

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%)		5.0 (.50) = 2.5	
b. Students (50%)		4.6 (.50) = 2.3	
<i>Total</i>	50%	4.8 (.50)	2.4
2. Research			
a. Department head (100%)		4.8(1) = 4.87	
<i>Total</i>	25%	4.87 (.25)	1.2
3. Extension			
a. Department head (100%)		5 (1) = 5.0	
<i>Total</i>	25%	5 (.25)	1.25
Grand total			4.85

EQUIVALENT NUMERICAL RATING: 4.85

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.85

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

CIEDELLE HONEY LOU D. GAPASIN

Name of Faculty

Reviewed by:

JOEL REY U. ACOB

Department Head

Recommending Approval:

JOEL REY U. ACOB

Dean

Approved:

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 2022.

CNG
CIEDELLE HONEY LOU D. GAPASIN

Instructor I

Date:

Approved:

Joel Rey U. Acob
JOEL REY U. ACOB

College Dean

Date: *9/7/22*

Date: 11/12

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										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	3	7	5.0	5.0	5.0	5.0	Transcultural Nursing, Community Health Nursing 1, Community Health Nursing 2, Emergency Response and Preparedness, Health Education, Health Assessment and Personal, Community and Environmental Health
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	7	5.0	5.0	5.0	5.0	
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	9	5.0	5.0	5.0	5.0	Plagiarism in Academic Research; Getting Started with Educational Research "Paraphrasing, Summarizing, Quoting Effectively; Leading Innovative and Entrepreneurial Thinking in Nursing: Creating a Viable Business Plan;Mental Health Matters. You Matter;The Present and the Future of Qualitative Research in Asia: Strategies and Directions;1st Cradle Symposium: Science Kusina- Innovative Breakthroughs in Food Technology, Health and Nutrition" Sarap at Sustanya, mula sa Agham at Teknolohiya;Lecture: Neuroscience of Pain: Role of the Peripheral Nervous System and the Discovery of a Novel Analgesic;Ethics and Cultural Competence;

		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	5.0	5.0	5.0	5.0	5.0	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	6	5.0	5.0	5.0	5.0	5.0	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	3	5.0	5.0	5.0	5.0	5.0	
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as adviser to level 2 students	5	5.0	5.0	5.0	5.0	5.0	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, research and grades	10	5.0	5.0	5.0	5.0	5.0	
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO (VSU Red Cross Youth Council)	3	5.0	5.0	5.0	5.0	5.0	
	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	5.0	5.0	5.0	5.0	5.0	
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	1	5.0	5.0	5.0	5.0	5.0	
		Supplemental learning resource	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	4	84	5.0	5.0	5.0	5.0	Transcultural Nursing, Community Health Nursing 1, Community Health Nursing 2, Emergency Response and Preparedness, Health Education, Health Assessment and Personal, Community and Environmental Health
		<i>Assessment tools</i>	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	84	5.0	5.0	5.0	5.0	
		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	7	5.0	5.0	5.0	5.0	
		A 24 : Number of virtual classroom created and	Creates virtual classroom using either Moddle or Google	1	7	5.0	5.0	5.0	5.0	
	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	5	5	5.0	5.0	5.0	5.0	Community Socio pastoral, Baranggay Youth Council, City Youth Council, Faith Based Communities and Health in Charge in the Baranggay Council,Gawad Kalinga Foundation Inc.
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	2	7	5.0	5.0	5.0	5.0	Training Manuals, Virtual launching of the extension activities, integrative health care, strategic planning, Mannapack alternative meal planning and medical mission.
				Total:						
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	4.7	4.7	4.7	4.7	
	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	4.7	4.7	4.7	4.7	
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	1	5.0	5.0	5.0	5.0	
				Total						
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	3	5	5	5	5	
	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	1	5	5	5	5	
	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	

		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1	8	5	5	5	5	COPE CHD Relief Operations in Collaboration with GK Southern Leyte(Anilao Purok 2 Liloan, Southern Leyte) -40 participants, Anilao Purok 4 Liloan, Southern Leyte -60 participants, Anilao Purok 2 Liloan Southern Leyte -68 participants; COPE CHD Strategic Management (Brgy. Bunga)-25 participants; COPE CHD Strategic Management (Brgy. Guadalupe)-25 participants; Medical Mission in Collaboration with GK Southern Leyte, DOH Baybay and Bunga Baranggay Council -153 participants; COPE CHD Psychocial Support in Collaboration with GK-Leyte for Typhoon Agaton Evacuees - 45 participants; COPE CHD Strategic Management (Brgy. Patag)-25 participants; Session on orientation of Community Based - Community Health Development(Brgy. Bunga) - 25 participants; Training-Workshop on Herbal Preparation (Brgy. Bunga)- 25 participants; Orientation on Traditional Therapy (Reflex Massage, Shiatsu and Acupressure)-25 participants
				Total score:						
		Total Over-all Rating								

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

Comments and Recommendations for Development Purpose:
Your active engagement to extension activities as the manifestation of nursing, commendations for such effort.

Evaluated & Rated by:

JOEL REY U. ACOB

Dean, CON

Date: 9/7/22

Recommending Approval

JOEL REY U. ACOB

Dean, CON

Date: 9/7/22

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 9/7/22

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

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.

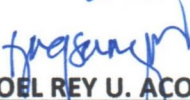
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Coaching and mentoring executed during the monthly faculty meetings.		<p>*Advised to continue developing the learning guides as prescribed by the university.</p> <p>*Encouraged to render extra mile to 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>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 research proposal with appropriated allocation.</p> <p>Commendation for a significant contribution towards</p>

		<p>*Encouraged to participate to research conference(s) both for professional growth and knowledge dissemination.</p>		<p>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


CIEDELLE HONEY LOU D. GAPASIN
Faculty

Conducted by:


JOEL REY U. ACOB
Immediate Supervisor

Noted by:


BEATRIZ S. BELONIAS
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

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

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

The above-mentioned faculty has a commendable contribution in retooling faculty members in the preparation of some teaching strategies in the new normal utilizing online source.

Aim(s): 1. to develop research proposal for submission to OVPRDEI
Target date: first quarter of 2022

2. attendance in workshops/seminars for professional advancement and development.
Target date: May 2022

Proposed Interventions to Improve Performance:

First Step:

- Included in the monthly meeting discussion

Results:

- Submitted proposal obtained its approval with funding
- Able to attend various capacity webinars

Next Step:

- Follow-up any development related to approved research

Final Step/Recommendation:

- Agreed to commence after documentary compliance form research office

Prepared by:


JOEL REY U. ACOB
Dean

Conforme:


CIEDELLE HONEY LOU D. GAPASIN
Faculty