

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

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

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.81(.50) = 2.4	
b. Students (50%)		4.8(.50) = 2.4	
<i>Total</i>	50%	4.8 (.50)	2.4
2. Research			
a. Department head (100%)		4.81(1) = 4.81	
<i>Total</i>	30%	4.81 (.30)	1.4
3. Extension			
a. Department head (100%)		4.81 (1) = 4.81	
<i>Total</i>	20%	4.81 (.20)	.96
Grand total			4.76

EQUIVALENT NUMERICAL RATING: 4.76

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.76

ADJECTIVAL RATING: **Very Satisfactory**

Prepared by:

JANET ALEXIS A. DE LOS SANTOS
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

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JANET ALEXIS A. DE LOS SANTOS, a faculty member of the DEPARTMENT 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 JULY-DECEMBER, 2021.

JANET ALEXIS A. DE LOS SANTOS

ASSOCIATE PROFESSOR I

Date:

Approved:

JOEL REY U. ACOB

Dean

Date: 13 Jan 2022

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)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
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 subjects/courses assigned : NuCM 112, NuCM 111, NuCM 114r	5	14.58	4.8	4.8	4.8	4.8	NuCM 111, OBAP 101, CHN 1 and 2 RLE
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	6	4.8	4.8	4.8	4.8	Midterm gradesheets for NuCM 111 Lec and Lab (3 sections)

		A12 . Number of trainings attended related to instruction	Attendance to seminars, trainings and conferences	1	9	4.8	4.8	4.8	4.8	EVHRDC (3), PNHRs, UPM- CRI, OLFU, Ched JRM, ELSEVIER, UPM- Brown University
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	3	4.8	4.8	4.8	4.8	Administered examination for NuCM 111 (lec and lab); OBAP 101; CHN 1 and 2
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes/ Case studies for lec and lab	1	6	4.8	4.8	4.8	4.8	Administered quizzes for NuCM 11 (lec and Lab); OBAP; CHN 1 and 2
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught	10 hours	30 hrs	4.8	4.8	4.8	4.8	Consultations with Nursing Research groups (17); 5 advisory
	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	4.8	NuCM 111; OBAP 101
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	1	1	4.8	4.8	4.8	4.8	NuCM 111
		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	1	10	4.8	4.8	4.8	4.8	NuCM 111
		<i>Assessment tools</i>	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	5	4.8	4.8	4.8	4.8	NuCM 111; OBAP 101

		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	2	4.8	4.8	4.8	4.8	NuCM 111; OBAP 101
TOTAL									4.8	
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	4.8	4.8	4.8	4.8	report writing stage the feasibility study of offering graduate school in nursing of VSU
	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	1	1	4.8	4.8	4.8	4.8	report writing stage the feasibility study of offering graduate school in nursing of VSU
	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	1	3	4.8	4.8	4.8	4.8	1. Perceived COVID-19 associated discrimination, mental health and professional turnover intention among frontline clinical

	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	3	4.8	4.8	4.8	4.8	Sits as BOD member of VFES; Health consultant of 8HAVEN and REHAG HIV Support group
	Peer reviewers/Panelists	Peer reviewers/Panelists		1	5	4.8	4.8	4.8	4.8	International Qualitative Studies in Health & Well-being, Sage Open Nursing, Journal of nursing Management, Nursing Forum, Philippine Journal of Health and Medical Research and Development
						TOTAL			4.75	
	Total Over-all Rating								4.81	

Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.81
ADJECTIVAL RATING		Very Satisfactory

Comments & Recommendations for Development Purpose:

-Commendation for bringing home the become during the EVHRDC award. Researches are very much applauded. Keep up the good work.

Evaluated & Rated by:


JOEL REY U. ACOB

Department Head

Date: 03 Jan 2022

Recommending Approval


JOEL REY U. ACOB

Dean

Date: 03 Jan 2022

Approved by:


BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 2/2/22

PERFORMANCE MONITORING & COACHING JOURNAL

Name of Office: COLLEGE OF NURSING

Head of Office: ACOB, JOEL REY U.

Number of Personnel: DE LOS SANTOS, JANET ALEXIS A.

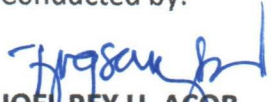
	1st	Q U A R T E R
	2 nd	
/	3 rd	
/	4th	

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	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 consultations among students
		*Encouraged to spearhead the College RDE office in crafting proposals for submission			Acclamation of significant contribution towards the College's commitment to research publications. Commendation on her recognition as distinguished health researcher in EVHRDC


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


JANET ALEXIS A. DE LOS SANTOS
Faculty

Conducted by:


JOEL REY U. ACOB
Immediate Supervisor

Noted by:


BEATRIZ S. BELONIAS
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **DE LOS SANTOS, JANET ALEXIS A.**

Performance Rating: **4.81**

The Performance Rating showed that the concerned faculty obtained a Very Satisfactory Performance in the delivery of core mandates of the university.

Dr. De Los Santos' contribution through publication became instrumental in the achievement of the target set forth in 2021. Further, her performance during the recently concluded EVHRDC research forum is a testament of her unceasing desire for information dissemination. Being hailed as Distinguished Health Researcher awardee is a living proof of her unceasing contribution to the university's mantra of becoming leading university.

Aim(s): 1. to engage in community extension activities
2. to serve as mentor for neophyte faculty researchers
3. attendance to conferences and other nursing-related undertakings.

Date: November 2021

Target Date: first two quarters of 2022

Proposed Interventions to Improve Performance:

First Step

- Conceptualizing the possibility to spearhead a research-driven nursing conference.

Results:

- In the process of holding a research-driven nursing conference.

Next Step:

- Encouraged to advance the plan into a talking table.

Final Step/Recommendation:

- Agreed to serve as senior faculty mentor in research development
- Agreed to review the research proposals of the college
- Agreed to spearhead research-driven activity open to other nursing research enthusiasts

Prepared by:


JOEL REY U. ACOB
Dean

Conforme:


JANET ALEXIS A. DE LOS SANTOS
Faculty