

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ANGELICA P. BALDOS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	4.87	2.44	1.94
b. Students (50%)	4.83	2.42	
Total for Instruction	40%	4.86	
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	3%	0	0
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	27%		1.31
4. Administration	30%		1.47
5. Production			
TOTAL	100%		4.72

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

4.72

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Outstanding

Prepared by:

Angelica P. Baldos
ANGELICA P. BALDOS
Name of Faculty

Reviewed by:

Anatolio N. Polinar
ANATOLIO N. POLINAR
Department Head

Recommending Approval:

Dennis P. Peque
DENNIS P. PEQUE
Dean


Approved:

Beatriz S. Belonias
BEATRIZ S. BELONIAS
Vice President

"Exhibit B"


INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ANGELICA P. BALDOS, a faculty member of the DEPARTMENT OF FOREST SCIENCE 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 to JUNE 2023.


ANGELICA P. BALDOS
 Associate Professor V
 Date: 07-06-2023

Approved:


ANATOLIO N. POLINAR
 Department Head
 Date: 07-18-2023


DENNIS P. PEQUE
 College Dean
 Date: 7/19/23

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	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPA MFO 2. Graduate Student Management Services										
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	1	400% (4/1)	5	4.5	4.5	4.47	Labides, Pafia, Omoso, Nabong
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Member	Advises and corrects research outline and thesis/SP/dissertation	1	300% (3/1)	5	4.5	4.5	4.47	Labides, Auguis, Wales
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	5	160% (8/5)	5	4.5	4.5	4.47	Labides, Pafia, Omoso, Nabong, Auguis, Wales, Cinco, Caballes
	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	200% (2/1)	5	4.5	4.5	4.47	FORY 206, FORY 285

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	200% (2/1)	5	4.5	4.5	4.0	FORY 206, FORY 285
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	267% (8/3)	5	4.5	5	4.0	FORY 206, FORY 285
		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	200% (2/1)	5	4.5	4.5	4.0	FORY 206, FORY 285
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	200% (2/1)	5	5	5	5	FORY 206, FORY 285
UMFO 2. HIGHER EDUCATION SERVICES										
OVPAA 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	118% (14.17/12)	5	5	5	5	ECOL21f, FMgt136, FORY206
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	125% (5/4)	5	5	5	5	ECOL21f, FMgt136, FORY206, FORY300, ForY200B
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	200% (2/1)	5	4.5	5	4.83	Mandatory Orientation and Re-orientation of Academic Advisers and Dept Enrolment Focal Persons (Feb 10, 2023); Orientation-Workshop on Devt of TOS (Feb. 15, 2023)
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	8	125% (10/8)	5	5	5	5	ECOL21f, FMgt136, FORY206
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	150% (15/10)	5	5	5	5	ECOL21f, FMgt136, FORY206
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	30	100% (30/30)	5	5	5	5	ECOL21f, FMgt136, FORY206

PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	10	250% (25/10)	5	5	5	5	Baledo, Asmolo, Baraoil, Barrientos, Bahinting, Bating, Lunario, Malatag, Maingque, Matas, Lolor, Lora, Malupa, Magdugo, Mascariñas, Bongo, Calderon, Cabagte, Conag, Calarion, Cababag, Bongalan, Bitoy, Caballes
	A17. Number of students advised on thesis/ field practice/special problem		1	300% (3/1)	5	5	5	5	Sanchez, Mantos, Patonog
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject	20	650% (130/20)	5	4.5	5	4.83	ECOL21f, FMgt136, FORY206
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USSO	1	200% (2/1)	5	5	5	5	CFES - SSC, FSS
	A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	200% (2/1)	5	4.5	4.5	4.67	CFES - SSC, FSS
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	1	300% (3/1)	5	5	5	5	ECOL21f, FMgt136, FORY206
	<i>On-line ready courseware</i>	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	300% (3/1)	5	4.5	5	4.83	ECOL21f, FMgt136, FORY206
	<i>Supplemental learning resources</i>	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	150% (3/2)	5	5	5	5	ECOL21f, FMgt136, FORY206
	<i>Assessment tools</i>	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	6	100% (6/6)	4.5	5	4.5	4.67	ECOL21f, FMgt136, FORY206
	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	2	300% (6/2)	4.5	4.5	5	4.67	ECOL21f, FMgt136, FORY206

		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	300% (6/2)	5	5	5	5	ECOL21f, FMgt136, FORY206
UMFO 3 . RESEARCH SERVICES										
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year*	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							
		<i>In refereed int'l or CHED recognized journals</i>		1	NA					In review. Philippine Journal of Science
UMFO 4. EXTENSION 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	<i>Research Mentor</i>		1	200% (2/1)	5	4.5	4.5	4.67	Research mentoring for Labides and Auguis
	Resource Persons	<i>Resource Person</i>		1	100% (1/1)	5	5	5	5	CPD Webinar for Foresters, May 12, 2023
		<i>Convenor/Organizer/Facilitator</i>		1	200% (2/1)	5	5	5	5	Organized the CPD Webinar Series for Foresters (April 26, 2023 and May 12, 2023)
		<i>Number of clients in extension served</i>		15	412% (618/15)	5	4.5	4.5	4.67	Forestry professionals attending the CPD Webinar Series for Foresters (April 26, 2023 and May 12, 2023)
UMFO 5. SUPPORT TO OPERATIONS										
OVPAA 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	zero% non-conformity	5	5	5	5	As faculty, as Director of CCE, as Head of CPDE
		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	100% compliant	5	5	5	5	As faculty, as Director of CCE, as Head of CPDE

		On program accreditations		100% compliant	100% compliant	5	5	5	5	As faculty, as Director of CCE, as Head of CPDE
		On institutional accreditations		100% compliant	100% compliant	5	5	5	5	As faculty, as Director of CCE, as Head of CPDE
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaints	Zero % complaints	5	5	5	5	As faculty, as Director of CCE, as Head of CPDE
		<i>Number of meetings attended</i>	CFES	1	100% (1/1)	5	5	5	5	Special meeting
			DFS	1	600% (6/1)	5	5	5	5	Regular and special dept meetings
			Committee	1	300% (3/1)	5	5	5	5	As college and univ. committee member
			University	1	100% (1/1)	4.5	5	4.5	4.5	UAC
			Project	1	200% (2/1)	4.5	5	4.5	4.5	As study leader
	Total Over-all Rating	190.03								As to engage in research and extension functions
	Average Rating	4.87								Publish articles in indexed journals
	Adjectival Rating	Outstanding								

Evaluated & Rated by:

ANATOLIO N. POLINAR

Department Head

Date: 07-18-2023

Recommending Approval:

DENNIS P. PEQUE

Dean

Date: 7/19/23

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

PERFORMANCE MONITORING FORM

Name of Employee: ANGELICA P. BALDOS

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	Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grades sheets within prescribed period, and makes herself available for students consultations during consultation hours.	Very Impressive	January 1, 2023	June 2023	June 30, 2023	Very Impressive	Outstanding	Submitted grades on time. Returned corrected manuscripts on time. Entertains the concerns of advisees during enrollment.
2	Performs research and extension functions such as; prepares research/extension proposals, implements duly approved research/extension projects within approved time frame, prepares	Very Impressive	January 1, 2023	June 2023	June 30, 2023	Very Impressive	Outstanding	Pinoy Tannin Project

	reports and outputs and submit for publications.							
3	Performs functions Chairman of Foresters's Licensure Exam Review	Very Impressive	January 1, 2023	June 2023	June 30, 2023	Very Impressive	Outstanding	Organized schedules of the DFS Faculty for the review
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	January 1, 2023	June 2023	June 30, 2023	Very Impressive	Outstanding	Able to multitask and maintain productivity

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

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

07-18-2023

ANATOLIO N. POLINAR
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Angelica P. Baldos
Performance Rating : 4.72 Outstanding

Aim: To improve research and extension capability of faculty member

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2023

Target Date: March 2023

First Step:

Required Dr. Baldos to conduct research on forest soils, forest carbon and related topics.

Result:

Actively conducted research on tannin producing trees in Pinoy Tannin Project.

Date: April 2023

Target Date: June 2023

Next Step:

Collected sufficient data to warrant the development of a scientific article.

Outcome:

Dr. Baldos submits publications for review.

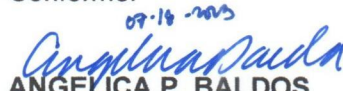
Final Step/Recommendation:

Dr. Baldos may share and/or disseminate relevant output of her research to farmers and other stakeholders in the countryside.

Prepared by:


ANATOLIO N. POLINAR
Unit Head

Conforme:


ANGELICA P. BALDOS
Ratee