

Exhibit K**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%)		4.8 (.50) = 2.4	
b. Students (50%)		4.67 (.50) = 2.33	
<i>Total</i>	50%	4.735 (.50)	2.36
2. Research			
a. Department head (100%)		4. (1) = 4.0	
<i>Total</i>	25%	4.0 (.25)	1.0
3. Extension			
a. Department head (100%)		4.95 (1) = 4.95	
<i>Total</i>	25%	4.95 (.25)	1.23
Grand total			4.59

EQUIVALENT NUMERICAL RATING: 4.59

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.59ADJECTIVAL RATING: **Very Satisfactory**

Prepared by:

DEVIANNE JANE E. DAIZ

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

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 2022**.

DEVIANNE JANE E. DAIZ

Instructor I

Date: 9/16/22

Approved:

JOEL REY U. ACOB

College Dean

Date: 9/17/22

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	5	33.35	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	9	5	5	5	5.00	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	6	5	5	5	5.00	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	11	5	5	5	5.00	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	7	5	5	5	5.00	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	145	5	5	5	5.00	


	PI 8: Number of students advised: *	A16. Number of students advised	Acts as academic adviser to students	20	55	5	5	5	5.00	
		A17. Number of students advised on thesis/ field practice/special problem	Acts as undergraduate research adviser	1	30	4.7	4.7	4.7	4.70	
	PI 9: Number of student organizations advised/ assisted *	A17. Number of student organizations advised	Advises student organization recognized by ODS	1	1	4.8	4.8	4.8	4.80	CON-SSC Adviser
	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	
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	2	4.6	4.6	4.6	4.60	Health Assessment (RLE) worksheets and assessment guide.
		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 and NuCM 117 powerpoint presentations and videos on assessment.
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	15	5	5	5	5.00	
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	2	4.8	4.8	4.8	4.80	Health Assessment (Lec, RLE); NuCM 117 (Lec)
	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	4.5	4.5	4.5	4.50	Assigned and prepared documents for the area on Curriculum and Instruction during the COPC evaluation.
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	2	4.7	4.7	4.7	4.70	
UMFO 3 . RESEARCH SERVICES										
	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	1	4	4	4	4.00	Submitted Research Proposal entitled "College of Nursing Graduate Tracer Study".

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	1	5	5	5	5	5.00	Established tripartite MOA with LGU (5 Barangays) and NGO (Gawad Kalinga)
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	75	5	5	5	5.00	Conducted 3 sessions on Community Health Development, Herbal Preparation and Traditional Therapy in Brgy. Bunga.
		Conducts trainings among beneficiaries.	20	75	5	5	5	5.00	Conducted 3 sessions on Community Health Development, Herbal Preparation and Traditional Therapy in Brgy. Patag.
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	4.8	4.8	4.8	4.80	Implemented COPE-CHD Project. Conducted Strategic Management with partner communities. Participated in the Typhoon Odette and Agaton Relief Operations and Psychosocial Support.
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	
Total Over-all Rating									


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

Comments & Recommendations for Development Purpose: Commendation on the conduct of community extension activity.


Evaluated & Rated by:


JOEL REY U. ACOB
Department Head
Date: 9/7/22

Recommending Approval


JOEL REY U. ACOB
Dean, College of Nursing
Date: 9/7/22

Approved by:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 9/7/22

PERFORMANCE MONITORING & COACHING JOURNAL

Name of Office: COLLEGE OF NURSING

Head of Office: ACOB, JOEL REY U.

Number of Personnel: DAIZ, DEVIANNE JANE E.

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

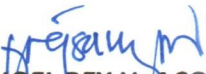
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Coaching and mentoring executed during the monthly faculty meetings.		<p>*Advised to continue developing the learning guides as prescribed by the university.</p> <p>*Encouraged to sustain enthusiasm in the tasks assigned aside from the core instruction function</p> <p>*Encouraged to render extra mile to reach out students in the new normal.</p>			<p>Able to submit the required learning materials for the classes handled.</p> <p>Able to deliver cum execute functions and as expected from her office.</p> <p>Commendation for taking the advice as evidenced by conduct of asynchronous consultations to students</p>
		<p>*Encouraged to attend and represent the college in the conduct of extension program</p> <p>*Encouraged to continue working for the College as DRC for</p>			<p>Commendation for a successful delivery of extension activity.</p> <p>Commendation for timely and efficient function as College DRC.</p>

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


DEVIANNE JANE E. DAIZ
 Faculty

Conducted by:


JOEL REY U. ACOB
 Immediate Supervisor

Noted by:


BEATRIZ S. BELONIAS
 Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **DAIZ, DEVIANNE JANE E.**

Performance Rating:

The Performance Rating showed that the concerned faculty obtained a Very Satisfactory Performance in Instruction.

Aside from her instruction delivery, Prof Daiz has commendable performance as College DRC for quality management system, and meticulously reviewing documents to ensure appropriate filing and coding.

The above-mentioned faculty also serves as Academic Coordinator, at the top of her instruction and extension deliverables.

Aim(s): 1. to continue community extension implementation

Target Date: first quarter of 2022.

2. attendance in workshops/seminars for professional advancement and development.

Target date: May 2022

Proposed Interventions to Improve Performance:

First Step:

- Coordinated meeting cum planning in the extension office of the college
- Identify access for seminar opportunities.

Results:

- Able to implement successfully extension works with affirmative feedback from its clientele
- Able to attend virtual research conference organized by NEPRAGuild.

Next Step:

- Continue motivating through coordinated support to endure extension service commitment.

Final Step/Recommendation:

- Agreed to continue in conducting extension services.

Prepared by:


JOEL REY U. ACOB
Dean

Conforme:


DEVIANNE JANE E. DAIZ
Faculty