | | | |
| Coaching Terminal Report writing | | √ | | | |

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

Conducted by:

Noted by:


MARISEL A. LEORNA
Immediate Supervisor


MARIA JULIET C. CENIZA
Next Higher Supervisor

cc: OVPI

ODAHRD

PRPEO

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARIO E. BALIAD

Performance Rating: _____

Aim: To be effective in delivering quality output in research and extension activities

Proposed Interventions to Improve Performance:

Date: January 11, 2023

Target Date: January 24, 2023

First Step:

Formulate plans to improve coordination with extension beneficiaries and other stakeholders.

Result:

Good planning of activities for different extension project handled.

Date: January 30, 2023

Target Date: February 6, 2023

Next Step: Implement / plan activities for the

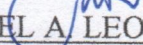
Research and Extension section

Outcome: Good implementation of the project and good management with the staff under his section.


Final Step/Recommendation:

Conduct activities to address the gap caused by the new normal set up for both section handled

Prepared by:


MARISEL A. LEORNA
Director, NCRC

Conforme:


MARIO E. BALIAD
Name of Ratee Faculty/Staff