

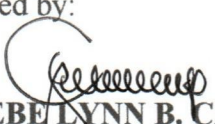
SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

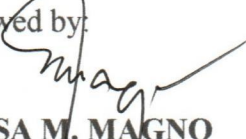
Name of Faculty Member: PHOEBE LYNN B. CALUNGSOD

| Program Involvement<br>(1) | Percentage Weight<br>of Involvement<br>(2) | Numerical Rating<br>(Rating x%)<br>(3) | Equivalent<br>Numerical Rating<br>(2x3) |
|----------------------------|--|--|---|
| Instruction                |  |  |   |
| Head/Dean (50%)            |  | 4.64x50%= 2.32                         |   |
| Students (50%)             |  | 4.57x50% = 2.285                       |   |
| Total for Instruction      | 70%  | 4.605                                  | 3.22                                    |
| Research                   | 30%  | 4.53                                   | 1.359                                   |
| Extension                  |  |  |   |
| TOTAL                      |  |  | 4.579                                   |

EQUIVALENT NUMERICAL RATING: 4.579  
Add: Additional Points, if any:  
TOTAL NUMERICAL RATING: 4.579

ADJECTIVAL RATING: VERY SATISFACTORY

Prepared by:  
  
**PHOEBE LYNN B. CALUNGSOD**  
Name of Faculty

Reviewed by:  
  
**JESUSA M. MAGNO**  
College Dean

Approved:  
  
**BEATRIZ S. BELONIAS**  
Vice President

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I PHOEBE LYNN B. CALUNGSOD, of the COLLEGE OF NURSING commits 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, 2019.

PHOEBE LYNN B. CALUNGSOD

Ratee

Approved:

JESUSA M. MAGNO

Head of Unit

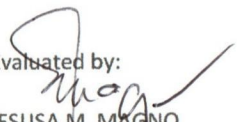
| MFO & Performance Indicators (PI)   | Success Indicators   | Tasks Assigned   | Target | Actual Accomplishment | Rating         |                |                |                | Remarks |
|---|--|--|--------|-----------------------|----------------|----------------|----------------|----------------|---------|
|   |  |  |        |                       | Q <sup>1</sup> | E <sup>2</sup> | T <sup>3</sup> | A <sup>4</sup> |         |
| <b>INSTRUCTION</b><br>Prepares Lectures and Plans Academic activities of students | <b>Full Time Equivalent (FTE)</b>  | Teach:<br><b>2nd semester, AY 2018-19</b> <ul style="list-style-type: none"><li>NuCM 103 lec &amp; lab</li><li>Intensive Nursing Practice (InPr-CHN)</li><li>Competency Appraisal 11 &amp; 12</li><li>NCM 107B</li></ul> | 5      | 10.875                | 4.4            | 4.5            | 4.6            | 4.5            |         |
|   | <b>Number of New Instructional Materials Developed:</b> <ul style="list-style-type: none"><li>Syllabus</li><li>Slides (presentation)</li><li>Hand—outs</li></ul> | Member, Curriculum Committee   | 1      | 1                     | 4.4            | 4.5            | 4.5            | 4.47           |         |
|   |  | Member, Honors and Awards Committee  | 4      | 6                     | 4.7            | 4.8            | 4.8            | 4.77           |         |
|   |  | Member, Events Committee   | 4      | 6                     | 4.7            | 4.9            | 4.7            | 4.77           |         |
|   | <b>Number of Instructional Materials Revised:</b> <ul style="list-style-type: none"><li>Syllabus</li></ul>   | Member, Curriculum Committee   |        |                       |                |                |                |                |         |
|   |  | Member, Honors and Awards Committee  | 1      | 1                     | 4.7            | 4.5            | 4.6            | 4.6            |         |
|   |  | Member, Events Committee   |        |                       |                |                |                |                |         |
|   |  | Member, Grievance Committee  |        |                       |                |                |                |                |         |

|   |   |   |                        |                        |                           |                           |                           |                              |      |
|---|---|---|------------------------|------------------------|---------------------------|---------------------------|---------------------------|------------------------------|------|
|   |   |   |                        |                        |                           |                           |                           |                              |      |
| <b>Student Research and Field Practice Advising</b> | <ul style="list-style-type: none"> <li>No. of student research advisees who finish on time</li> </ul>   | Adviser   | 1grp                   | 1 grp                  | 4.5                       | 4.6                       | 4.7                       | 4.6                          |      |
| <b>Student Advising and Consultation Services</b>   | <ul style="list-style-type: none"> <li>No. of Hours spent on consultation</li> <li>No. of Student related activities assisted</li> </ul>  |   | 100 hours<br>1         | 150 hours<br>2         | 4.8                       | 4.8                       | 4.9                       | 4.83                         |      |
| <b>MFO 3 EXTENSION SERVICES</b>                     | Number of extension programs/projects conducted and completed within prescribed period<br><br><ul style="list-style-type: none"> <li>Number of person-days trained</li> <li>Number of IEC materials/techno-guides developed and utilized</li> <li>Number of beneficiaries served Groups/Institution</li> <li>Number of trainings conducted</li> </ul> | Component Leader: (CATCH)<br><br>Component Member: (HELP)<br>Component Member: (FAST) | 20<br><br>50<br><br>15 | 32<br><br>70<br><br>21 | 4.7<br><br>4.4<br><br>4.5 | 4.8<br><br>4.7<br><br>4.4 | 4.8<br><br>4.6<br><br>4.4 | 4.77<br><br>4.57<br><br>4.43 |      |
| <b>TOTAL OVER-ALL RATING</b>                        |   |   |                        |                        | 4.58                      | 4.65                      | 4.66                      | 4.63                         | 4.63 |

|  |  |                          |
|--|--|--------------------------|
| Average Rating (Total Over-all rating divided by 24) |  |                          |
| Additional Points:                                   |  |                          |
| Punctuality  |  | -                        |
| Approved Additional points (with copy of approval)   |  | -                        |
| <b>FINAL RATING</b>                                  |  | <b>4.63</b>              |
| <b>ADJECTIVAL RATING</b>                             |  | <b>Very Satisfactory</b> |

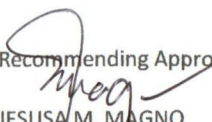
#### Comments & Recommendations for Development Purpose:

-Advise to observe the wearing of prescribed dress code


Evaluated by:  
  
JESUSA M. MAGNO  
Dept./Unit Head

Date: \_\_\_\_\_

- 1 – quality
- 2 – Efficiency
- 3 – Timeliness
- 4 – Average

Recommending Approval:  
  
JESUSA M. MAGNO  
Dean

Date: \_\_\_\_\_

Approved by:   
BEATRIZ S. BELONIAS  
Vice President for Instruction

Date: \_\_\_\_\_



Exhibit “G”

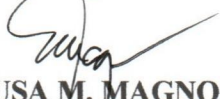
|              |                 |                                 |
|--------------|-----------------|---------------------------------|
|              | 1 <sup>st</sup> | Q<br>u<br>a<br>r<br>t<br>e<br>r |
| June<br>2019 | 2 <sup>nd</sup> |                                 |
|              | 3 <sup>rd</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<br>Monitoring | Mechanism  |       |      |                         | Remarks   |
|------------------------|--|-------|------|-------------------------|---|
|                        | Meeting  |       | Memo | Others<br>(Pls specify) |   |
|                        | One-on One   | Group |      |                         |   |
| Monitoring             |  |       |      |                         |   |
| Counselling            | Discussed on the following:<br>a. Importance of wearing the nurses' uniform while in school.<br>b. Maintain an appropriate teacher-student relationship.<br>c. Collaboration especially in Research.<br>d. Limitation on the use of social media to entertain every student's concern. |       |      |                         | 1.The instructor agreed to perform the activities discussed.<br><br>2. Commendations given for:<br>a. Attending to students/ graduates concerns with prior consultation from the dean.<br><br>b. Helping in gathering documents needed in the conduct of lecture and RLE in major courses.<br><br>c. Orientation of new faculty members<br><br>d. .Imposing student discipline as stipulated in |

|  |  |  |  |  |                         |
|--|--|--|--|--|-------------------------|
|  |  |  |  |  | the student<br>handbook |
|--|--|--|--|--|-------------------------|

Conducted by:

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

Noted by:

  
**BEATRIZ S. BELONIAS**  
VP, Instruction

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: CALUNGSOD, PHOEBE LYNN B.

Performance Rating: 4.579

The Performance Rating shows that the concerned faculty obtained a Very Satisfactory Performance on the following areas: Instruction, Extension with Community Development and other Administrative functions only considering the workload she was assigned with in the College.

**Aim:**

To conduct research so as to increase the number of the college approved, published researches and be utilized by the stakeholders, the students

Date: August 2019

Target Date: December 2020

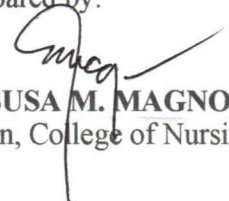
**First Step:**

To conduct this endeavor given the most available time. At present the college has faculty dearth thus only few can conduct this activity.

**Recommendations:**

Agreed and very much willing to conduct such once she is done with her PhD studies.  
With appreciations of her performance on other functions assigned to her in the college.

Prepared by:

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

Conforme:

  
**CALUNGSOD, PHOEBE LYNN B.**  
Faculty