

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ACOB, JOEL REY U.

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	0.50	4.97	2.49
	b. Student (50%) from Teaching Performance Eval'n. By	0.50	5.00	2.50
	Total for Instruction	75%	4.99	3.74
2	Research Services			
	a.Client/Dir. for Research (50%)			
	b.Dept. Head/Center Director (50%)			
	Total for Research	5%	$5.0 \times 5\% = 0.25$	0.25
3	Extension Services			
	a.Client/Dir. for Research (50%)			
	b.Dept. Head/Center Director (50%)			
	Total for Extension	0%	0.00	0.00
4	Administration and Support Services	20%	$5.0 \times 0.20 = 1.0$	1.0
5	Production	0%		0.00
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.99

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.99

4.99

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

JOEL REY U. ACOB
Instructor

CHRISTIAN VIE P. BALDONADO
Department Head

Recommending Approval:

CHRISTIAN VIE P. BALDONADO
Dean/Director

Approved:

ROTACIO S. GRAVOSO
Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JOEL REY U. ACOB**, 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 2024**.

JOEL REY U. ACOB
Associate Professor II
Date: 17 July 2024

Approved:

CHRISTIAN VIE P. BALDONADO
College Dean

Date: 7/30/2024

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	
SG 1: World Class Education										
MFO 2. HIGHER EDUCATION SERVICES										
	PI 14: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	10	19.24	5	5	5	5.00	OBAP 2, Fundamentals of nursing, CHN
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	3	5	5	5	5.00	OBAP 2, Fundamental of Nursing, CHN
		A12. Number of trainings attended related to instructions	Attend mandated trainings	1	3	5	5	5	5.00	(1)Quality Management Systems (2=National and Regional), (2) Times Higher Education SDG Congress
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	5	5	5	5	5.00	OBAP 2, Fundamentals of Nursing, CHN
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	7	5	5	5	5.00	Courses assigned

		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	3	2	5	5	5	5.00	OBAP 2, Fundamentals of Nursing, CHN
	PI 48 . Number of students advised *	A16 . Number of students advised	Acts as adviser to Level 3 students	5	12	5	5	5	5.00	Case study presentations and community papers
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	24	5	5	5	5.00	Case study and CHN groups
	PI 48 . Number of student organizations advised/ assisted *	A19 . Number of student organizations advised	Advises student organizations recognized by USSO (VSU Red Cross Youth Council and College of Nursing Student Council)	1	2	4.8	4.8	4.8	4.80	SSC- College of Nursing, SSC Federation Council
	PI 21 . Number of instructional materials developed *	A21 . Number of on-line courseware developed and submitted	Prepares and submits for review by the Technical Review Panel	1	1	4.8	4.8	4.8	4.80	VSUEE utilized for case study submissions
		On-line ready courseware	Prepares Instructional module/ laboratory guide/ workbook or a combination thereof	1	1	5	5	5	5.00	CHN guidelines in facilitating student's progress and reporting
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	6	5	5	5	5.00	Review notes in support to OBAP 2, and CHN case file specific to Community of exposure.
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	6	5	5	5	5.00	OBAP 2, Fundamentals of Nursing, CHN
		A23 . Number of on-line courseware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A24 . Number of virtual classroom created	Creates virtual classroom using either Moodle or Google							
	PI 11 . Additional outputs *	A25 . Number of additional outputs accomplished:								

		Agency/ Firm/ Industry linkages	Coordinates and create linkages with institutions willing to serve as resource speakers or partners as activity or learning tasks related to the subject	1	2	5	5	5	5.00	Approved invitation to Universitas Sebalas Maret, Indonesia and Health Polytechnic of Malang
		A26. Additional outputs related to this	Designs experiential learning activities and other outputs to implement the new normal							
	Total					74.6	74.6	74.6	74.60	
	Average					4.97	4.97	4.97	4.97	

SG 2: GLOBALLY COMPETITIVE SCIENCE AND TECHNOLOGY

MFO 5. RESEARCH SERVICES

	PI 2. Number of research outputs completed within the year *	A28. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	1	4.8	4.8	4.8	4.80	Implications of global health crises to Nursing Education: A Philippine-Indonesian Perspective
	PI 72. Number or research proposed	A28. Number of research proposals approved								
	Additional output	Number of research proposal submitted and reviewed by TWG		1	1	5	5	5	5.00	Quality Assurance Activities of HEI with Nursing program in Region 8
	Total									
	Average									

	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							
	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		3	5	5	5	5.00	(1)Speaker, UNS (2) Speaker Health Polytechnic of Malang, (3) Speaker, St Aloysius Learning Center

	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	<i>Prepares extension project proposals, submits and follow up its approval for immediate implementation</i>							
		<i>Peer reviewers/ Panelist</i>	<i>Peer reviewers/Panelists</i>		2	5	5	5	5	Approved letter of request to review papers from requested insitutions
	<i>Resource Persons</i>	<i>Resource Persons</i>	<i>Resource Persons</i>							
	<i>Consultancy</i>		<i>Consultant</i>		1	5	5	5	5	DOST Regional Office 8 on Quality Management System s
	Additional output		<i>Invited as resource person to technical in-</i>		2	5	5	5	5.00	EVSU- Carigara, WVSU Iloilo City
	Total					29.8	29.8	29.8	29.8	
	Average					4.97	4.967	4.967	4.97	

PROGRAM	Percentage Weight	Numerical Rating		Equivalent Numerical Rating
Instruction (Supervisor)	50% of 75%			
Instruction (Students)	50% of 75%			
Instruction (Total)	75%			
Research	0%			
Extension	0%			
Administration & Support to Operations	25%			
Additional Points:				
Punctuality				
Approved Additional points (with copy of approval)				
FINAL RATING				
ADJECTIVAL RATING				

Comments & Recommendations for Development Purpose:

Send the faculty to mentorship training programs.

Evaluated & Rated by:


CHRISTIAN V. P. BALDONADO

Department Head

Date: 7/30/2024

Recommending Approval


CHRISTIAN V. P. BALDONADO

Dean, College of Nursing

Date: 7/30/2024

Approved by:


ROTACIO S. GRAVOSO 

Vice President for Academic Affairs

Date: 12/09/2024

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: COLLEGE OF NURSING

Head of Office: CHRISTIAN VIE P. BALDONADO


Number of Personnel: 17

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Review and Finalization of the CON Individual Targets (January – December 2024) and Accomplishments (January – June 2024)		Faculty Meeting May 28, 2024 Consolidation of IPCR Accomplishments July 2024			All personnel provided their accomplishments and reviewed the feasibility of obtaining the targets for the rest of the year (January – June 2024)
Coaching Reviewed the need support to facilitate the attainment of the office targets and improvement of individual personnel performance		Faculty Meeting May 28, 2022 Consolidation of IPCR Accomplishments July 2024			Submitted list if support needed to attain targets.

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

Conducted by:

Noted by:


CHRISTIAN VIE P. BALDONADO
Dean, College of Nursing


ROTACIO S. GRAVOSO
Vice President for Academic Affairs

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Janet Rey U. Acob
Performance Rating: 4.74

Aim: Enhance mentorship skills to effectively guide junior faculty in research, leadership, and teaching.

Proposed Interventions to Improve Performance: Provide targeted training for mentoring techniques and set specific mentorship goals.

Date: July 2024

Target Date: December 2024

First Step: Discuss the faculty's strengths and areas for improvement related to mentorship skills and techniques

Result: Strengths and areas for improvement identified

Date: July 2024

Target Date: December 2024


Next Step: Identify mentorship training programs fitted for faculty's needs

Outcome: Faculty gains foundational skills and techniques in mentoring

Final Step/Recommendation:

Send the faculty to mentorship training programs

Prepared by:


CHRISTIAN VIE P. BALDONADO
Unit Head

Conforme:


JOEL REY U. ACOB
Name of Ratee Faculty/Staff



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATINGS

1ST Semester AY 2023 - 2024

Name of Faculty : ACOB, JOEL REY U.

Department: Nursing

College: Nursing

Course No. & Descriptive Title		Lec./ Lab.	RATING		% Evaluation Rating
			Numerical	Adjectival	
NuCM 114r	Care of the older person (RLE)	Lab	5.00	Outstanding	100.0 %
NuCM 114r	Care of the older person (RLE)	Lab	5.00	Outstanding	100.0 %
NuCM 119	Nursing Leadership & Management	Lec	4.00	Very Satisfactory	80.0 %
NuCM 119	Nursing Leadership & Management	Lec	5.00	Outstanding	100.0 %
PhEd 131n	Coordinated School Health Program	Lec	5.00	Outstanding	100.0 %
Average Rating			4.80	Outstanding	96.00 %

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory(S)

3.50 – 4.49 Very Satisfactory(VS)

4.50 – 5.00 Outstanding(O)

Prepared by:

VANESSA W. NAZAL

TPES In-Charge

Date: May 14, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 14, 2024

Received by:

JOEL REY U. ACOB

Name and Signature of Faculty

Date: 5/23/2024

Distribution of copies: DEO, College, Department, Faculty (all in original signature)



INSTRUCTION AND EVALUATION

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