

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%)		$4.83 \times .50 = 2.42$	
b. Students (50%)		$4.38 \times .50 = 2.19$	
Total for Instruction	<u>50%</u>	<u>4.61</u>	<u>2.31</u>
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	<u>20%</u>	<u>4.5</u>	<u>0.90</u>
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	<u>5%</u>	<u>4.67</u>	<u>0.2335</u>
4. Administration	<u>25%</u>	<u>5</u>	<u>1.25</u>
5. Production			
TOTAL			

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.69

ADJECTIVAL RATING:

outstanding

Prepared by:

Angelica P. Baldos 1/20/23
ANGELICA P. BALDOS
Name of Faculty

Reviewed by:

Anatolio N. Polinar 1/20/23
ANATOLIO N. POLINAR
Department Head

Recommending Approval:

Dennis P. Peque
DENNIS P. PEQUE
Dean 1/20/23

Approved:


Beatriz S. Belonias 1/24/23
BEATRIZ S. BELONIAS
Vice President


"Exhibit B"


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 2022.

Approved:


ANGELICA P. BALDOS
 Associate Professor V
 Date: 12/12/22


ANATOLIO N. POLINAR
 Department Head
 Date: 1/20/2023


DENNIS P. PEQUE
 College Dean
 Date: 1/23/23

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										
OVPA 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	400% (4/1)	5	4.5	5	4.83	Nabong, Labides, Pafia. Omoso
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	400% (4/1)	4.5	4.5	5	4.67	Labides, Auguis, Wales, Gallenero
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	200% (4/2)	5	5	5	5	As faculty, academic adviser, thesis 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	5	4.93	FORY 285
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	100% (1/1)	4.5	4.5	5	4.67	FORY 285
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	100% (3/3)	5	5	5	5	FORY 285
		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)	4.5	4.5	4.5	4.5	FORY 285
		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
UMFO 2. HIGHER EDUCATION SERVICES										
OVPA A UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	12	167% (20.08/12)	5	5	5	5	FMgt127, FORY285
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	8	NA	5	5	5	5	Target already accomplished in Jan-Jun period
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	300% (3/1)	5	5	5	5	Internal Quality Audit Course based ISO 19011:2018 Auditing Guidelines; Science-Based Mangrove Management; CPD Webinar Series II "Pandora's Box: The Nexus of Deforestation, Climate Change and Pandemics Climate Change, and Pandemics

38.5
8

		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	8	100% (8/8)	5	4.5	5	4.83	FMgt 127, FORY285
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	100% (10/10)	5	4.5	5	4.83	FMgt 127, FORY285
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	30	50% (15/30)	5	4.5	5	4.83	FMgt 127, FORY285 (based on total number of lab ex and other special activities); Other targets already accomplished in Jan-Jun period
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	10	210% (21/10)	5	5	5	5	Mascariñas, Magdugo, Malupa, Lora, Lolor, Matas, Maingque, Malatag, Lunario, Bating, Bagarinao, Alaba, Bahinting, Barrientos, Baraoil, Babon, Asmolo, Anadon, Austria, Abergido, Baledo
		A17. Number of students advised on thesis/ field practice/special problem:		1	600% (6/1)	5	5	5	5	Mantos, Cortez, Paton-og, Sanchez, Papellero, Añover, Austria (both thesis and OJT)
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	200% (40/20)	5	4.5	5	4.83	As faculty
	PI 9: Number of student organizations advised/ assisted *	A19. Number of student organizations advised	Advises student organizations recognized by USSO	1	200% (2/1)	4.5	4.5	5	4.67	CFES Supreme Student Council, Forestry Students Society
		A20. Number of student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	200% (2/1)	4.5	4.5	5	4.67	CFES Supreme Student Council, Forestry Students Society
	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)	5	4.5	5	4.83	FMgt 127 TOS
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	100% (1/1)	5	4.5	5	4.83	FMgt 127 TOS

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	200% (2/1)	5	4.5	5	4.83	FMgt 127 (good for the whole duration of the course)		
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	6	133% (8/6)	5	4.5	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)	4.5	4.5	4.5	4.5	FMgt 127 Syllabus and TOS		
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	100% (2/2)	5	5	5	5	FMgt127, FORY285	82.48 17	
UMFO 3 . RESEARCH SERVICES												
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	100% (1/1)	4.5	4.5	4.5	4.5	Pinoy-Tannin Project	48	
UMFO 4 . EXTENSION SERVICES												
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries									
	Peer reviewers/Panelists	Peer reviewers/Panelists		1	100% (1/1)	4.5	4.5	5	4.67	ATR (second review/evaluation after major revision)		
	Resource Persons	Resource Persons		1	200% (2/1)	4.5	5	5	4.93	CPD Webinar on Forest Landscape Restoration; Review Master for FLE Review Class		
	Convenor/Organizer	Convenor/Organizer/Facilitator		1	200% (2/1)	4.5	4.5	5	4.67	CPD Webinar on Forest Landscape Restoration; Review Master for FLE Review Class	18.67 4	
UMFO 5. SUPPORT TO OPERATIONS												
OVPAA 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	5	5	5	
		On institutional accreditations		100% compliant	100% compliant	5	5	5	5	
UMFO 6. 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%	zero percent complaint	5	5	5	5	As faculty, as Director of CCE, as Head of CPDE
	Total Over-all Rating		64.65							submit to mmac for equity
	Average Rating		4.84							online courseware fit
	Adjectival Rating		Outstanding							aligns made

Evaluated & Rated by:

ANATOLIO N. POLINAR

Department Head

Date: 1/20/2023

Recommending Approval:

DENNIS P. PEQUE

Dean

Date: 1/20/23

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 1/24/23

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, 2022	December 2022	December 31, 2022	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 reports and outputs and submit for publications.	Very Impressive	July 1, 2022	December 2022	December 31, 2022	Very Impressive	Outstanding	Pinoy Tannin Project
3	Performs functions Chairman of Foresters's Licensure Exam Review	Very Impressive	July 1, 2022	December 2022	December 31, 2022	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, 2022	December 2022	December 31, 2022	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 : 4.69 (Outstanding) July - December 2022

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 2022

Target Date: September 2022

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 2022

Target Date: December 2022

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