

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%)		$4.91 \times .50 = 2.45$	
b. Students (50%)		$4.00 \times .50 = 2$	
Total for Instruction	45%	4.45	2.00
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	7%	4.91	0.34
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	3%		
4. Administration	45%	5	2.25
5. Production			
TOTAL			4.60

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.60

ADJECTIVAL RATING:

Outstanding


Prepared by:


ANGELICA P. BALDOS
Name of Faculty


Reviewed by:


ANATOLIO N. POLINAR
Department Head

Recommending Approval:


DENNIS P. PEQUE
Dean


Approved:


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 JULY to DECEMBER 2021.

Approved:


ANGELICA P. BALDOS
 Associate Professor I
 Date: Jan-6, 2022


ANATOLIO N. POLINAR
 Department Head
 Date: 1/20/2022


DENNIS P. PEQUE
 College Dean
 Date: 1/20/2022

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	4.5	5	4.83	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	200% (2/1)	5	4.5	5	4.83	Galvez, Belmonte, Demain graduated in Jan-Jun period; Wales, Artajo
		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	NA					FORY 285 Advance Forest Management - done in Jan-Jun period

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	100% (1/1)	5	5	4.5	4.83	FORY 285 Advance Forest Management
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	NA					FORY 285 Advance Forest Management - done in Jan-Jun period
		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)	5	5	4.5	4.83	FORY 285 Advance Forest Management
		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 Advance Forest Management
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	0.94% (14.08/15)	5	5	5	5	314% in Jan-Jun (Ecol 21f, FMgt 145, FMgt 127, Fsci 123n, FMgt136); FMgt 127, FORY 285
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	8	100% (8/8)	5	5	4.5	4.83	Ecol 21f, FMgt 145, FMgt 127, Fsci 123n, FMgt136
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	NA					Online Training Workshop on Modeling for Higher Education Institutions Application of GAMA-AFTER; Silvicultural Practices on Tree Health Management - done in Jan-Jun period
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	8	100% (8/8)	5	5	4.5	4.83	FMgt 127
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	100% (10/10)	5	5	4.5	4.83	FMgt 127
		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	4.5	4.83	FMgt 127
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	10	100% (10/10)	5	5	5	5	As academic adviser
		A17. Number of students advised on thesis/ field practice/special problem:		1	400% (4/1)	5	5	5	5	Dequito, Pamanian, Gervacio, Igot

27.32/6

		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	100% (20/20)	5	5	5	5	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)	5	5	5	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)	5	5	5	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	NA					ECOL 21f - done in Jan-Jun period
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	NA					ECOL 21f - done in Jan-Jun period
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	400% (8/2)	5	5	4.5	4.83	FMgt 127
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	6	100% (6/6)	5	5	4.5	4.83	FMgt 127
		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)	5	5	4.5	4.83	Ecol 21f, FMgt136
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	50% (1/2)	5	5	5	5	100% (Ecol 21f, FMgt136) in Jan - jun period; FMgt 127
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	50% (0.5/1)	5	5	4.5	4.83	In review. Annals of Tropical Research and Journal of Science and Technology
		Additional Outputs								
		<i>As peer reviewer</i>			3	5	5	5	5	Annals of Tropical Research
		<i>As panelist</i>			1	5	5	5	5	DOST - ASTHRDP

62.4
14

		As organizer/convenor/focal person				4	5	5	4.5	4.83	CPD for Professional Teachers; FLE Review Class; SUC- ACAP, Inc Visayas Cluster Focal Person; CPD for Foresters (cancelled due to Typhoon Odette)	19.66 4
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	5	5			
		On program accreditations		100% compliant	100% compliant	5	4.5	4.5	4.6			19.67
		On institutional accreditations		100% compliant	100% compliant	5	5	5	5			4
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	5 1
	Adjectival Rating	142.46 4.91	Outstanding									

Evaluated & Rated by:

ANATOLIO N. POLINAR

Department Head

Date: 1/20/2022

Recommending Approval:

DENNIS P. PEQUE

Dean

Date: 1/20/2022

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 1/26/22

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, 2021	December 2021	December 31, 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	July 1, 2021	December 2021	December 31, 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	July 1, 2021	December 2021	December 31, 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	July 1, 2021	December 2021	December 31, 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:


ANATOLIO N. POLINAR
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Angelica P. Baldos
Performance Rating : 4.60 (Outstanding) July – December 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: July 2021

Target Date: September 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: October 2021

Target Date: December 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