SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **JANET ALEXIS A. DE LOS SANTOS**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head (50%) from IPCR	0.40%	4.99x40%= 1.99	
b. Student (50%) from Teaching Performance Eval'n. By-	0.40%	5.0x40% = 2.0	
Total for Instruction	80%	3.99	3.99
1. Research		5.0 x 10% = 0.5	
a. Client/Dir. for Research (50%)		0	
b. Dept. Head/Center Director (50%)	0%	0	0
Total for Research	10%	0.5	0.5
2. Extension		5.0 x 10% = 0.5	
a. Client/Dir. for Extension (50%)	0%	0	0
b. Dept Head/Center Director (50%)	0%	0	0
	0%	0	0
2. Total for Extension	10%	0.5	0.5
3. Administration	0%	0	0.00
4. Production			
TOTAL	100%		4.99

EQUIVALENT NUMERICAL RATING: 4.99

Add: Additional Points, if any: -

TOTAL NUMERICAL RATING: **4.99**

ADJECTIVAL RATING: **Outstanding**

Prepared by: Reviewed by:

JANET ALEXIS A. DE LOS SANTOS   **N/A**
Name of Faculty   Department Head

Recommending Approval:

CHRISTIAN VIE P. BALDONADO
Dean/Director

Approved:

ROTACIO S. GRAVOSO
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JANET ALEXIS DE LOS SANTOS**, a faculty member of the <u>COLLEGE OF NURSING</u> commit to deliver and agree to be rated on the attainment of the following **accomplishment** in accordance with the indicated measures for the period **January to June 2024.**

Approved:

JANET ALEXIS A. DE LOS SANTOS
Associate Professor IV
Date: 7/25/2024

CHRISTIAN VIE R. BALDONADO
Dean, College of Nursing
Date: 7/30/2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
SG 1: WORLD CLASS EDUCATION										
MFO 2. HIGHER EDUCATION SERVICES										
		PI 14: Total FTE, coordinated, implemented and monitored *	Handles and teaches courses assigned	5	22.65	5	5	5	5.00	
			Prepares gradesheet and submits on or before deadline	2	2	5	5	4.9	4.97	
			Administers and checks long examination for subjects taught	2	2	4.9	5	5	4.97	
			Prepares and checks quizzes for lec and lab	4	4	5	5	5	5.00	
			Checks lab reports and term papers submitted as required	4	4	5	5	5	5.00	
			Entertains students consulting on subject taught, thesis and grades	10	20	5	5	5	5.00	

		PI 21: Number of instructional materials developed *								
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	1	4.9	5	5	4.97	
		Number of virtual classroom created and operational	maintains virtual classroom using Moodle	1	1	4.9	5	5	4.97	
		PI 48: Number of students advised: *								
			On thesis / Field practice/ Special Problems/Case studies/ Narrative reports/ portfolios	5	10	5	5	5	5.00	
			On consultation (others)	20	40	5	5	5	5.00	
		Additional Outputs	Nnumber of trainings/seminars/conferences attended	1	3	5	5	5	5.00	
		Additional Outputs								
		TOTAL POINTS				54.7	55	54.9	54.87	
		AVERAGE				4.97	5	4.991	4.99	
SG 2: GLOBALLY COMPETITIVE SCIENCE AND TECHNOLOGY										
MFO 5. RESEARCH										
		PI 72. Number of research proposed	Prepares research proposal	1	1	5	5	5	5.00	
		PI 73. Number of research proposal approved	Submits research proposals	0	3	5	5	5	5.00	for implementation January 2025 (1 project with 3 studies)
		PI 74. Number of Scopus, WoS, and ACI Publications and other reputable journals	Publish Journal in Scopus, WoS, ACI and other reputable journals	1	2	5	5	5	5.00	A 13-year trend analysis of HIV epidemiology in the Philippines (2010-2022) ; Stemming the tide: the challenges that must be overcome top reverse the great resignation pf heathcare staff

										for 3 ongoing studies
		PI 75. Number of research outputs	*prepares quarterly report*	**2**	**3**	5	5	5	5.00	
		PI 78. Number of research Proposal approved and implemted	*Conducts approved research*	**3**	**3**	5	5	5	5.00	for implementation January 2025
		PI 80. Amount of research money obtained from internal sources	*Obtained funds from VSU*		**200,000**	5	5	5	5.00	funding is earmarked for implementation
		PI 81. Number of research output presented in: a. international, b. national, c. regional or local	*Presents research outputs*	**1**	**2**	5	5	5	5.00	45th International Associationor Human caring Conference, Florida Atlantic University; Seminar in Nursing National University of Singapore
		Additional Outputs	*Research Awards*	**0**	**3**	5	5	5	5.00	DOST-PCHRD national and Regional Cluster Awardee as Best Mentor in Health Research (Undergraduate Category); Vicente Teves Locsin Jr. Scholarship and Research Award
TOTAL POINTS						40	40	40	40.00	
AVERAGE						5	5	5	5.00	

SG 2: GLOBALLY COMPETITIVE SCIENCE AND TECHNOLOGY

MFO 5. EXTENSION

		PI 92. Number of extension proposals submitted	*Prepares and submit extension proposal*	**1**	**1**	5	5	5	5.00	Project FiNiSH (Fight Now in Ending Stigma to HIV/AIDS)
		PI 98. Number of expert services rendered: a. peer reviewer of journal/book b. reviewer of research and extension proposals c. resource speaker/person panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, organizer, facilitator) d. accreditor		**1**	**10**	5	5	5	5.00	6- peer reviews of articles(4 Sage Open Nursing; BMC Nursing, Journal of Clinical Nursing); Judge- PNHRS Conference Butuan City; One Health Young Leaders Bootcamp-= Plenary speaker; 2nd NARS- Plenary speaker; Nursing Seminar- Respource person
TOTAL POINTS						10	10	10	10.00	
AVERAGE						5	5	5	5.00	

PROGRAM	Percentage Weight	Numerical Rating		Equivalent Numerical Rating
Instruction (Supervisor)				
Instruction (Students)				
Instruction (Total)	40%			
Research	40%			
Extension	20%			
Administration & Support to Operations				
Additional Points:				
Punctuality				
Approved Additional points (with copy of approval)				
FINAL RATING				
ADJECTIVAL RATING				

Comments & Recommendations for Development Purpose:

Send faculty to mentorship training programs.

Evaluated & Rated by:

CHRISTIAN VIE P. BALDONADO
Dean, College of Nursing
Date: 7/30/2024

Recommending Approval

CHRISTIAN VIE P. BALDONADO
Dean, College of Nursing
Date: 7/30/2024

Approved by:

ROTACIO S. GRAVOSO
Vice President for Academic Affairs
Date: 12/09/2024

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: COLLEGE OF NURSING

Head of Office: CHRISTIAN VIE P. BALDONADO

Number of Personnel: 17

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Review and Finalization of the CON Individual Targets (January – December 2024) and Accomplishments (January – June 2024)		Faculty Meeting May 28, 2024 Consolidation of IPCR Accomplishments July 2024			All personnel provided their accomplishments and reviewed the feasibility of obtaining the targets for the rest of the year (January – June 2024)
Coaching Reviewed the need support to facilitate the attainment of the office targets and improvement of individual personnel performance		Faculty Meeting May 28, 2022 Consolidation of IPCR Accomplishments July 2024			Submitted list if support needed to attain targets.

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

Conducted by:

CHRISTIAN VIE P. BALDONADO
Dean, College of Nursing

Noted by:

ROTACIO S. GRAVOSO
Vice President for Academic Affairs

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Janet Alexis A. De Los Santos
Performance Rating: 4.99

Aim: Enhance mentorship skills to effectively guide junior faculty in research, leadership, and teaching.

Proposed Interventions to Improve Performance: Provide targeted training for mentoring techniques and set specific mentorship goals.

Date: July 2024   Target Date: December 2024

First Step: Discuss the faculty's strengths and areas for improvement related to mentorship skills and techniques

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Result: Strengths and areas for improvement identified

Date: July 2024   Target Date: December 2024

Next Step: Identify mentorship training programs fitted for faculty's needs

Outcome: Faculty gains foundational skills and techniques in mentoring

Final Step/Recommendation:

Send the faculty to mentorship training programs

Prepared by:

CHRISTIAN VIE P. BALDONADO
Unit Head

Conforme:

JANET ALEXIS A. DE LOS SANTOS
Name of Ratee Faculty/Staff

TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATINGS

1ST Semester AY 2023 - 2024

Name of Faculty : DE LOS SANTOS, JANET ALEXIS A.

Department: Nursing

College: Nursing

Course No. & Descriptive Title		Lec./ Lab.	RATING		% Evaluation Rating
			Numerical	Adjectival	
NuCM 111	Nursing Research 1 (lec)	Lec	5.00	Outstanding	100.0 %
NuCM 111r	Nursing Research 1 (RLE)	Lab	5.00	Outstanding	100.0 %
NuCM 111	Nursing Research 1 (lec)	Lec	5.00	Outstanding	100.0 %
NuCM 111r	Nursing Research 1 (RLE)	Lab	5.00	Outstanding	100.0 %
Average Rating			**5.00**	**Outstanding**	**100.00 %**

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)
1.50 – 2.49 Fair (F)
2.50 – 3.49 Satisfactory(S)
3.50 – 4.49 Very Satisfactory(VS)
4.50 – 5.00 Outstanding(O)

Prepared by:

VANESSA W. NAZAL
TPES In-Charge
Date: May 14, 2024

Attested by:

MA. RACHEL KIM L. AURE
Director, Instruction and Evaluation
Date: May 14, 2024

Received by:

JANET ALEXIS A. DE LOS SANTOS
Name and Signature of Faculty
Date: 05 29 2024

Distribution of copies: IEO, College, Department, Faculty (all in original signature)

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Page 1 of 1
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