SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **DAIZ, DEVIANNE JANE E.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.97 (.50) = 2.48	
b. Students (50%)		5.00 (.50) = 2.50	
Total	*80%*	*4.98 (.80)*	*3.98*
2. Research			
Total	*5%*	*3.00 (.05)*	*0.15*
3. Extension			
Total	*10%*	*5.00 (0.10)*	*0.50*
4. Support Services			
Total	*5%*	*5.00 (.05)*	*0.25*

EQUIVALENT NUMERICAL RATING: **4.88**
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: **4.88**

ADJECTIVAL RATING: **Outstanding**

Prepared by: Reviewed by:

DEVIANNE JANE E. DAIZ   **MICHELLE C. TOLIBAS**
Name of Faculty   Department Head

Recommending Approval:

MICHELLE C. TOLIBAS
Dean

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **DEVIANNE JANE E. DAIZ**, 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.**

DEVIANNE JANE E. DAIZ
Instructor I
Date: October 23, 2023

Approved:

MICHELLE C. TOLIBAS
College Dean
Date: October 23, 2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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	5	26.98	5	5	5	5.00	NuCM 101, 101r (2 sections) NuCM 117 (2 sections)
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	6	5	5	5	5.00	NuCM 101, 101r (2 sections) NuCM 117 (2 sections)
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	4	5	5	5	5.00	NuCM 101, 101r (2 sections) NuCM 117 (2 sections)
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	22	5	5	5	5.00	NuCM 101, 101r (2 sections) NuCM 117 (2 sections)
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	8	5	5	5	5.00	NuCM 101, 101r (2 sections) NuCM 117 (2 sections)

				Target	Actual	Q1	Q2	Q3	Avg	Remarks
		A18 . Number of students entertained for consultation purposes	*Entertains students consulting on subject taught, thesis and grades*	10	83	5	5	5	5.00	NuCM 101, 101r (2 sections) NuCM 117 (2 sections)
	PI 8: Number of students advised: *	*A16 . Number of students advised*	*Acts as academic adviser to students*	5	6	5	5	5	5.00	Irregular Students
		A17 . Number of students advised on thesis/ field practice/special problem	*Acts as undergraduate research adviser*	1	11	4.5	4.5	4.5	4.50	
	PI 10: Number of instructional materials developed *	*A 21 : Number of on-line course ware developed and submitted :*	*Converts the existing instructional materials into flexible learning systems*	1	2	5	5	5	5.00	NuCM 101, 101r (2 sections) NuCM 117 (2 sections)
		On-line ready courseware	*Prepares Instructional module/laboratory guide/workbook or a combination thereof*	2	2	5	5	5	5.00	NuCM 101, 101r (2 sections) NuCM 117 (2 sections)
		Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	2	20	5	5	5	5.00	NuCM 101, 101r (2 sections) NuCM 117 (2 sections)
		Assessment tools	*Prepares assessment tools such as long exam, quizzes, problems sets, etc.*	2	26	5	5	5	5.00	NuCM 101, 101r (2 sections) NuCM 117 (2 sections)
		A 24 : Number of virtual classroom created and operational	*Creates virtual classroom using either Moddle or Google Classroom*	1	2	5	5	5	5.00	NuCM 101, 101r (2 sections) NuCM 117 (2 sections)
	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	1	5	5	5	5.00	BSN Curriculum Review
		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	5	5	5	5.00	NuCM 101, 101r (2 sections) NuCM 117 (2 sections)
	Total					4.97	4.97	4.97	4.97	
UMFO 3 . RESEARCH SERVICES										

									Conceptualization and initial draft of a
PI 5. Percent of research proposals approved *	**A 31.** *Percentage of research proposals prepared, submitted and approved*	*Prepares research proposals, submits and follows up its approval for immediate implementation*	1	1	3	3	3	3.00	research proposal
	Total				3	3	3	3.00	

UMFO 4. EXTENSION SERVICES

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.*	20	25	5	5	5	5.00	COPE-CHD
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	1	5	5	5	5.00	COPE-CHD
	Total				5	5	5	5.00	

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 under ISO 9001:2015*	**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*	No NC	No NC	5	5	5	5.00	alternate dDRC
	Total				5	5	5	5.00	

PROGRAM	Percentage Weight	Numerical Rating		Equivalent Numerical Rating
Instruction (Supervisor)	50% of 80%	4.97	2.48	
Instruction (Students)	50% of 80%	5.00	2.50	
Instruction (Total)	80%		4.98	3.98
Research	5%		3.00	0.15
Extension	10%		5.00	0.50
Administration & Support to Operations	5%		5.00	0.25
Additional Points:				

Comments & Recommendations for Development Purpose:

Keep up the good work!

Punctuality				
Approved Additional points (with copy of approval)				
FINAL RATING			Outstanding	4.88
ADJECTIVAL RATING				Outstanding (O)

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: November 27, 2023

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **DAIZ, DEVIANNE JANE E.**
Performance Rating: **4.88**

The Performance Rating showed that the concerned faculty obtained an Outstanding Performance in Instruction, Extension, and Support to operations. Aside from her instruction delivery, Ms. Daiz has commendable performance as College alternate dDRC for quality management system, and meticulously reviewing documents to ensure appropriate filing and coding. She also functions as IM committee chair, and a member in various recognize committees in the College such as: executive committee, research committee, Honors and Awards, CON Gazette and events committee. She is also the BSN III level Coordinator. In addition, she worked well as the DBGF of the college. Moreover, she is active in conducting extension program as a team member.

Aim(s): 1. to develop own research and extension program.
Date: February 2023   Target Date: 2nd to 3rd quarter of 2023

2. To attend in workshops/seminars for professional development.
Date: January 2023   Target date: until December 2023

Proposed Interventions to Improve Performance:

First Step:
- Mentoring on how to develop/conduct research proposal

Results:
- Became an active agent in the conduct of extension activities.
- Developing a research proposal with the team.

Next Step:
- Feedbacking about the agreed activities.

Final Step/Recommendation:
- Encouraged to continue the extension activities conducted.
- Encouraged to finish crafting the research proposal for presentation during the RDE in-house review in the first quarter 2024.

Prepared by:

MICHELLE C. TOLIBAS
Dean

Conforme:

DEVIANNE JANE E. DAIZ
Faculty