

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)
<b>1. Instruction</b>			
a. Head/Dean (50%)		$4.91 \times .50 = 2.46$	
b. Students (50%)		$4.36 \times .50 = 2.19$	
<b>Total for Instruction</b>	<u>50%</u>	<u>4.65</u>	<u>2.33</u>
<b>2. Research</b>			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
<b>Total for Research</b>	<u>2%</u>		
<b>3. Extension</b>			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
<b>Total for Extension</b>	<u>2%</u>		
<b>4. Administration</b>	<u>46%</u>	<u>5</u>	<u>2.30</u>
<b>5. Production</b>			
<b>TOTAL</b>	<u>100%</u>		<u>4.63</u>

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.63

ADJECTIVAL RATING:

Outstanding

Prepared by:

Angelica P. Baldos  
**ANGELICA P. BALDOS**

Name of Faculty 7/25/20

Reviewed by:

Anatolio N. Bolinar  
**ANATOLIO N. BOLINAR**

Department Head 7/25/20

Recommending Approval:

Dennis P. Peque  
**DENNIS P. PEQUE**

Dean 7/25/20

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 2022.

*Angelica P. Baldos*  
**ANGELICA P. BALDOS**  
 Associate Professor I  
 Date: *July 4, 2022*

Approved:

*Anatolio N. Polinar*  
**ANATOLIO N. POLINAR**  
 Department Head  
 Date: *7/21/22*

*Dennis P. Peque*  
**DENNIS P. PEQUE**  
 College Dean  
 Date: *7/20/22*

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	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI 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	300% (3/1)	5	5	5	5	Llano, Nabong, Labides
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	200% (2/1)	5	5	5	5	Llano, Mahipos
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	200% (4/2)	5	5	5	5	As faculty, academic adviser, thesis adviser, GAC member
	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	100% (1/1)	4.5	4.5	5	4.67	FORY 285



		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	100% (1/1)	4.5	4.5	5	4.67	FORY 285
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	100% (3/3)	5	5	5	5	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	100% (1/1)	4.5	4.5	5	4.67	FORY 285
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	100% (1/1)	5	5	5	5	FORY 285
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	Handles and teaches courses assigned	12	296% (35.4/12)	5	5	5	5	Ecol21f, Ecol11b, Ecol21, FMgt136
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	8	100% (8/8)	5	5	5	5	FMgt127, FORY285, FORY300, FORY200A, FORY200B, Ecol11b, Ecol21f, Ecol21
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	1	200% 92/1)	5	5	5	5	Faculty On-boarding, CPD Webinar on Forest Landscape Restoration
		<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	8	187% (15/8)	5	5	5	5	Ecol21f, Ecol11b, Ecol21, FMgt136, FMgt 127, FORY285
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	150% (15/10)	5	5	5	5	Ecol21f, Ecol11b, Ecol21, FMgt136, FMgt 127, FORY285
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	30	103% (31/30)	4.5	4.5	5	4.67	Ecol21f, Ecol11b, Ecol21, FMgt136, FMgt 127, FORY285 (based on total number of lab ex and other special activities)

34.61  
8  
4.88

<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to students	10	210% (21/10)	5	5	5	5	Mascarifias, Magdugo, Malupa, Lora, Lolor, Matas, Maingque, Malatag, Lunario, Bating, Bagarinao, Alaba, Bahinting, Barrientos, Baraoil, Babon, Asmolo, Anadon, Austria, Abergido, Baledo
	<b>A17.</b> Number of students advised on thesis/ field practice/special problem:		1	600% (6/1)	5	5	5	5	Abergido, Gervacio, Dequito, Igot, Pamanian (both thesis and OJT)
	<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20						
<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	Advise student organizations recognized by USSO	1	100% (1/1)	5	5	5	5	CFES Supreme Student Council
	<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	100% (1/1)	5	5	5	5	CFES Supreme Student Council
<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	NA					To be done in Jul-Dec period
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	NA					To be done in Jul-Dec period
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	200% (2/1)	4.5	4.5	5	4.67	Ecol11b, FMgt 136 (good for the whole duration of the course)
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	6	133% (8/6)	4.5	4.5	5	4.67	Ecol11b, Ecol21f, Ecol21, FMgt 136
	<b>A 23 :</b> 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	NA					To be done in Jul-Dec period
	<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	250% (5/2)	5	5	5	5	Ecol11b, Ecol21f, FMgt136, FORY200A, FORY200B

64.01  
4.92  
13



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  <i>In refereed int'l or CHED recognized journals</i>	Writes publishable materials out of research outputs and submits for publication						
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 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	100% compliant	5	5	5	5
		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				
		On program accreditations		100% compliant	100% compliant	4.5	4.5	5	4.67
		On institutional accreditations		100% compliant	100% compliant	5	5	5	5
UMFO 1. GENERAL ADMINISTRATION AND SUPPORT SERVICES									
OVPPRGAS MFO 1. Administrative and Support Services Management									
	PI 1. Efficient & customer-friendly frontline service	PI 1.1 Percentage of complaints from clients served		100%	zero percent complaint	5	5	5	5
	Adjectival Rating	122.69 - 4.91 <i>outstanding</i>							As faculty, as Director of CCE, as Head of CPDE <i>conduct extension work</i>

4.67  
4.89  
3

1  
5  
25

Evaluated & Rated by:

**ANATOLIO N. POLINAR**

Department Head

Date: 7/1/22

Recommending Approval:

**DENNIS P. PEQUE**

Dean

Date: 9/18/22

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, 2022	June 2022	June 30, 2022	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, 2022	June 2022	June 30, 2022	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, 2022	June 2022	June 30, 2022	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, 2022	June 2022	June 30, 2022	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:

  
ANATOLIO N. POLINAR  
Unit Head



EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Angelica P. Baldos  
Performance Rating : 4.63 (Outstanding) January - June 2022

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 2022

Target Date: March 2022

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 2022

Target Date: June 2022

Next Step:

Collect 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 in the countryside.

Prepared by:

  
**ANATOLIO N. POLINAR**  
Unit Head *7/29/22*

Conforme:

  
**ANGELICA P. BALDOS**  
Ratee *7/28/22*