

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **DE LOS SANTOS, JANET ALEXIS A.**

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating (Rating x %) (3) | Equivalent Numerical Rating (2x3) |
|----------------------------|---|--|--|
| 1. Instruction | | | |
| a. Head/Dean (50%) | | $4.86(.50) = 2.43$ | |
| b. Students (50%) | | $4 (.50) = 2$ | |
| <i>Total</i> | 50% | $4.43 (.50)$ | 2.215 |
| 2. Research | | | |
| a. Department head (100%) | | $4.86(1) = 4.86$ | |
| <i>Total</i> | 30% | $4.86 (.30)$ | 1.458 |
| 3. Extension | | | |
| a. Department head (100%) | | $4.86 (1) = 4.86$ | |
| <i>Total</i> | 20% | $4.86 (.20)$ | .972 |
| Grand total | | | 4.64 |

EQUIVALENT NUMERICAL RATING: 4.64

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.64ADJECTIVAL RATING: **Very Satisfactory**

Prepared by:


JANET ALEXIS A. DE LOS SANTOS
Name of Faculty

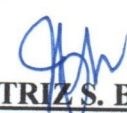
Reviewed by:


JOEL REY U. ACOB
Department Head

Recommending Approval:


JOEL REY U. ACOB
Dean

Approved:

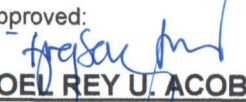

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JANET ALEXIS A. DE LOS SANTOS, a faculty member of the DEPARTMENT OF NURSING commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period JANUARY- JUNE, 2021.


JANET ALEXIS A. DE LOS SANTOS
ASSOCIATE PROFESSOR I
Date:

Approved: 
JOEL REY U. ACOB
Department Head
Date: 20 July 2021

| 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 | Timelines | Average | |
| UMFO 1. ADVANCED EDUCATION SERVICES | | | | | | | | | | |
| 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 subjects/courses assigned : NuCM 112, NuCM 111, NuCM 114r | 5 | 24.675 | 5 | 5 | 5 | 5.00 | for NuCM 112; NuCM 115; Nursing Research 1 & 2 and Health Ethics |
| | | A10. Number of grade sheets submitted within prescribed period | Prepares gradesheet and submits on or before deadline | 1 | 7 | 5 | 5 | 5 | 5.00 | NUCM 112 (2); Health Ethics (3); Nursing Research 2 (2) |
| | | A12. Number of trainings attended related to instruction | Attendance to seminars, trainings and conferences | 1 | 8 | 5 | 5 | 5 | 5.00 | ADPCN, Elsevier,FIND, UPM, VSU CAS, UPM,-CRI; TVUP; |
| | | A13. Number of long examinations administered and checked | Administers and checks long examination for subjects taught | 1 | 2 | 4.8 | 4.8 | 4.8 | 4.80 | |

| | | | | | | | | | | |
|-----------------------------------|--|---|---|----------|----------|-----|-----|-------------|-------------|--|
| | | A14 . Number of quizzes administered and checked | Prepares and checks quizzes/ Case studies for lec and lab | 1 | 10 | 5 | 5 | 5 | 5.00 | |
| | | A18 . Number of students entertained for consultation purposes | Entertains students consulting on subject taught | 10 hours | 30 hours | 5 | 5 | 5 | 5.00 | |
| | 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 | 5 | 4.5 | 4.5 | 4.5 | 4.5 | NuCM 112, NuCM 115, NRES 1, NRES 2, HC Ethics |
| | | On-line ready courseware | Prepares Instructional module/laboratory guide/workbook or a combination thereof | 1 | 1 | 4.5 | 4.5 | 4.5 | 4.50 | Nursing Research |
| | | Supplemental learning resources | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught | 1 | 20 | 5 | 5 | 5 | 5.00 | for NuCM 112; NuCM 115; Nursing Research 1 & 2 and Health Ethics |
| | | Assessment tools | Prepares assessment tools such as long exam, quizzes, problems sets, etc. | 1 | 5 | 4.7 | 4.7 | 4.7 | 4.70 | for NuCM 112; NuCM 115; Nursing Research 1 & 2 and Health Ethics |
| | | A 24 : Number of virtual classroom created and operational | Creates virtual classroom using either Moodle or Google Classroom | 1 | 4 | 5 | 5 | 5 | 5.00 | Google Classroom and Moodle for NuCM 112; Nursing Research 1 & 2 and Health Ethics |
| TOTAL SCORE | | | | | | | | 53.8 | 4.89 | |
| UMFO 3 . RESEARCH SERVICES | | | | | | | | | | |
| | PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries * | A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries * | Conducts research for possible utilization by industry or other beneficiaries | 1 | 1 | 4.8 | 5 | 4.8 | 4.8 | currently conducting the feasibility study of offering graduate school in nursing of VSU |

| | | | | | | | | | | |
|--|---|--|---|---|---|-----|---|-----|------|--|
| | 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 | 1 | 4.8 | 5 | 4.8 | 4.8 | currently conducting the feasibility study of offering graduate school in nursing of VSU |
| | PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) * | 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 | 1 | 5 | 5 | 5 | 5 | 5.00 | 1. Job engagement and satisfaction are associated with nurse caring behaviors: a cross sectional study (May 2021); 2. Fear of COVID-19, poor quality of sleep, irritability and intention to quit school among nursing students: a cross sectional study (March 2021); 3. Relationship between nurse practice environment and work outcomes: a survey study in the Philippines (February 2021) 4. The impact of fear of COVID-19 on job stress, and turnover intentions of frontline nurses in the community: a cross sectional study in the Philippines (January 2021) 5. Social and emotional loneliness among college students during the COVID-19 pandemic: the predictive role of coping behaviors, social support and personal resilience (January 2021) |
| | | <i>In refereed int'l journals</i> | | 1 | 5 | 5 | 5 | 5 | 5.00 | |
| | PI 5. Percent of research proposals approved * | A 31. Percentage of research proposals prepared, submitted and approved | Prepares research proposals, submits and follows up its approval for immediate implementation | 1 | 2 | 5 | 5 | 5 | 5 | Survey on the Feasibility of Offering Graduate School in Nursing of VSU ; Submitted START Project |

| | | | | | | | | | | |
|-----------------------------------|---|---|---|---|---|-----|---|-----|-------------|---|
| | PI 6. Additional outputs* | A 35. Other outputs implementing the new normal due to covid 19 | Designs research related activities and other outputs to implement new normal | 1 | 2 | 5 | 5 | 5 | 5.00 | Collaborates with other reseachers (local and international) in conducting a research project |
| | | TOTAL | | | | | | | 5.00 | |
| 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 | 1 | 3 | 4.7 | 5 | 4.7 | 4.70 | Sits as BOD member of VFES; Health consultant of 8HAVEN and REHAG HIV Support group |
| | Peer reviewers/Panelists | Peer reviewers/Panelists | | 1 | 3 | 4.7 | 5 | 4.7 | 4.70 | Peer reviewer in Journal of Advanced Nursing; International Journal of Mental Health Nursing; and NursingEthics |
| | | TOTAL | | | | | | | 4.70 | |
| | Total Over-all Rating | | | | | | | | 4.86 | |

| | |
|---|------|
| Average Rating (Total Over-all rating divided by 4) | |
| Additional Points: | |
| Punctuality | |
| Approved Additional points (with copy of Approval) | |
| FINAL RATING | 4.86 |
| ADJECTIVAL RATING | |

Comments and Recommendations for Development Purpose: Highest commendation for her significant contribution in the attainment of the CON's research target.

Evaluated & Rated by:

JOEL REY U. ACOB

Department Head

Date: 26 July 2021

Recommending Approval

JOEL REY U. ACOB

Dean,

Date: 26 July 2021

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 2/26/21

PERFORMANCE MONITORING & COACHING JOURNAL

| | | |
|---|-----|---------------------------------|
| / | 1st | Q U A R T E R |
| / | 2nd | |
| | 3rd | |
| | 4th | |

Name of Office: COLLEGE OF NURSING

Head of Office: ACOB, JOEL REY U.

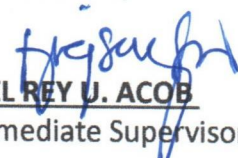
Number of Personnel: DE LOS SANTOS, JANET ALEXIS A.

| Activity Monitoring | MECHANISM | | | | Remarks |
|--|------------|--|------|-----------------------|--|
| | Meeting | | Memo | Others (Pls. specify) | |
| | One-on-One | Group | | | |
| Coaching and mentoring executed during the monthly faculty meetings. | | *Advised to continue developing the learning guides as prescribed by the university. | | | Able to submit the required learning materials for the classes handled. |
| | | *Encouraged to submit weekly accomplishments for the applied WFH dates. | | | Able to submit weekly accomplishments with appropriate attachments. |
| | | *Encouraged to render extra mile to reach out students in the new normal. | | | Commendation for taking the advice as evidenced by conduct of online consultations among students |
| | | *Encouraged to spearhead the College RDE office in crafting proposals for submission | | | Acclamation of significant contribution towards the College's commitment to research publications. |



Note: Please indicate the date in the appropriate box when the monitoring was conducted


JANET ALEXIS A. DE LOS SANTOS
Faculty

Conducted by:


JOEL REY U. ACOB
Immediate Supervisor

Noted by:



BETARIZ S. BELONIAS
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **DE LOS SANTOS, JANET ALEXIS A.**

Performance Rating: **4.64**

The Performance Rating showed that the concerned faculty obtained a Very Satisfactory Performance in the delivery of core mandates of the university.

Dr. De Los Santos' significant contribution through publication is duly noted in the realization of this year's college target.

Virtual research paper defense among 30 groups was successfully conducted with invited panel reactors.

- Aim(s):**
1. to spearhead information dissemination activity through virtual research webinar
 2. attendance to conferences and other nursing-related undertakings.
 3. to complete short course program sponsored by CHED, OLFU and Saxion University
 4. encouraged to develop research proposals for endorsement
 5. to draft applicable college's research guidelines

Date: February 2021

Target Date: 2nd to 4th quarter of 2021

Proposed Interventions to Improve Performance:

First Step:

- Endorsed to OP for inclusion in the short course program

Results:

- Able to submit research proposals for review and possible funding by OVPRDEI
- Actively participating online short course classes with CHED, OLFU and Saxion University

Next Step:

- To update the status of research proposal submission.

Final Step/Recommendation:

- Agreed to draft research guidelines, subject to collegial review with the College RDE members.

Prepared by:


JOEL REY U. ACOB
Dean

Conforme:


JANET ALEXIS A. DE LOS SANTOS
Faculty