

Exhibit K

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%)		$4.9 \times 50\% = 2.45$	
b. Students (50%)		$5 \times 50\% = 2.5$	
Total for Instruction	50%	4.95	2.48
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	20%	4.75	0.95
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	-	-	-
4. Administration	30%	4.75	1.42
5. Production	-	-	-
TOTAL			4.85

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.85

0

4.85

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

Angelica P. Baldos
ANGELICA P. BALDOS

Name of Faculty

Reviewed by:

Dennis P. Peque
DENNIS P. PEQUE
Department Head

Recommending Approval:

Dennis P. Peque
DENNIS P. PEQUE
Dean

Approved:

Beatriz S. Belonias
BEATRIZ S. BELONIAS
Vice President



SECRET - 100% OF COPY SENT TO HQ AND TO THE 1ST MARIANA
DIVISION - 100% OF COPY SENT TO HQ AND TO THE 1ST MARIANA

[illegible][illegible]

07/28/2013 09:29:00

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the 1990s, the number of people in the world who are illiterate has increased from 1.2 billion to 1.5 billion. The number of illiterate people in the world is projected to reach 1.7 billion by the year 2015. The number of illiterate people in the world is projected to reach 1.7 billion by the year 2015. The number of illiterate people in the world is projected to reach 1.7 billion by the year 2015.

1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 2679, 2680, 26

Discussion

Journal of Management Studies, 39(6), 708–724.

1. *Phragmites australis* (Cav.) Trin. ex Steud.

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

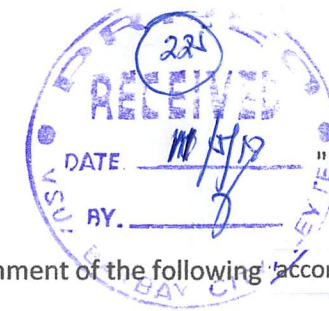
I, **ANGELICA P. BALDOS**, faculty of the **Department of Forest Science** commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January to June 2018**.

Angelica P. Baldos
ANGELICA P. BALDOS

Ratee

Dennis P. Peque
DENNIS P. PEQUE

Dean, CFES



"Exhibit B"

OPCR Rating
 4.78
 9/13/18


MFO's/PAPs	Success Indicators	Assigned Task	Target	Actual Accomplishment		Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
Advanced & Higher Education Services				%Accomplishment	Details of Accomplishment					
	Full Time Equivalent (FTE)	Teaching	10.00	(17.10/10) 171%	4 BSc courses	5	5	5	5	
Instruction	<i>Vacation-Sick Leave</i>									
	Instructional materials developed/revised & utilized									
	<i>No. of course outlines revised</i>	Lecturer	1	(2/1) 200%	FOR199, FMGT 121	4	4	4	4	
	<i>No. of course syllabi revised</i>	Lecturer	1	(2/1) 200%	FOR199, FMGT 121	5	5	5	5	
	<i>No. of lecture presentations revised</i>	Lecturer	1	(2/1) 200%	ECOL 11, FMGT 121	5	5	5	5	
	<i>No. of lecture hand-outs given</i>	Lecturer	5	(10/5) 200%	ECOL 11, FMGT 121	5	5	5	5	
	No. of hours spent in student consultation	College secretary, Academic adviser, thesis adviser, student organization adviser, teacher	40	(150/40) 300%	Adviser for CFES-SSC, field practice adviser, SRC member, acad adviser	5	5	5	5	
	Percentage of student thesis/field practice manuscripts reviewed and approved	Thesis/field practice adviser	100%	100%	Ymas, RDelleve, RTercio, ACLabides, HB etonio, JOmoso	5	5	5	5	
	Percentage of student thesis/field practice outline reviewed and approved	Thesis/field practice adviser	100%	100%	ACRLabides, HABetonio, JROmoso, AYmas, RPGDelleve as adviser	5	5	5	5	
	No. of quizzes, exams and assignments given, rated, and recorded	Lecturer	30	(30/30) 100%	FMGT 121, FOR198, FOR199	5	5	5	5	
	Percentage of grade sheets submitted ahead of deadline	Lecturer	100%	100%	FMGT 121, FOR198, FOR199, FOR1200A, FOR1200B	5	5	5	5	
Research Services										
	Additional Outputs									
	No. of research involvements	Co-project leader	1	(2/1) 200%	LAFORET	5	5	5	5	Thuenen Institute, Germany funded
		Study leader	1		ECOREFO					VSU funded

MFO's/PAPs	Success Indicators	Assigned Task	Target	Actual Accomplishment		Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
	No. of research articles prepared for submission to journals	Author	2	2/1 (200%)	Data generated from ECOREFO study	5	5	5	5	
	No. of abstracts prepared for submission to international conference	Author	1	1/1 (100%)	AACCU Biennial Conference	4	4	4	4	
	No. of trainings served as resource person	Resource Person	3	3/2 (150%)	Quality Seedling Training, Bamboo training, ATI Farmers Training	5	5	5	5	
Administration										
	Number of meetings attended	Faculty, Administrative & Emergency Meetings	15	15/15 (100%)	Faculty, Administrative & Emergency Meetings	5	5	5	5	
	No. of committee meetings attended	Member, CFES Committees on Instructional Program; Research, Development & Extension; Students & Alumni	3	3/3 (100%)	AACUP Coordinator, Member, CFES Comittees on Instructional	5	5	5	5	
	No. of minutes of meetings prepared	College and Department Secretary	3	7/3 (233%)	College & Department Secretary, DFS	5	5	5	5	
	No. of socio-cultural & sports activities organized	College Secretary	1	1/1 (100%)	Career Seminar for Graduating Students, Graduation Tribute, GST, ASHO for Junior Students	4	4	4	4	
Total Over-all Rating									87	

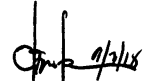
Average Rating (Total Over-all rating divided by 4)		
Additional points:		
Approved Additional Points (with copy of the approval)		
FINAL RATING	4.83	
ADJECTIVAL RATING	Outstanding	

Comments & Recommendations for Development
Purpose: *Congratulations! Keep going.*


Evaluated and Rated by:


DENNIS P. PEQUE
Unit Head
Date: _____

Recommending Approval:


DENNIS P. PEQUE
Dean, CFES
Date: _____

Approved:


BEATRIZ S. BELONIAS
Vice President
Date: _____

- 1- Quality
- 2 - Efficiency
- 3 - Timeliness
- 4 - Average

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Angelica P. Baldos
Performance Rating : 4.85 (Outstanding) Jan – June 2018

Aim: To improve research capability of faculty member

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

Date: January 2018 Target Date: March 2018

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.
Also conducted research on Responses of Ecosystem Functions to Mono-culture and Mixed Species Reforestation Strategies (ECOREFO) Project.

Date: April 2018 Target Date: June 2018

Next Step:

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

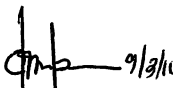
Outcome:

Dr. Baldos is now drafting articles for possible publication in 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:

 9/2/11
DENNIS P. PEQUE
Unit Head

Conforme:

 9/2/11
ANGELICA P. BALDOS
Ratee

PROPOSED CHARTER SCHOOL PLAN

1. Name of Charter School: Los Angeles Public Schools
2. Address: 1234 Main Street, Los Angeles, CA 90001

3. Name of Applicant: Los Angeles Public Schools
4. Signature: [Signature]

5. Date: 10/10/2010

6. Purpose of Charter School: To provide a high-quality education for all students in the Los Angeles Public Schools district.

7. Estimated Enrollment: 1000

8. Estimated Budget: \$1,000,000

9. First Step: Obtain approval from the State Board of Education.

10. Second Step: Obtain approval from the Los Angeles Public Schools Board of Education.

11. Third Step: Obtain approval from the Los Angeles Public Schools Board of Education.

12. Fourth Step: Obtain approval from the Los Angeles Public Schools Board of Education.

13. Fifth Step: Obtain approval from the Los Angeles Public Schools Board of Education.

14. Sixth Step: Obtain approval from the Los Angeles Public Schools Board of Education.

15. Seventh Step: Obtain approval from the Los Angeles Public Schools Board of Education.

16. Eighth Step: Obtain approval from the Los Angeles Public Schools Board of Education.

17. Ninth Step: Obtain approval from the Los Angeles Public Schools Board of Education.

18. Tenth Step: Obtain approval from the Los Angeles Public Schools Board of Education.

19. Eleventh Step: Obtain approval from the Los Angeles Public Schools Board of Education.

20. Twelfth Step: Obtain approval from the Los Angeles Public Schools Board of Education.

21. Thirteenth Step: Obtain approval from the Los Angeles Public Schools Board of Education.

22. Fourteenth Step: Obtain approval from the Los Angeles Public Schools Board of Education.

23. Fifteenth Step: Obtain approval from the Los Angeles Public Schools Board of Education.