

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **MILDRED S. RAÑON**

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	100%	$4.85 \times 100\% = 4.85$	
	b. Student (50%) from Teaching Performance Eval'n. By	0.00	0	
	Total for Instruction	100%	4.85	4.85
	1. Research			
	a. Client/Dir. for Research (50%)		$0.0 \times 100\% = 0$	
	b. Dept. Head/Center Director (50%)	0%	0	0
	Total for Research			
	2. Extension		$0.0 \times 100\% = 0.0$	
	a. Client/Dir. for Extension (50%)	0%	0	0
		0%	0	0
	b. Dept Head/Center Director (50%)	0%	0	0
	Total for Extension			0
	3. Administration			
	4. Production			
	TOTAL	100%		4.85

EQUIVALENT NUMERICAL RATING:

4.85

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

4.85

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:


MILDRED S. RAÑON

Name of Faculty

N/A

Department Head

Recommending Approval:


CHRISTIAN V. P. BALDONADO

Dean/Director

Approved:



ROTACIO S. GRAVOSO


Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MILDRED RAÑON, faculty of the College 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 AUGUST - NOVEMBER 2024.


MILDRED RAÑON
 Instructor I
 Date: December 6, 2024

Approved: 
CHRISTIAN V. P. BALDONADO
 Dean, College of Nursing
 Date: Dec - 4, 2024

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										
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							
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	Handles and teaches courses assigned		22.805	4.8	4.8	4.8	4.80	NUC105, NUCM105a, ZOOL138, ZOOL138a

		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline		7	4.8	4.8	4.8	4.80	NUC105, NUCM105a, ZOOL138, ZOOL138a
		A11 . 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							
		A12 . Number of trainings attended related to instruction	Attend mandated trainings		1	4.8	4.8	4.8	4.80	Writing Inovative Research Proposal
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught		6	4.8	4.8	4.8	4.80	NUC105, NUCM105a, ZOOL138, ZOOL138a
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab		20	4.8	4.8	4.8	4.80	NUC105, NUCM105a, ZOOL138, ZOOL138a
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	PI 8: Number of students advised: *	A16 . Number of students advised:	<i>Acts as academic adviserto students</i>							
		A17 . Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							

		<u>A18</u> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades		74	4.8	4.8	4.8	4.80	ZOOL138, ZOOL138a
	PI 9: Number of student organizations advised/ assisted *	<u>A19</u> . Number of Student organizations advised	Advises student organizations recognized by USOO							
		<u>A20</u> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	PI 10: Number of instructional materials developed *	<u>A 21</u> : 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							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught		6	5	5	5	5.00	NUC105, NUCM105a, ZOOL138, ZOOL138a
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.		8	5	5	5	5.00	NUC105, NUCM105a, ZOOL138, ZOOL138a
		<u>A 23</u> : 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							
		<u>A 24</u> : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							

	PI 11. Additional outputs	A 25. 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							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
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							
	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							
	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							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	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 fora/conferences							
		<i>In int'l fora/conferences</i>								

		<i>In nat'l/regional fora/conferences</i>								
	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							
	PI 6. Additional outputs*	A 32. NO. of research-related awards (research conducted by faculty or student w/ faculty)								
		A 33. 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							
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
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							
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects							

	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. 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							
	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							
	<i>Research Mentoring</i>	<i>Research Mentor</i>								
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>								
	<i>Resource Persons</i>	<i>Resource Persons</i>								
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>								
	<i>Consultancy</i>	<i>Consultant</i>								
	<i>Evaluator</i>	<i>Evaluator</i>								
	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							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								

		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
MFO 12- Instructional Materials Development Services										
	PI 1. Percentage in spearheading in the planning of instructional material development and coordination the publication of the same.		Spearheading in the planning of instructional material development and coordination the publication of the same.							
	PI 2. Percentage of syllabi, evaluation syllabus, TOS, instructional materials and VSUEE monitored.		Monitoring of OBE Syllabi, Evaluation of syllabi, TOS, lms and VSUEE.							
	PI 4: Number of seminars/trainings/workshops coordinated for entire university		Coordinating seminars/ workshops for entire unviersity.							
	PI 6: Number of syllabi, evaluation syllabus, TOS and VSUEE monitored.		Monitoring of OBE Syllabi, Evaluation of syllabi, TOS, lms and VSUEE.							
	PI 7: Number of Virtual Classroom Evaluation & Monitoring reviewed and approved		Review and approve Virtual Classroom Evaluation							
	PI 9: Number of Virtual Classroom created		Creat Virtual Classroom							
	PI 9: Number of coordinating the VSU faculty and students VSUEE account									
UMFO 5. SUPPORT TO OPERATIONS										

[illegible]

	PI 6:: Additional Outputs									
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *									
		A 47. Collaboration with the VSU Component College								
		A 48. Consolidation of guidelines and policies with the Academic Units/ department.								
		A 49. Prepares training proposal for OHIMD and ODIE								
		A 50. Coordinate with Nephila Web in the creation of Branded Moodle App for VSUEE.								
		A 51. Other outputs implementing the new normal due to covid 19	OUDDRM Handbook Training-Workshops							
		A 51. Appointed as one of the members in the University's Parol Contest								
	PI 5: Number of monthly/special staff meetings conducted**									
	Total Over-all Rating								38.80	Comments & Recommendation for Development Purpose: Attend PDE upskilling activities.
	Average Rating								4.85	
	Adjectival Rating							Outstanding		

Evaluated & Rated by:


CHRISTIAN VIE P. BALDONADO

Department Head

Date: Dec. 6, 2024

Recommending Approval


CHRISTIAN VIE P. BALDONADO

Dean, College of Nursing

Date: Dec. 6, 2024

Approved by:


ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: 12/09/2024

PERFORMANCE MONITORING & COACHING JOURNAL

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

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mildred S. Rañon
Performance Rating: 4.67

Aim: Establish IPCR targets related to research and extension by 2025

Proposed Interventions to Improve Performance: Send the faculty to RDE upskilling activities

Date: July 2024

Target Date: December 2024

First Step: Send faculty to research and extension upskilling activities

Result: Faculty agreed to engage in research and extension activities

Date: July 2024

Target Date: December 2024

Next Step: Identify research and extension upskilling activities provided by the university or external agencies where the faculty member may engage in.

Outcome: Identification of IPCR targets related to research and extension by January 2025

Final Step/Recommendation:

Send faculty to research and extension upskilling activities.

Prepared by:

CHRISTIAN V. P. BALDONADO
Unit Head

Conforme:

MILDRED S. RAÑON
Name of Ratee Faculty/Staff