

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: GAPASIN, CIEDELLE HONEY LOU D.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.87(.50) = 2.43	
b. Students (50%)		3.67 (.50) = 1.83	
<i>Total</i>	50%	4.26 (.50)	2.13
2. Research			
a. Department head (100%)		4.87 (1) = 4.87	
<i>Total</i>	25%	4.87 (.25)	1.21
3. Extension			
a. Department head (100%)		4.87(1) = 4.87	
<i>Total</i>	25%	4.87 (.25)	1.21
Grand total			4.55

EQUIVALENT NUMERICAL RATING: 4.55

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.55

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

Cy
CIEDELLE HONEY LOU D. GAPASIN
Name of Faculty

Reviewed by:

Joel Rey U. Acob
JOEL REY U. ACOB
Department Head

Recommending Approval:

Joel Rey U. Acob
JOEL REY U. ACOB
Dean

Approved:

Betarez S. Belonias
BETARIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, CIEDELLE HONEY LOU D. GAPASIN, a faculty member of the COLLEGE OF NURSING commits to deliver and to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January to June 2021.


CIEDELLE HONEY LOU D. GAPASIN

Instructor I

Date:

Approved:


JOEL REY U. ACOB

College Dean

Date: 12 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	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	<u>PI 5:</u> Total FTE, coordinated, implemented and monitored *	<u>A9.</u> Actual Faculty's FTE	<i>Handles and teaches courses assigned</i>	3	8	4.8	4.8	4.8	4.8	
		<u>A10.</u> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	8	4.8	4.8	4.8	4.8	NucM 104, NuCM 104r, NuCM 113, NuCM 113r, NuCM 112, Phed 133, PhEd 130, NuCM 102, NuCM 116r
		<u>A12.</u> Number of trainings attended related to instruction	Attend mandated trainings	1	10	5	5	5	5	Preparing for Publication: A Young Researcher's Guide; "Improving Survey Methods and Developing Effective Questionnaires"; Echo-Webinar on the TIEC-CHED Flexible Learning Foundation Virtual Conference; Google Classroom Workshop; Turnitin Instructions Work flow Training; Doctoral Nursing Education in the Changing Helath Landscape; Perils of Predatory Publishing; Innovating Alternative RLE Strategies; ICU Basics2: Fluid and Electrolyte Management; Designing a Photovoice; Servant Leadership; Sexual Orientation and Gender Identity; Understanding the Coping Mechanisms;

		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	24	5	5	4	4.66	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	6	73	5	5	4	4.66	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	3	99	5	5	4	4.66	
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as adviser to level I students	18	94	5	5	5	5	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, research and grades	10	35	5	5	5	5	
	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	5	5	5	5	
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	5	4.8	4.8	4.8	4.8	
		Supplemental learning resource	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	73	4.8	4.8	4.8	4.8	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	97	4.9	4.9	4.9	4.9	
		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	1	5	5	5	5	5	
		A 24 : Number of virtual classroom created and	Creates virtual classroom using either Moodle or Google	1	5	4.8	4.8	4.8	4.8	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								

		Agency/firm/Industry linkages	Coordinates and create linkages with institutions willing to serve as resource speakers or partners as activity or learning tasks related to the subject	7	8	4.7	4.7	4.7	4.7	
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	2	6	4.8	4.8	4.8	4.8	
				Total:					4.83	
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	3	5	5	5	5	
	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	4.8	4.8	4.8	
	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	1	4.4	4.4	4.4	4.4	Conceptualizing Community Health Nursing In An Online Event During the Time of Pandemic
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences	1	1	5	5	5	5	13th Manila Doctors College of Nursing Research Congress "Health Education on Maternal Health Issues in the Selected Primary Health Centres"
	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	1	5	5	5	5	Integrating Social Marketing to Health Care: Innovation in Health Promotion and Health Education on the Behaviors To COVID-19 Vaccine
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	3	5	5	5	5	
				Total					4.86	
UMFO 4. EXTENSION SERVICES										

	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	1	10	5	5	5	5	DEPED Ormoc City Division, Gawad Kalinga Community Development Foundation Inc., LGU Ormoc;IATF Southern Leyte; ECLIPSE / CSWD Ormoc;Johns Hopkins Aramco Health Care Saudi Arabia; Baranggay Marcos; Baranggay Pangasugan; Baranggay Guadalupe; Baranggay Patag; Baranggay Bunga
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	1	1	5	5	5	5	Project COPE CHD
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1	3	4.8	4.8	4.8	4.8	Health Education Activities; webinar; module
				Total score:					4.93	
	Total Over-all Rating									4.87

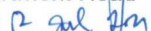
Average Rating (Total Over-all rating divided by 4)	
Additional Points	
FINAL RATING	4.87
ADJECTIVAL RATING	

Comments and Recommendations for Development Purpose:
with highest commendation of her contribution towards the attainment of the CON's Extension program commitment

Evaluated & Rated by:


JOEL REY U. ACOB

Department Head

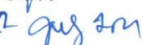
Date: 

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

Recommending Approval


JOEL REY U. ACOB

Dean, CON

Date: 

Approved by:


BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 

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: GAPASIN, CIEDELLE HONEY LOU D.

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Coaching and mentoring executed during the monthly faculty meetings.		<p>*Advised to continue developing the learning guides as prescribed by the university.</p> <p>*Encouraged to submit weekly accomplishments for the applied WFH dates.</p> <p>*Encouraged to render extra mile to reach out students in the new normal.</p> <p>*Encouraged to submit proposals for university funding</p>			<p>Able to submit the required learning materials for the classes handled.</p> <p>Able to submit weekly accomplishments with appropriate attachments.</p> <p>Commendation for taking the advice as evidenced by conduct of consultation calls.</p> <p>Commendation for spearheading the Inter-agency webinar in support to instruction.</p> <p>Commendation for a successful submission and approval of extension proposal with appropriated allocation.</p> <p>Commendation for a significant</p>

		<p>*Encouraged to participate to research conference(s) both for professional growth and knowledge dissemination.</p>		<p>contribution towards the attainment of College's commitment of MOA/MOU forged among community partners and link agencies.</p> <p>Distinction for the launching of COPE-CHD project among partner communities.</p> <p>Recognition for her untiring participation towards personal/ professional development through research presentation.</p>
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Note: Please indicate the date in the appropriate box when the monitoring was conducted

CHG
CIEDELLE HONEY LOU D. GAPASIN
 Faculty

Conducted by:

Joel Rey U. Acob
JOEL REY U. ACOB
 Immediate Supervisor

Noted by:

Betari S. Belonias
B **BETARIZ S. BELONIAS**
 Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **GAPASIN, CIEDELLE HONEY LOU D.**

Performance Rating: **4.55**

The Performance Rating showed that the concerned faculty obtained a Very Satisfactory Performance in Instruction delivery.

Dr. Gapasin continues to be instrumental in the realization of her COPE-CHD proposed and duly-funded extension project for this year. Her dedication for community activities as social responsibility generated several linkages and partnerships.

Aim(s): 1. to start and expand partnerships for community extension activity

Date: February 2021

Target date: 2nd to 4th quarters of 2021

Proposed Interventions to Improve Performance:

First Step:

- Continuous consultative meeting for the launching of the new project.

Results:

- Able to conduct project launching to partner communities
- Able to forge partnership both NGOs and government institutions

Next Step:

- Feedbacking of experiences as tools for project development and future execution

Final Step/Recommendation:

- Monitoring and accomplishment of documentary requirements as proof of project execution.

Prepared by:


JOEL REY U. ACOB
Dean

Conforme:


CIEDELLE HONEY LOU D. GAPASIN
Faculty