

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **CALUNGSOD, PHOEBE LYNN B.**

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%)		4.5 (.50) = 2.25	
<i>Total</i>	80%	4.75 (.80)	3.76
2. Research			
a. Department head (100%)		5.0 (1) = 5.0	
<i>Total</i>	10%	5.0 (.10)	.5
3. Extension			
a. Department head (100%)		4.0 (1) = 4.0	
<i>Total</i>	10%	4.0 (.10)	.4
Grand total			4.66

EQUIVALENT NUMERICAL RATING: 4.66

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.66

ADJECTIVAL RATING: **Outstanding**

Prepared by:

PHOEBE LYNN B. CALUNGSOD
Name of Faculty

Reviewed by:

MICHELLE C. TOLIBAS
Department Head

Recommending Approval:

MICHELLE C. TOLIBAS
Dean

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **PHOEBE LYNN B. CALUNGSOD**, a faculty member of the **COLLEGE OF NURSING** commit to deliver and agree to be rated on the attainment of the following **accomplishments** in accordance with the indicated measures for the period **January to June 2023**.

PHOEBE LYNN B. CALUNGSOD

Assistant Professor II

Date: *October 27, 2023*

Approved:

MICHELLE C. TOLIBAS

College Dean

Date: *October 28, 2023*

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 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	27.79	5	5	5	5.00	NuCM 103 lec & RLE; NuCM 117 lec; NuCM 118 lec & RLE; NuCM 121 lec & RLE; NuCM 100 lec; NuCM 113 RLE; NuCM 104 RLE; NuCM 117r RLE
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	7	5	5	5	5.00	Submitted the gradesheets for Midterms
		A12. Number of trainings attended related to instructions	Attend mandated trainings	1	2	5	5	5	5.00	Mental Health Training and Extension Program Training

		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	4	5	5	5	5.00	
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	20	40	5	5	5	5.00	
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	2	2	5	5	5	5.00	
	PI 8. Number of students advised *	A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	100	5	5	5	5.00	Advised students related to their course subjects and activities affecting their grades
	PI 9. Number of student organizations advised/ assisted *	A19 . Number of student organizations advised	Advises student organizations recognized by USSO (VSU Red Cross Youth Council and College of Nursing Student Council)	1	1	5	5	5	5.00	Advised College of Nursing Student Council on the coordination and collaboration of activities based on their council by-laws
	PI 10. Number of instructional materials developed *	A21 . Number of on-line courseware developed and submitted	Prepares and submits for review by the Technical Review Panel	1	1	5	5	5	5.00	
		On-line ready courseware	Prepares Instructional module/ laboratory guide/ workbook or a combination thereof	1	1	5	5	5	5.00	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	15	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	45	5	5	5	5.00	
		A23 . Number of on-line courseware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							

		A24 . Number of virtual classroom created	<i>Creates virtual classroom using either Moodle or Google</i>	1	1	5	5	5	5.00	
	PI 11. Additional outputs *	A25 . Number of additional outputs accomplished:								
		Agency/ Firm/ Industry linkages	<i>Coordinates and create linkages with institutions willing to serve as resource speakers or partners as activity or learning tasks related to the subject</i>							
		A26 . Other outputs implementing the new normal due to covid 19	<i>Designs experiential learning activities and other outputs to implement the new normal</i>							
	Total					5	5	5	5.00	
UMFO 3 . RESEARCH SERVICES										
	PI 2. Number of research outputs completed within the year *	A28. Number of research outputs completed within the year *	<i>Conducts and completes research project within the year</i>	1	1	5	5	5	5.00	Feasibility of Offering MS Nursing Program
	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	<i>Writes publishable materials out of research outputs and submits for publication</i>	1	1	5	5	5	5.00	Feasibility of Offering MS Nursing Program
	Total					5	5	5	5.00	
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	<i>Identifies and links with probable partners for extension activities and maintains this active partnership</i>	1	1	4	4	4	4	Not yet achieved since it is only half of the year (The target is within 1 year)

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	2	4	4	4	4.00	DYDC Sukaranay
Total					4	4	4	4	

PROGRAM	Percentage Weight	Numerical Rating		Equivalent Numerical Rating
Instruction (Supervisor)	50% of 80%	5.00	2.50	
Instruction (Students)	50% of 80%	4.50	2.25	
Instruction (Total)	80%		3.76	3.76
Research	10%	5	0.10	0.50
Extension	10%	4	0.10	0.40
Administration & Support to Operations	0%			
Additional Points:				
Punctuality				
Approved Additional points (with copy of approval)				
FINAL RATING		Very Satisfactory		4.66
ADJECTIVAL RATING				Outstanding

Comments & Recommendations for Development Purpose:

Keep up the good work!

Evaluated & Rated by:


MICHELLE C. TOLIBAS

Department Head

Date: October 23, 2023

Recommending Approval


MICHELLE C. TOLIBAS

Dean, College of Nursing

Date: October 23, 2023

Approved by:


BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: Nov 27, 2023

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **CALUNGSOD, PHOEBE LYNN B.**

Performance Rating: **4.66**

The Performance Rating showed that the concerned faculty obtained a Outstanding Performance in Instruction, Research and Extension components. Assistant Professor Calungsod is a member of Academic and non-academic personnel committee, executive committee, curriculum committee, Honors and Awards, CON Gazette and events committee. She is also the BSN I level Coordinator, Health Coordinator and Alumni Coordinator.

Assist. Prof. Calungsod is commendable for initiating linkage between various agencies to collaborate for extension activities.

Aim(s): 1. To finish her PhD Nursing program.

Start Date: July 2025

Target Date: July 2029

2. To develop research and extension proposals.

Date: February 2023

Target date: 4th quarter of 2023

3. To attend in workshops/seminars for professional development.

Date: January 2023

Target date: until December 2023

Proposed Interventions to Improve Performance:

First Step:

- Included in the scheduled meeting discussion
- Report generation and feedbacking sessions based on the conducted extension program
- Encouraged to engage in symposium as a speaker or attendee for CPE credits offered by legitimate provider(s)

Results:

- Participated in training and workshops as attendee.

Next Step:

- Update on the future plans for both personal development and deliverables of mandated-functions.

Final Step/Recommendation:

- Continue and finish her PhD program starting July or August 2025 as agreed.
- TO develop and conduct own research and extension program.

Prepared by:



MICHELLE C. TOLIBAS
Dean

Conforme:



PHOEBE LYNN B. CALUNGSOD
Faculty