

Exhibit K**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%)		4.8 (.50) = 2.42	
b. Students (50%)		4 (.50) = 2	
<i>Total</i>	55%	4.4 (.55)	2.42
2. Research			
a. Department head (100%)		4.8 (1) = 4.8	
<i>Total</i>	20%	4.8 (.20)	.96
3. Extension			
a. Department head (100%)		4.8 (1) = 4.8	
<i>Total</i>	25%	4.8 (.25)	1.2
Grand total			4.58

EQUIVALENT NUMERICAL RATING: 4.58

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.58ADJECTIVAL RATING: Very Satisfactory

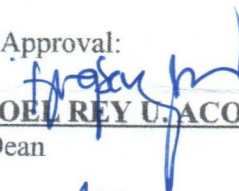
Prepared by:


PHOEBE LYNN B. CALUNGSOD
Name of Faculty

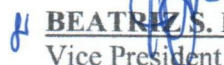
Reviewed by:


JOEL REY U. ACOB
Department Head

Recommending Approval:


JOEL REY U. ACOB
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 DE NURSING attainment of the following accomplishments in accordance with the January to June 2021.

PHOEBE LYNN B. CALUNGSOD

Asst. Professor 1

Date: September 27, 2021

Approved:

JOEL REY U. ACOB

College Dean

Date: 12 Aug 2021

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 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: NuCM 103 lec& RLE; NuCM 117 lec; NuCM 103 RLE; NuCM 110 RLE		21.3	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	2	5	5	4.9	4.96	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	4	5	5	4.9	4.96	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	10	5	5	4.9	4.96	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	80	170	5	5	5	5.00	

		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	50	100	4.9	4.9	4.9	4.90	
	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	2	4.8	4.8	4.8	4.80	
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	3	4.7	4.7	4.7	4.70	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	20	4.8	4.8	4.8	4.80	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	10	4.7	4.7	4.7	4.70	
		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							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	4.7	4.7	4.7	4.70	
	PI 11 . Additional outputs	A 25 . Number of Additional outputs accomplished:								
		A 26 . Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	1	4.7	4.7	4.7	4.70	
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	4.5	4.5	4.5	4.50	

	PI 2. Number of research outputs completed within the	A 28. Number of research outputs completed within the year *	Conducts and completes research or project within the year							
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized	A 29. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1		4.7	4.7	4.7	4.70	The extension training output on VISCARES
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a	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	1	4.7	4.7	4.7	4.70	
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member		zero non-conformity					
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools		100% compliant	4.9	4.9	4.9	4.90	
		On program accreditations								

		On institutional accreditations								
UMFO 6. General Admin. & Support Services										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint	4.9	4.9	4.9	4.90	
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
	Total Over-all Rating								4.794	
	Average Rating									
	Adjectival Rating									

Evaluated & Rated by:

JOEL REY U. ACOB

Department Head

Date: 12 July 2021

Recommending Approval

JOEL REY U. ACOB

Dean,

Date: 12 July 2021

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 9/28/21

Commendation on her initiative in the conduct of community extension project along with other agencies.

PERFORMANCE MONITORING & COACHING JOURNAL

Name of Office: COLLEGE OF NURSING

Head of Office: ACOB, JOEL REY U.


Number of Personnel: CALUNGSOD, PHOEBE LYNN B.

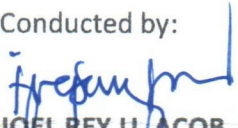
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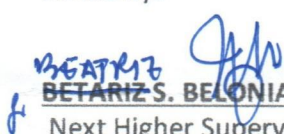
Activity Monitoring	MECHANISM			Remarks
	Meeting		Memo	
	One-on-One	Group		
Coaching and mentoring executed during the monthly faculty meetings.		*Advised to continue developing the learning guides as prescribed by the university.		Able to submit the required learning materials for the classes handled.
		*Encouraged to submit weekly accomplishments for the applied WFH dates.		Able to submit weekly accomplishments with appropriate attachments.
		*Encouraged to render extra mile to reach out students in the new normal.		Commendation for taking the advice as evidenced by conduct of online consultation and delivery of instructions virtually
		*Encouraged to technically supervise level I students on the submission of pre-recorded skills demonstration for RLE		Commendation for taking the lead so students continue to learn through virtual skills demonstration.
		*Encouraged to continue attending seminars related to her craft		Commendation on her active participation in an international health conference with researchers, theorists and experts in

		<p>*Encouraged to be actively involved in the multi-sectoral activities to deliver extension programs</p> <p>*Encouraged to sustain desire for the completion of her PhD related course works.</p>		<p>nursing profession.</p> <p>Appreciation for initiating the online delivery of extension project with notable participation from partner communities and other schools of nursing in the national scope.</p> <p>Acclamation of the desire to continue her PhD related requirements, to its near completion.</p>
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Note: Please indicate the date in the appropriate box when the monitoring was conducted


PHOEBE LYNN B. CALUNGSOD
 Faculty

Conducted by:

JOEL REY U. ACOB
 Immediate Supervisor

Noted by:

BETARIZ S. BELONIAS
 Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

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

Performance Rating: **4.58**

The Performance Rating showed that the concerned faculty obtained a Very Satisfactory Performance in Instruction, Research and Extension components.

The abovementioned faculty also spearheaded the committee on the Instructional Materials Development which played a critical role in the formulation of learning guides and laboratory manuals for digital learning.

Prof. Calungsod is commendable for initiating linkage between various schools of nursing in the Philippines to deliver the remote training for Community Health Workers through ViSCARES project.

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

Date: July 2020

Target Date: July 2023

2. to convert and submit the TNA data to publishable material

Date: March 2021

Target date: third quarter of 2021

3. attendance in workshops/seminars for professional advancement and development.

Date: April 2021

Target date: until December 2021

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 attend CPE offered by legitimate provider(s)

Results:

- Able to deliver 100% synchronous training workshop for community health workers.
- Participated in the nursing webinar organized by the legitimate training providers

Next Step:

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

Final Step/Recommendation:

- Continue and finish with her PhD program
- Continuation of her Extension-lead program for the following quarter.

Prepared by:


JOEL REY U. ACOB
Dean

Conforme:


PHOEBE LYNN B. CALUNGSOD
Faculty