

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **MAGNO, JESUSA M.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
m. Head/Dean (100%)		4.7x100%= 4.67	
n. Students (<i>TPES on-going</i>)			
Total for Instruction	55%	4.7	2.585
2. Research			
i. Client/Dir. for Research			
j. Dept. Head/Center Director (100%)		4.63x 100% = 4.63	
Total for Research	30%	4.63	1.38
3. Extension			
e. Client/Dir. for Extension			
f. Dept Head/Center Director (100%)		4.63 x 50% = 4.63	
Total for Extension	15%	4.63	0.69
TOTAL			4.66

EQUIVALENT NUMERICAL RATING: 4.66

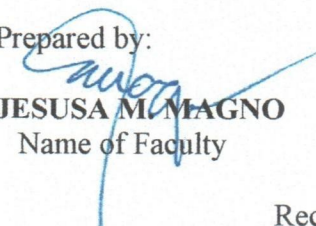
Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.66

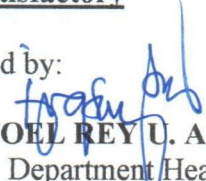
ADJECTIVAL RATING:

Very Satisfactory

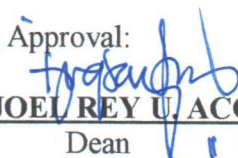
Prepared by:


JESUSA M. MAGNO
Name of Faculty

Reviewed by:


JOEL REY U. ACOB
Department Head 11 Jan 2021

Recommending Approval:


JOEL REY U. ACOB
Dean 11 Jan 2021

Approved:

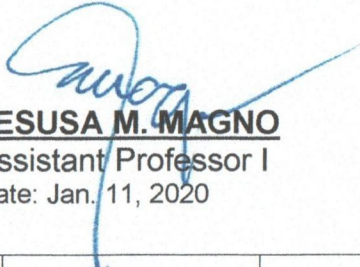

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

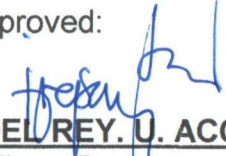
Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JESUSA M. MAGNO** of the **COLLEGE OF NURSING** commits to deliver and agree to be rated on the attainment of the following **targets** in accordance with the indicated measures for the period **JULY to DECEMBER 2020**.


JESUSA M. MAGNO
Assistant Professor I
Date: Jan. 11, 2020

Approved:


JOEL REY. U. ACOB
College Dean
Date: 11 Jan 2021

MFO No.	Description of MFO's/PAP's	Success Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
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	2	21.7	4.6	4.7	4.6	4.63	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	1	4.6	4.7	4.7	4.66	
		A 11. 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	0						
		A12. Number of trainings attended related to instruction	Attend mandated trainings	3	5	4.6	4.8	4.8	4.73	

		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	4	4.6	4.7	4.7	4.66	
		A15. Number of case studies, and related requirements checked and graded	Checks case studies, care plans as required.	2	23	4.7	4.8	4.8	4.76	
	PI 8: Number of students advised: *	A16. Number of students advised :	Acts as academic Adviser to students							
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	10	4.6	4.5	4.8	4.63	
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	1						
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1						
	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	3	4.6	4.7	4.7	4.66	
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	4	4.7	4.8	4.7	4.73	
		Supplemental learning resources	Prepares and submits for review by the Technical Review Panel	1	2	4.6	4.7	4.7	4.66	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	4	4.9	4.8	4.7	4.8	

		A 23 : Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor	1	2	4.6	4.7	4.7	4.66	
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1	4.5	4.5	4.6	4.53	
	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	1						
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1						
		A 26. Other outputs implementing the new normal due to COVID 19	Designs experiential learning activities and other outputs to implement new normal	1						
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						
	PI 1. Number of research outputs completed within the year*	A28. Number of research outputs competed within the year*	Conducts and completes research project within the year							

	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	1	2	4.6	4.7	4.7	4.66	
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		A 35. Other outputs implementing the new normal due to COVID 19	Designs experiential learning activities and other outputs to implement new normal	1	1	4.6	4.6	4.6	4.6	
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	2						
	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	20						
	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	Implements duly approved extension projects	1						

	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	100%						
	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							
	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	1	2					
	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	1	2	4.5	4.6	4.8	4.63	

UMFO 5. SUPPORT TO OPERATIONS

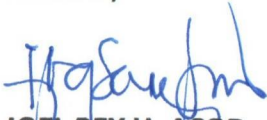
	OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8. Compliance to all requirements thru the established/	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied	1						

Average Rating (Total Over-all rating divided by 4)		XX
Additional Points:		
Punctuality	XX	
Approved Additional points (with copy of approval)		XX
FINAL RATING		4.66
ADJECTIVAL RATING		Very Satisfactory


Comments & Recommendations for Development Purpose:

To conduct research. Strengthen approaches used in the Alternative Learning System.


Rated by:


JOEL REY U. ACOB
 Dept./Unit Head
 Date: 11 Jan 2021

Recommending Approval:


JOEL REY U. ACOB
 College Dean
 Date: 11 Jan 2021

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date: 1/15/21

PERFORMANCE MONITORING & COACHING JOURNAL

Name of Office: COLLEGE OF NURSING

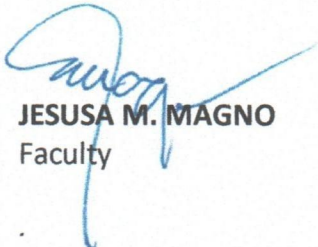
Head of Office: ACOB, JOEL REY U.

Number of Personnel: MAGNO, JESUSA M.

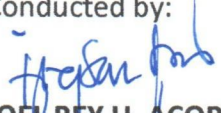
	1st	Q U A R T E R
	2 nd	
/	3 rd	
/	4th	

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 consultation calls
		*encouraged to attend enhancement webinars for instruction utilization.			Able to attend retooling webinar workshops for instruction enhancements.
		*start retrieving documents pertinent to PDS, CV accomplishments			Able to secure needed documents and attachments.


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


JESUSA M. MAGNO
Faculty

Conducted by:


JOEL REY U. ACOB
Immediate Supervisor
11 Jan 2014

Noted by:


BETARIZ S. BELONIAS
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **MAGNO, JESUSA M.**

Performance Rating: **4.66**

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

Prof. Magno is significantly contributing in the preparation of online ready learning material for the new normal.

Aim(s): 1. to continuously involve in the community extension and research endeavors of the college.

2. participation to workshops and conventions for continuing professional nursing development

Date: July 2020

Target Date: December 2020

Proposed Interventions to Improve Performance:

First Step:

- Included in the monthly meeting discussion
- Conduct of College in-house review in crafting research and extension proposals collaboratively.

Results:

- Able to identify researchable topics and areas feasible for extension works.
- Participated in the nursing webinar organized by several agencies.

Next Step:

- Follow-up the drafting of research and/or extension proposals

Final Step/Recommendation:

- Continuation of her Extension-lead program for the following quarter.
- Encouraged to submit the full blown proposals for endorsement.

Prepared by:


JOEL REY U. ACOB
Dean

Conforme:


JESUSA M. MAGNO
Faculty