SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Christian N. Bacolod (Instructor I)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	40	4.98	1.99
b. Students	40	3.33	1.33
Total for Instruction	80		3.32
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research	10	5.00	0.50
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	10	4.90	0.49
4. Administration			
5. Production	-		
TOTAL	100		4.31

EQUIVALENT   NUMERICAL
RATING: 4.31
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.31
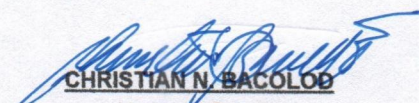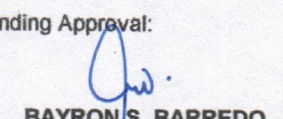
ADJECTIVAL RATING: **VERY SATISFACTORY**

Prepared by: Reviewed by:

CHRISTIAN N. BACOLOD   **CHARIS B. LIMBO-RIVERA**
Name of Faculty   Director, IHK

Recommending Approval:

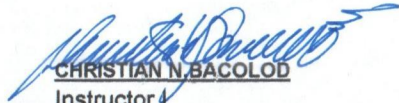
BAYRON S. BARREDO
Dean, College of Education

Approved by:

BEATRIZ S. BELONIAS
VP 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 accomplishments in accordance with the indicated measures for the period July-December 2023.

Approved:

CHRISTIAN N. BACOLOD
Instructor
Date: January 11, 2024

CHARIS B. LIMBO-RIVERA
Department Head
Date: JAN-18-2024

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							
		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*		24.75	5	5	5	5.00	CAED 101 (Foundations of Culture and Arts Education) CAED 123 (Art Criticism) CAED 127
	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 101 (Foundations of Culture and Arts Education) CAED 123 (Art Criticism) CAED 127 (Dramaturgy)CAED 113 (Philippine Traditional Arts)
	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 101 (Foundations of Culture and Arts Education) CAED 123 (Art Criticism) CAED 127 (Dramaturgy)CAED 113

	PI	Indicator	Description							Remarks
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	5	5	5	4	4.67	CAED 101 (Foundations of Culture and Arts Education) CAED 123 (Art Criticism) CAED 127
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	10	5	5	5	5.00	CAED 101 (Foundations of Culture and Arts Education) CAED 123 (Art Criticism) CAED 127
		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*	14	14	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:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript		14	5	5	5	5.00	CAED 132 and PrEd 154b (Action Research)
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript		14	5	5	5	5.00	CAED 132 and PrEd 154b (Action Research)
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	14	3	5	5	4	4.67	BCAED Students
	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*	150	150	5	5	5	5.00	ADARNA Acquaintance Party
	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	0	0	5	5	5	0.00	
		On-line ready courseware	*Prepares Instructional module/laboratory guide/workbook or a combination thereof*	4	4	5	5	5	5.00	CAED 101 (Foundations of Culture and Arts Education) CAED 123 (Art Criticism) CAED 113 (Philippine Traditional Arts) CAED 132 (Research Culminating Project)

		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 101 (Foundations of Culture and Arts Education) CAED 123 (Art Criticism) CAED 127 (Dramaturgy)CAED 113 (Philippine Traditional Arts) CAED 128 (Teaching
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	20	20	5	5	5	5.00	CAED 101 (Foundations of Culture and Arts Education) CAED 123 (Art Criticism) CAED 127
		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	4	4	5	5	5	5.00	CAED 101 (Foundations of Culture and Arts Education) CAED 123 (Art Criticism) CAED 113 (Philippine Traditional Arts) CAED 132 (Research Culminating
	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-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	1		1	5	5	5	5.00	Cultural Mapping and Profiling o Cultural Heritage Properties in the VSU - Main Campus
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 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								
Research Mentoring	*Research Mentor/Sports Trainer/ Dance Trainer*		1	1	5	5	4	4.67	CAED 132 (Culture and Arts Research) Adviser -- Advised 2 groups
Peer reviewers/Panelists	*Peer reviewers/Panelists/Coach*		0	0	0	0	0	0.00	
Resource Persons	*Resource Persons/ Coach of Different Sports/Dance Adjudicator*		1	1	5	5	5	5.00	Art Apprenticeship Orinetation - Writing the Portfolio Entries
Convenor/Organizer	*Convenor/Organizer*		1	1	5	5	5	5.00	Ginoong Malakas at Binibining Maganda 2023 | PASUC - Culture and the Arts Competition (On-the-Spot Painting)
Consultancy	*Consultant*								
Evaluator	*Evaluator*		1	1	5	5	5	5.00	CoEd Days 2023 - Poster Making Contest

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							
	Total Over-all Rating					100	100	96	93.67	
	Average Rating					4.5	4.5	4.33	4.46	
	Adjectival Rating									

			Comments & Recommendations for Development Purpose:
Average Rating (Total Over-all rating dividedby 4)		4.98	*concistently delivers high quality work. keep it up!*
Additional Points			
Approved Additional Points (with copy of approval)			
Final Rating		4.98	
Adjective Rating		Outstanding	

Evaluated & Rated by:

CHARIS B. LIMBO-RIVERA
Department Head
Date: JAn-18-2024

Recommending Approval

BAYRON S. BARREDO
Dean, College of Education
Date: JAn-18-2024

Approved by:

BEATRIZ S. BELONIAS
Vice President for Instruction
Date: 10-29-2024

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	January 2024	February 2023- June 2024		Very impressive	Outstanding	All students passed
2	Advise BCAED students	• Empowered students to graduate on time and face challenges courageously • Assisted and follow-up during enrolment	January 2024	February 2023- June 2024		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 2024- June 2024			Very impressive	Outstanding	Tasks done on time
4	Submit reports and other requirements	Submitted DTR and grade sheets	February 2024- June 2024			Very impressive	Outstanding	Was able to submit on time
5	Operates Virtual Classrooms	Developed 5 Virtual Classroom using Moodle	July 2021	February 2024- June 2024		Very impressive	Outstanding	Responsible in all assigned task

#						
6	Implements duly approved extension projects	Deliver quality learning to participants	February 2024- June 2024		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 2024- June 2024	Very impressive	Outstanding	Responsible in all assigned task
8	Resource Person	Deliver technical and expertise services.	February 2024- June 2024		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.	February 2024- June 2024		Very impressive	Outstanding	Attended meetings promptly
10	Prepare Learning Modules	• Make the CAED 124, CAED 114, CAED 128 • CAEd 124 Teaching Visual Arts	February 2024	June 2024	Very impressive	Outstanding	Was able to submit on time
11	Attended mandated Training	Professional growth and development	February 2024	June 2024	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 create a BCAED Content Course-based Language Proficiency Program to BCAED students
Proposed Interventions to Improve Performance: Survey of BCAED students' English Language Pr and Communication Skills the field of Culture and Arts Education Content Courses.

Date: January 2024   Target date: June 2024

First Step:
- Conduct a Language Proficiency Level Test to students to determine the levels of communication skills and English language proficiency.

Result:
- Groups with certain level of language proficiency and communication skills

Date: August 2024   Target date: October 2024

Next Step:
- Content Course-based Language Proficiency and Communication Skills training and workshops for CAED students

Outcome:
- A Language Proficiency Program (Reading, Speaking, and Writing) will be taken by BCAED students to further enhance their communication skills and overall presentation

Final Step/Recommendation:

Consistent in the implementation of the program regardless of the number of attendance.

Prepared by:

CHARIS B. LIMBO-RIVERA
Unit Head

Conforme:

CHRISTIAN N. BACOLOD
Name of Ratee Faculty/Staff