

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%)			
b. Students (50%)			
Total for Instruction	50%	4.79	2.40
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	20%	4.5	0.90
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	-	-	-
4. Administration	30%	5	1.50
5. Production			
TOTAL			4.80

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.80


ADJECTIVAL RATING:

OUTSTANDING


Prepared by:


ANGELICA P. BALDOS
Name of Faculty

Reviewed by:


DENNIS P. PEQUE
Department Head

Recommending Approval:


DENNIS P. PEQUE
Dean

Approved:


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 2020.

Approved:

Angelica P. Baldos
ANGELICA P. BALDOS 11/2/2021
 Associate Professor I
 Date:

Dennis P. Peque
DENNIS P. PEQUE
 Department Head
 Date:

Dennis P. Peque
DENNIS P. PEQUE
 College Dean
 Date:

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, Gallenero
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	NA					Not applicable for Jul-Dec 2020; target 100% accomplished in Jan - June 2020
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	300% (6/2)	5	5	5	5	Demain, Mahipos, Galvez, Belmores, Llano, Empas
	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					Not applicable for Jul-Dec 2020; target 100% accomplished in Jan - June 2020

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	NA					Not applicable for Jul-Dec 2020; target 100% accomplished in Jan - June 2020
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	NA					Not applicable for Jul-Dec 2020; target 100% accomplished in Jan - June 2020
		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	NA					Not applicable for Jul-Dec 2020; target 100% accomplished in Jan - June 2020
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	NA					Not applicable for Jul-Dec 2020; target 100% accomplished in Jan - June 2020
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	179% (26.86/15)	5	5	5	5	Ecol 11, FMgt 145, FMgt 127, Fsci 123n
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	8	50% (4/8)	5	5	5	5	Ecol 11, FMgt 145, FMgt 127, Fsci 123n, other 50% accomplished in Jan - Jun 2020
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	100% (1/1)	4	4	4	4	Introduction to Risk Management According to ISO 31000:2018
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	12	50% (6/12)	5	5	5	5	Ecol 11, FMgt 145, FMgt 127, Fsci 123n, other 50% accomplished in Jan - Jun 2020
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	30	50% (130/15)	5	5	5	5	Ecol 11, FMgt 145, FMgt 127, Fsci 123n, other 50% accomplished in Jan - Jun 2020
		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	5	5	5	Ecol 11, FMgt 145, FMgt 127, Fsci 123n, other 50% accomplished in Jan - Jun 2020

	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	BSF academic adviser
		A17. Number of students advised on thesis/ field practice/special problem:		1	100% (1/1)	4	4	4	4	Paña
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	NA					Not applicable for Jul-Dec 2020; target 100% accomplished in Jan - June 2020
		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 academic adviser, 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	4	4	4	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	4	4	4	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	2	150% (3/2)	5	5	5	5	FSci 123n, FMgt 127, FMgt 145
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	150% (3/2)	5	5	5	5	FSci 123n, FMgt 127, FMgt 145
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	150% (3/2)	5	5	5	5	FSci 123n, FMgt 127, FMgt 145
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	6	333% (20/6)	5	5	5	5	FSci 123n, FMgt 127, FMgt 145
		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	150% (3/2)	5	5	5	5	FSci 123n, FMgt 127, FMgt 145
		A 24: Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	300% (3/1)	5	5	5	5	FSci 123n, FMgt 127, FMgt 145
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							

		In refereed int'l journals		1	NA					Not applicable for Jul-Dec 2020; target 100% accomplished in Jan - June 2020
		Additional Outputs								
		As evaluator/judge		1	100% (1/1)	5	5	5	5	Evaluator/judge, DOST - ASTHRDP Graduate Scholars Conference
		As peer reviewer		1	100% (1/1)	4	4	4	4	Annals of Tropical Research
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	zero% non-conformity					
		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					
		On program accreditations		100% compliant	100% compliant					
		On institutional accreditations		100% compliant	100% compliant					
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	Zero % complaint					
	PI 3: Additional Outputs	A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	1 set	300% (3/1)	5	5	5	5	Preparation and submission of sets of planning documents for new offices CCE, URS, CPDE
		Number of review programs coordinated in preparation for nationwide online offering	Provide leadership and supervision in the planning and implementation of the different programs of CCE and URS	1	100% (1/1)	5	5	5	5	As Visayas Cluster Coordinator and Region 8 Subcluster coordinator for SUC - ACAP, Inc

		Number of review programs coordinated to harmonize review materials	Provide leadership and supervision in the planning and implementation of the different programs of CCE and URS	1	100% (1/1)	5	5	5	5	As Visayas Cluster Coordinator and Region 8 Subcluster coordinator for SUC-ACAP, Inc.
		Number of programs prepared for application for PRC Continuing Professional Development (CPD) Accreditation	Provide leadership and supervision in the planning and implementation of the different programs of CCE and URS	1 set	100% (1/1)	5	5	5	5	Preparation of documents required for application
		Number of professional development training/workshop coordinated	Provide leadership and supervision in the planning and implementation of the different programs of CCE and URS	1	100% (1/1)	5	5	5	5	As Visayas Cluster Coordinator and Region 8 Subcluster coordinator for SUC-ACAP, Inc.: ENHANCING CAPABILITY OF FACULTY REVIEWERS IN THE LICENSURE EXAMINATION IN AGRICULTURE A Joint Initiative of the College of Agriculture and Food Science, UP Los Baños and the State Universities and Colleges- Association of the Colleges of the Agriculture in the
	Total Over-all Rating				125	Comments and recommendations for development purposes: <i>Consider crafting proposals for research and extension.</i>				
	Average Rating				4.81					
	Adjectival Rating				Outstanding					

Evaluated & Rated by:

Dennis P. Peque
DENNIS P. PEQUE

Department Head

Date:

Recommending Approval

Dennis P. Peque
DENNIS P. PEQUE

Dean, CFES

Date:

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

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, 2020	December 31, 2020	December 31, 2020	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, 2020	December 31, 2020	December 31, 2020	Very Impressive	Outstanding	Pinoy Tannin Project
3	Performs functions as college secretary.	Very Impressive	July 1, 2020	December 31, 2020	December 31, 2020	Very Impressive	Outstanding	Attended and facilitated DFS Faculty meeting well.
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	July 1, 2020	December 31, 2020	December 31, 2020	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 : 4.85 (Outstanding) July - December 2020

Aim: To improve research capability of faculty member

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

Date: July 2020

Target Date: September 2020

First Step:

Required Dr. Baldos to conduct research on forest soils, forest carbon and related topics.

Result:

Actively conducted research on tannin producing tress in Pinoy Tannin Project.

Date: October 2020

Target Date: December 2020

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 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 
Ratee