

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%)		4.71 x 50% = 2.36	
b. Students (50%)		5 x 50% = 2.5	
Total for Instruction	50%	4.86	2.43
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	20%	4.78	0.96
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	-		
4. Administration	30%	4.92	1.48
5. Production	-		
TOTAL			4.87

EQUIVALENT NUMERICAL RATING: 4.87
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.87

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

Angelica P. Baldos
ANGELICA P. BALDOS
Name of Faculty w/n/11

Reviewed by:

Dennis P. Peque
DENNIS P. PEQUE
Department Head n/n/19

Recommending Approval:

Dennis P. Peque
DENNIS P. PEQUE
Dean w/n/11

Approved:

Beatriz S. Belonias
BEATRIZ S. BELONIAS
Vice President 11/20/19

"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 targets in accordance with the indicated measures for the period **January to June 2019**.

Angelica P. Baldos
ANGELICA P. BALDOS 7/6/19

Ratee

Dennis P. Peque
DENNIS P. PEQUE 8/20/19

Dean, CFES

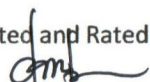
MFO's/PAPs	Success Indicators	Assigned Task	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Advanced & Higher Education Services									
	Full Time Equivalent (FTE)	Teaching	11.00	(12.3/11) 112%	5	5	5	5	ECOL11, FMGT121, FORY199
Instruction	<i>Vacation-Sick Leave</i>								
	Instructional materials developed/revised & utilized								
	<i>No. of course syllabi revised</i>	Lecturer	1	(3/1) 300%	5	5	4	4.67	FORY199
	<i>No. of laboratory manuals prepared</i>	Lecturer	1	(1/1) 100%	4	4	4	4	FORY285
	No. of hours spent in student consultation	College secretary, Academic adviser, thesis adviser, student organization adviser, teacher	41	(100/41) 244%	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	BDEmpas, CACTouzo, SJBapitan, RSLlano, MJAnania
	Percentage of student thesis/field practice outline reviewed and approved	Thesis/field practice adviser	100%	100%	5	5	4	4.67	KPana, JRanin, GBalane, KNabong
	No. of quizzes, exams and assignments given, rated, and recorded	Lecturer	31	(41/31) 132%	5	5	5	5	ECOL11, FMGT121, FORY199
	Percentage of grade sheets submitted ahead of deadline	Lecturer	100%	100%	5	5	4	4.67	ECOL11, FMGT121, FORY199
Research Services									
	<i>Additional Outputs</i>								
	No. of research involvements	Study leader	1	(1/1) 100%	5	4	4	4.33	LAFORET
	No. of research articles prepared for submission to journals	Author	1	(4/1) 400%	5	5	5	5	Carbon stocks(3), Soil ecosystem function(1)
	No. of research articles submitted for publication	Author	1	(4/1) 400%	5	5	5	5	JST (1), JSET(2), ATR(1)
Administration	No. of meetings attended	Faculty, administrative & emergency meetings	16	(20/16) 125%	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	4	(10/4) 250%	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	4	(5/4) 125%	5	5	5	5	Coll. & Dept. Sec, DFS
	No. of socio-cultural & sports activities organized	College secretary	1	(1/1) 100%	5	5	4	4.67	College secretary
Total Over-all Rating								71.68	

Average Rating (Total Over-all rating divided by 4)	4.78	
Additional points:		
Approved Additional Points (with copy of the approval)	0	
FINAL RATING	4.78	
ADJECTIVAL RATING	Outstanding	

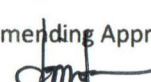
Comments & Recommendations for Development Purpose:	Develop strategies to strengthen the ITSEM
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Evaluated and Rated by:


DENNIS P. PEQUE 2/7/19
Unit Head

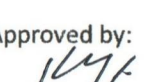
Date: _____

Recommending Approval:


DENNIS P. PEQUE 2/7/19
Dean

Date: _____

Approved by:


BEATRIZ S. BELONIAS 4/20/19
Vice President

Date: _____

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

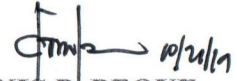
PERFORMANCE MONITORING FORMName of Employee: **ANGELICA P. BALDOS**

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, 2019	June 30, 2019	June 30, 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	January 1, 2019	June 30, 2019	June 30, 2019	Very Impressive	Outstanding	
3	Performs functions as college secretary.	Very Impressive	January 1, 2019	June 30, 2019	June 30, 2019	Very Impressive	Outstanding	
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	January 1, 2019	June 30, 2019	June 30, 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 : 4.87 (Outstanding) January-June 2019

Aim: To improve research capability of faculty member

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

Date: January 2019

Target Date: March 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: April 2019

Target Date: June 2019

Next Step:

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

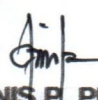
Outcome:

Dr. Baldos published scientific journals.

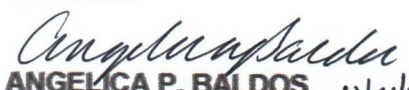
Final Step/Recommendation:

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 w/4/19
Ratee