

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%)		$4.69 \times .50 = 2.35$	
b. Students (50%)		$4.14 \times .50 = 2.07$	
Total for Instruction	<u>80%</u>	<u>4.42</u>	<u>3.54</u>
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration	<u>20%</u>	<u>4.87</u>	<u>0.97</u>
5. Production			
TOTAL			<u>4.51</u>

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.51

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

Angelica P. Baldos 10/24/2021
ANGELICA P. BALDOS
Name of Faculty

Reviewed by:

Anatolio N. Polinar 10/24/2021
ANATOLIO N. POLINAR
Department Head

Recommending Approval:

Dennis P. Peque 10/24/2021
DENNIS P. PEQUE
Dean

Approved:

Beatriz S. Belonias 10/26/2021
BEATRIZ S. BELONIAS
Vice President

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 2021.

Approved:

ANGELICA P. BALDOS

Associate Professor I

Date: 10/5/2021

ANATOLIO N. POLINAR

Department Head

Date: 10/7/2021

DENNIS P. PEQUE

College Dean

Date: 10/6/2021

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, Empas, Goltiano
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	300% (3/1)	5	4.5	4.5	4.67	Galvez, Belmonte, Demain
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	150% (3/2)	5	5	5	5	As Academic 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	5	4.5	4.67	FORY 285 Advance Forest Management

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	100% (1/1)	4.5	5	5	4.83	FORY 285 Advance Forest Management
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	100% (3/3)	4.5	5	5	4.83	FORY 285 Advance Forest Management
		A 6 : Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor	1	0					FORY 285 Advance Forest Management;not yet submitted, to be created for 1st Sem SY 21-22
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	0					FORY 285 Advance Forest Management;not yet submitted, to be created for 1st Sem SY 21-22
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	15	314% (47.1/15)	5	5	5	5	Ecol 21f, FMgt 145, FMgt 127, Fsci 123n, FMgt136
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	8	100% (8/8)	5	5	5	5	Ecol 21f, FMgt 145, FMgt 127, Fsci 123n, FMgt136
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	200% (1/1)	4.5	5	5	4.83	Online Training Workshop on Modeling for Higher Education Institutions Application of GAMA-AFTER; Silvicultural Practices on Tree Health Management
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	8	100% (8/8)	5	4.5	4.5	4.67	Ecol 11, FMgt 145, FMgt 127, Fsci 123n, FMgt136
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	100% (10/10)	4.5	4.5	4.5	4.5	Ecol 11, FMgt 145, FMgt 127, Fsci 123n, FMgt136
		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	4.5	4.5	4.67	Ecol 11, FMgt 145, FMgt 127, Fsci 123n, FMgt136
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	10	100% (10/10)	4.5	4.5	4.5	4.5	As academic adviser

		A17. Number of students advised on thesis/ field practice/special problem:		1	100% (1/1)	4.5	4.5	4.5	4.5	Paña
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	100% (20/20)	4.5	5	4.5	4.67	As teacher, field practice adviser
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USSO	1	100% (1/1)	4.5	4.5	4.5	4.5	CFES Supreme Student Council
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	100% (1/1)	4.5	4.5	4.5	4.5	As Adviser: CFES Supreme Student Council
	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	1	100% (1/1)	4.5	4.5	4.5	4.5	ECOL 21f
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	100% (1/1)	4.5	5	5	4.88	ECOL 21f
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	100% (2/2)	4.5	5	4.5	4.67	ECOL 21f, Fmgt 136
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	6	100% (6/6)	4.5	4.5	4.5	4.5	Ecol 21f, FMgt 145, FMgt 127, Fsci 123n, FMgt136
		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	100% (2/2)	4.5	4.5	4.5	4.5	Ecol 21f, FMgt136
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	100% (2/2)	4.5	4.5	4.5	4.5	Ecol 21f, FMgt136
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 journals</i>		1	0					In review. Annals of Tropical Research and Journal of Science and Technology
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	5	5	4.5	4.8	
		On program accreditations		100% compliant	100% compliant	5	4.5	4.5	4.67	
		On institutional accreditations		100% compliant	100% compliant	5	5	4.5	4.8	
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%	100% compliant	5	5	5	5	As faculty, as Director of CCE, as head of URS, as Head of CPDE
	Adjectival Rating		outstanding 4.72							Follow-up the status of submitted online courseware

Evaluated & Rated by:

ANATOLIO N. POLINAR

Department Head

Date: 10/7/21

Recommending Approval:

DENNIS P. PEQUE

Dean

Date: 10/4/21

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 10/9/2021

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, 2021	June 2021	June 30, 2021	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, 2021	June 2021	June 30, 2021	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, 2021	June 2021	June 30, 2021	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, 2021	June 2021	June 30, 2021	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:

10/7/21

ANATOLIO N. POLINAR
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Angelica P. Baldos
Performance Rating : 4.51 (Very Satisfactory) January - June 2021

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 2021

Target Date: March 2021

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 2021

Target Date: June 2021

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

Conforme:


ANGELICA P. BALDOS
Ratee