

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%)		$4.98 \times 50\% = 2.49$	
b. Students (50%)		$5 \times 50\% = 2.5$	
Total for Instruction	50%	4.94	2.47
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	20%	5	1
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension	-		
4. Administration	70%	5	1.5
5. Production	-		
TOTAL			4.97

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.97

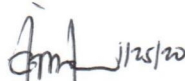
ADJECTIVAL RATING:

OUTSTANDING

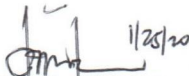
Prepared by:


ANGELICA P. BALDOS
Name of Faculty


Reviewed by:

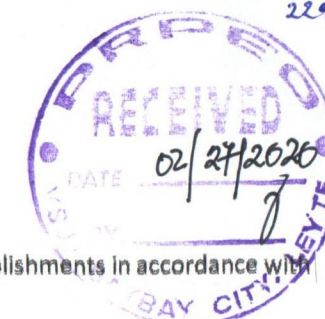

DENNIS P. PEQUE
Department Head

Recommending Approval:


DENNIS P. PEQUE
Dean

Approved:


BEATRIZ S. BELONIAS
Vice President



"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ANGELICA P. BALDOS**, faculty of the **Department of Forest Science** commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July to December 2019**.

Angelica P. Baldos
ANGELICA P. BALDOS 1/17/20

Ratee

Dennis P. Peque
DENNIS P. PEQUE 1/25/20

Dean, CFES

MFO's/PAPs	Success Indicators	Assigned Task	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Advanced & Higher Education Services									
	Full Time Equivalent (FTE)	Teaching	11.00	(13.25/11) 120%	5	5	5	5	ECOL11, FMGT145, FMGT127
Instruction	<i>Teachers Leave</i>								
	Instructional materials developed/revised & utilized								
	<i>No. of course syllabi revised</i>	Lecturer	1	(3/1) 300%	5	5	5	5	ECOL11, FMGT145, FMGT127
	<i>No. of laboratory manuals prepared</i>	Lecturer	1	(2/1) 200%	5	5	5	5	FMGT145, FMGT127
	No. of hours spent in student consultation	College secretary, Academic adviser, thesis adviser, student organization adviser, teacher	42	(100/42) 238%	5	5	5	5	College secretary, Academic adviser, thesis adviser, student organization adviser, teacher
	Percentage of student thesis/field practice manuscripts reviewed and approved	Thesis/field practice adviser	100%	100%	5	5	4	4.67	KL Nabong, KO Pana, J Ranin, G Balane, A Ruales
	Percentage of student thesis/field practice outline reviewed and approved	Thesis/field practice adviser	100%	100%	5	5	4	4.67	KL Nabong, KO Pana, J Ranin, G Balane, A Ruales
	No. of quizzes, exams and assignments given, rated, and recorded	Lecturer	32	(50/32) 156%	5	5	4	4.67	ECOL11, FMGT145, FMGT127
	Percentage of grade sheets submitted ahead of deadline	Lecturer	100%	100%	5	5	5	5	ECOL11, FMGT145, FMGT127
Research Services									
	Additional Outputs								
	No. of research involvements	Study leader	1	(1/1) 100%	5	5	5	5	LAFORET
	No. of research articles prepared for submission to journals	Author	1	(1/1) 100%	5	5	5	5	Rizza Karen Veridiano *, Jobst Michael Schröder, Renezita Come, ANGELICA BALDOS, Sven Günter. Towards forest landscape restoration programs in the Philippines: evidence from logged forests and mixed-wood plantations

Control No. 076

	No. of research articles submitted for publication	Author	1	(1/1) 100%	5	5	5	5	Rizza Karen Veridiano *, Jobst Michael Schröder , Renezita Come , ANGELICA BALDOS , Sven Günter.Towards forest landscape restoration programs in the Philippines:evidence from logged forests and mixed- species plantations. Submitted to ENVIRONMENTS
Administration	No. of meetings attended	Faculty,administrative & emergency meetings	17	(25/17) 147%	5	5	5	5	Faculty,administrative & emergency meetings
	No. of committee meetings attended	Member, CFES Committees on Instructional Programs; Research, Development & Extension;Students &Alumni Affairs	5	(8/5) 160%	5	5	5	5	Member, CFES Committees on Instructional Programs; Research, Development & Extension;Students &Alumni Affairs
	No. of minutes of meetings prepared	Coll.& Dept. Sec, DFS	5	(8/5) 160%	5	5	5	5	Faculty and emergency meetings
	No. of socio-cultural & sports activities organized	College secretary	1	(3/1) 300%	5	5	5	5	College Week, College Night, Year-End Party
Total Over-all Rating								74.01	

Average Rating (Total Over-all rating divided by 4)	
Additional points:	
Approved Additional Points (with copy of the approval)	
FINAL RATING	4.93
ADJECTIVAL RATING	Outstanding

Comments & Recommendations for Development Purpose:

Keep up the good work Malan Angel!

Evaluated and Rated by:

DENNIS P. PEQUE

Unit Head

Date: _____

Recommending Approval:

DENNIS P. PEQUE

Dean

Date: _____

Approved by:

BEATRIZ S. BELONIAS

Vice President

Date: _____

1-Quality

2-Efficiency

3-Timeliness

4-Average

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	July 1, 2019	December 31, 2019	December 14, 2019	Very Impressive	Outstanding	
2	Performs research and extension functions such as; prepares research/extension proposals, implements duly approved research/extension projects within approved time frame, prepares reports and outputs and submit for publications.	Very Impressive	July 1, 2019	December 31, 2019	December 14, 2019	Very Impressive	Outstanding	
3	Performs functions as college secretary.	Very Impressive	July 1, 2019	December 31, 2019	December 14, 2019	Very Impressive	Outstanding	
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	July 1, 2019	December 31, 2019	December 14, 2019	Very Impressive	Outstanding	

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

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:


DENNIS P. PEQUE
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Angelica P. Baldos
Performance Rating : 4.97 (Outstanding) July - December 2019

Aim: To improve research capability of faculty member

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

Date: July 2019

Target Date: September 2019

First Step:

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

Result:

Actively conducted research on forest soils and carbon with the LAFORET Project.

Date: October 2019

Target Date: December 2019

Next Step:

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


Outcome:

Dr. Baldos published scientific journals.


Final Step/Recommendation:

Dr. Baldos may write more research proposal especially on the topic "forest soils" being her major field of specialization.

Prepared by:


DENNIS P. PEQUE
Unit Head

Conforme:


ANGELICA P. BALDOS 1/25/20
Ratee