

**Exhibit "K"****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY  
MEMBERS WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **PHOEBE LYNN B. CALUNGSOD**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
Instruction	50%		
a. Head/ Dean (50%)		4.9 x 50% = 2.45	
b. Students (50%)		3.66 x 50%=1.83	
Total			2.14
Extension	25%		
a. Head/Dean		4.7	1.175
Total			
Research	25%		
a. Head/Dean		4.6	1.15
Total			
Grand Total			<b>4.465</b>

EQUIVALENT NUMERICAL RATING: 4.465

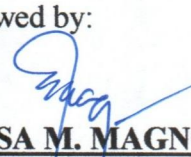
Add: Additional points, if any:

TOTAL NUMERICAL RATING: **4.465**ADJECTIVAL RATING: **VERY SATISFACTORY**

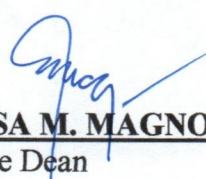
Prepared by:

  
**PHOEBE LYNN B. CALUNGSOD**  
Faculty

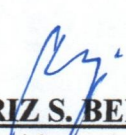
Reviewed by:

  
**JESUSA M. MAGNO**  
College Dean

Recommending Approval:

  
**JESUSA M. MAGNO**  
College Dean

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President, Academic Affair

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, PHOEBE LYNN B. CALUNGSOD, a faculty member of the NURSING attainment of the following accomplishments in accordance with July to December 2022.

PHOEBE LYNN B. CALUNGSOD

Asst. Professor 2

Date: January 06, 2023

Approved:

JESUSA M. MAGNO

Department Head

Date: 02-22-23

JESUSA M. MAGNO

College Dean

Date: 02-22-23

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: NuCM 118 lec& RLE; NuCM 100 lec; NuCM 121 lec&RLE; NuCM 117 RLE;		26.875	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	11	5	5	4.9	4.96	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	10	5	5	4.9	4.96	



		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	10	5	5	4.9	4.96	
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	80	312	5	5	5	5.00	
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	50	174	4.9	4.9	4.9	4.90	
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	3	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	10	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	
		<b>A 23 :</b> 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							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	4	4.7	4.7	4.7	4.70	



	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:							
		<b>A 26.</b> 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
<b>UMFO 3 . RESEARCH SERVICES</b>									
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research oroject within the year						
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	<b>A 29.</b> 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						
		<b>A 35.</b> 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
<b>UMFO 4. EXTENSION SERVICES</b>									
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a	<b>A 36.</b> 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
		<b>A 43.</b> 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 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

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									

Average rating (Total Over-all rating Dived by 24)		
Additional Points:		
Punctuality		
Approved additional points (with copy of approval)		
FINAL RATING		4.794
ADJECTIVAL RATING		Very Satisfactory

**Comments& Recommendations for Development Purpose**

Encouraged to engage in research activities & community extension activities

Evaluated & Rated by:

**JESUSA M. MAGNO**

Department Head

Date: 02-22-23

Recommending Approval

**JESUSA M. MAGNO**

Dean,

Date: 02-22-23

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Instruction

Date: 02-28-23



## PERFORMANCE MONITORING AND COACHING JOURNAL

	1 <sup>st</sup>	Q u a r t e r
	2 <sup>nd</sup>	
/	3 <sup>rd</sup>	
/	4 <sup>th</sup>	

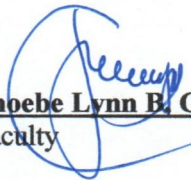
Name of Office: **COLLEGE OF NURSING**

Head of Office: **Jesusa M. Magno**

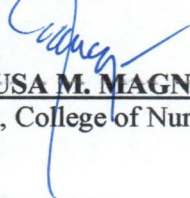
Name of Personnel: **CALUNGSOD, PHOEBE LYNN B.**

Activity Monitoring	Mechanism				Remarks
	Meeting		Memo	Others (Pls specify)	
	One-on One	Group			
<b>Counselling and mentoring done during regular faculty meetings.</b>		1. Advised to continue learning guides as prescribed by the university.			Submitted the required learning materials for the classes handled.
		2. Encouraged to technically supervise Level I students on the demonstration of procedures for RLE			Commendations for taking the lead in the actual performance of nursing procedures.
		3. Encouraged to continue attending seminars and updates related to nursing.			Commendation on her active participation in an international health conference with researchers, theorists and experts in nursing profession. and experts.
		4. Encouraged to be actively involved in the multi-sectoral activities to deliver extension programs.			Appreciation for the delivery of online and face-to-face delivery of extension project.

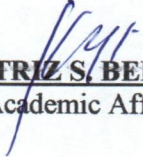
		5. Encouraged to sustain desire for the completion of her PhD related course works.			Acclamation of the desire to continue her PhD related requirements, to its near completion.
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**Phoebe Lynn B. Calungsod**  
 Faculty

Conducted by:

  
**JESUSA M. MAGNO**  
 Dean, College of Nursing

Noted by:

  
**BEATRIZ S. BELONIAS**  
 VP, Academic Affairs



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: CALUNGSOD, PHOEBE LYNN B.

Performance Rating: 4.465

The Performance Rating showed that the concerned faculty obtained a Very Satisfactory Performance in areas of Instruction, Research and Extension based from TPES and IPCR results.

The abovementioned faculty has commendable performance as the college accomplished the targets set for the last quarters of CY 2022.

She spearheaded the Committee on the IM Development which served as guide in formulating the learning guides and laboratory manuals.

### **Aim:**

Completion of her PhD related course work.

Attendance to seminars/training/workshop in nursing for personal and professional growth and development.

Date: July 2022

Target Date: Dec. 2022

### **First Step:**

Included in the discussion during faculty meeting.

Commence initial process with high probability to continue PhD in Nursing in other reputable HEI.

### **Recommendations:**

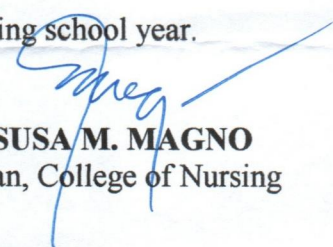
Encouraged to sustain desire for the completion of her PhD related course work.

Visit websites of various related organizations for schedule of updates.

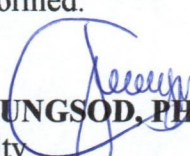
Attendance once the college receives letter of invitation from allied health profession.

Next Step: Prepared by:

Follow-up the progress of the doctoral admission for the incoming school year.

  
**JESUSA M. MAGNO**  
Dean, College of Nursing

Conformed:

  
**CALUNGSOD, PHOEBE LYNN B.**  
Faculty