

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **NANCY D. ABUNDA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.92x50%= 2.46	
b. Students (50%)		5.0x50% = 2.5	
Total for Instruction	50%	4.96	2.48
2. Research			
a. Client/Dir. for Research (50%)		4.78 x 50% = 2.39	
b. Dept. Head/Center Director (50%)		4.78x 50% = 2.39	
Total for Research	30%	4.78	1.43
3. Extension			
a. Client/Dir. for Extension (50%)		4.78 x 50% = 2.39	
b. Dept Head/Center Director (50%)		4.78 x 50% = 2.39	
Total for Extension	20%	4.78	0.956
4. Administration			
5. Production	0%	0	0
TOTAL			4.87

EQUIVALENT NUMERICAL RATING: 4.87

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.87

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

**NANCY D. ABUNDA**  
Name of Faculty

Reviewed by:

**ROSARIO P. ABELA**  
Department Head

Recommending Approval:

**BAYRON S. BARREDO**  
Dean/Director


Approved:

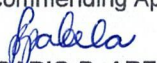
**ROTACIO S. GRAVOSO**  
Vice President for Academic Affairs

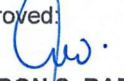
"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, NANCY D. ABUNDA, of the Department of Teacher Education, College of Education, 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 July - December 2024.

  
NANCY D. ABUNDA  
Faculty  
Date: 11/9/25

Recommending Approval:  
  
ROSARIO P. ABELA  
Department Head  
Date: 1-14-25

Approved:  
  
BAYRON S. BARREDO  
Dean, College of Education  
Date: 1-15-25

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)
						Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							



		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	<u>PI 9</u> : Number of instructional materials developed *	<u>A5</u> . 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							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		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							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
	<u>PI 10</u> . Additional outputs:	<u>A 8</u> . Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<u>PI 5</u> : Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	Handles and teaches courses assigned	15	39.6	5	5	5	5.00	Math II n, Math IV (Jupiter & Venus), Math 11n (N024 & N211), PrEd 146n (T287)



		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	5	5	5	5	5.00	Math IIn, Math IV (Jupiter & Venus), Math 11n (N024 & N211), PrEd 146n (T287)
		<b>A11.</b> Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period							
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	1	2	5	5	4	4.67	National Seminar-Workshop on Implementation of MATATAG Curriculum using 21st Century Pedagogical Approaches with Teaching Demonstration Festival for All Learning Content Areas, Facilitating Teaching and Learning: Strategies for Interactive Classroom
		<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	5	5	5	5	5.00	Math IIn, Math IV (Jupiter & Venus), Math 11n (N024 & N211), PrEd 146n (T287)
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	48	5	5	5	5.00	Math IIn, Math IV (Jupiter & Venus), Math 11n (N024 & N211), PrEd 146n (T287)
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to students	0	44	5	5	5	5.00	Grade 10 - Venus
		<b>A17.</b> Number of students advised on thesis/ field practice/special problem:		0	2	5	5	5	5.00	Student Teacher in Mathematics
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							

		<b>A18</b> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	30	190	5	5	5	5.00	Math II n, Math IV (Jupiter & Venus), Math 11n (N024 & N211), PrEd 146n (T287)
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	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19 .</b> Number of Student organizations advised	Advises student organizations recognized by USOO							
		<b>A20 .</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	3	14	5	5	5	5.00	Student onboarding, Parents' orientation, Acquaintance Party, Buwan ng wika, Intramurals, Mathsci culmi, English Culmi, Socstud Culmi, Honors Program, Cluster Meet, Division Science Math & Technology Fair, COCC Graduation, World Teachers Day, Christmas Party
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	4	5	4.67	Math IV, Math 11n
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	25	5	5	5	5.00	Math IV, Math 11n
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	52	5	5	5	5.00	Math IV, Math 11n
		<b>A 23 :</b> 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							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	2	4	5	5	4.67	Math IV, Math 11n

	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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							
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research or project within the year							
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%)*	<b>A 29.</b> 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							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences	0	1	5	4	5	4.67	Motivation and Study Habits of Teacher Education Students on Flexible Learning
		<i>In int'l fora/conferences</i>								



		<i>In nat'l/regional fora/conferences</i>		0	2	5	5	5	5.00	2024 PASUC Annual Convention and General Assembly, 2024 Futures Phil Conference
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by								
		<b>A 33.</b> Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	0	1	5	4	5	4.67	Breaking Barriers: Multimodal Systems for Assessing Speech, Hearing, and Language Disorders in Children (Qatar University)
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> 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	0	1	5	4	5	4.67	DepEd Baybay City Division
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							



	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implementes duly approved extension projects							
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services							
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	<i>Research Mentoring</i>	<i>Research Mentor</i>								
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>		0	5	5	4	5	4.67	Action Research Final Defense (Social Studies)
	<i>Resource Persons</i>	<i>Resource Persons</i>		0	1	5	5	5	5.00	CoEd In-House Research and Extension Proposal Writeshop
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>								





## PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: VSU Integrated High School

Head of Office: Dr. Rosario P. Abela

Number of Personnel: 15


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<b>Monitoring</b>  Review and Finalization of HIS Individual Targets (January to December 2024) and Accomplishments (July-December 2024)		Faculty Meeting -August 02, 2024 -September 18, 2024)  Consolidation of IPCR Accomplishments (January 9, 2025)			Each faculty finalize their IPCR Targets (January to-December 2024) and Accomplishments (July-December 2024)
<b>Coaching</b>  Review the need support to facilitate the attainment of the IHS targets		Faculty Meeting -August 02, 2024 -September 18, 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:

  
**ROSARIO P. ABELA**  
 Department Head

Noted by:

  
**BAYRON S. BARREDO**  
 Dean, College of Education

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dr. Nancy D. Abunda

Performance Rating: Outstanding

Aim: To write research proposal and submit to OVPRE for findings.

Proposed Interventions to Improve Performance:

Date: January 2025

Target Date: June 2025

First Step:

1. Attend relevant seminars and training on Research and Extension Proposal.
  2. To produce at least one (1) learning guide per subject ready for the new normal instruction.
- 

Result:

1. Carried out responsibilities efficiently as an instructor.

Date: January 2025

Target Date: June 2025

Next Step:


Decrease teaching load in order to engage in research and produce new IM's.

Outcome: A better schedule that will allow time for administration, research and instruction.

Final Step/Recommendation:

1. Publish more research articles to reputable journals.
2. Mentor young and less experienced faculty.
3. Engaged in extension projects.

Prepared by:

  
**ROSARIO P. ABELA**  
Unit Head

Conforme:

  
**NANCY D. ABUNDA**  
Name of Ratee Faculty/Staff





**TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATINGS**

**2<sup>nd</sup> Semester AY 2023 - 2024**

Name of Faculty : **NANCY D. ABUNDA**  
Department: **VSU Integrated High School**  
College: **College of Education**

Course No. & Descriptive Title		Lec./Lab.	RATING		% Evaluation Rating
			Numerical	Adjectival	
Math 11n	Mathematics in the Modern World	Lec	5.00	O	100.00 %
Math IV	Introduction to Analytic Geometry & Calculus	Lec	5.00	O	100.00 %
Average Rating			5.00	O	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: 10-30-2024

Attested by:

**MA. RACHEL KIM L. AURE**  
Director, Instruction and Evaluation  
Date: 10-31-2024

Received by:

**NANCY D. ABUNDA**  
Name and Signature of Faculty  
Date: 11/29/2024

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

