SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **NANCY D. ABUNDA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.79x50%= 2.395 _(4.62 2.31)_	
b. Students (50%)		5.0x50% = 2.5	
Total for Instruction	50%	4.895 _4.81_	2.44 _2.405_
2. Research			
a. Client/Dir. for Research (50%)		4.50 x 50% = 2.25	
b. Dept. Head/Center Director (50%)		4.50 x 50% = 2.25	
Total for Research	30%	4.5	1.35
3. Extension			
a. Client/Dir. for Extension (50%)		4.67 x 50% = 2.335 _(2.135)_	
b. Dept Head/Center Director (50%)		4.67 x 50% = 2.335 _2.135_	
Total for Extension	10%	4.67 _4.27_	0.47 _0.427_
4. Administration	10%	4.8 _4.40_	0.48 _0.440_
5. Production	0%	0	0
TOTAL			4.79 _4.64_

EQUIVALENT NUMERICAL RATING: 4.74 _4.44_
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.74 _4.44_

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

NANCY D. ABUNDA
Name of Faculty

Reviewed by:

ROSARIO P. ABELA
Department Head

Recommending Approval:

BAYRON S. BARREDO
Dean/Director

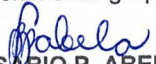Approved:

ROTACIO S. GRAVOSO
Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **NANCY D. ABUNDA**, of the **Department of Teacher Education, College of Education,** commit to the deliver and agree to be

rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January - June 2024.

Recommending Approval:

Approved:

NANCY D. ABUNDA
Faculty
Date: 7/24/24

ROSARIO P. ABELA
Department Head
Date: 8/27/24

BAYRON S. BARREDO
Dean, College of Education
Date: 8-28-24

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)
						Q^1	E^2	T^3	A^4	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							

		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	PI 9: Number of instructional materials developed *	A5 . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		A 6 : 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							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
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	12	26.75	5	5	5	5.00	Math IIn, Math IV (Jupiter & Venus)

		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	3	5	5	5	5.00	Math IIn, Math IV (Jupiter & Venus)
		A 11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period							
		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	3	5	5	5	5.00	Faculty Onboarding 1st sem AY 2023-2024, Launching of GoGreen and Presentation of Study Results, 11TH International Conference for Science Educators and Teachers (ISET) 2024
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	14	5	5	5	5.00	Math IIn, Math IV (Jupiter & Venus)
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	8	32	5	5	5	5.00	Math IIn, Math IV (Jupiter & Venus)
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required			0	0	0	0	
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviserto students	0	13	5	5	5	5.00	Grade 11-HUMSS Brassica
		A17. Number of students advised on thesis/ field practice/special problem:		0	1	5	5	5	5.00	Grade 12 ABM Students

		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		_A18_ . *Number of students entertained for consultation purposes*	Entertains students consulting on subject taught, thesis and grades	30	120	5	5	5	5.00	Math IIn, Math IV (Jupiter & Venus), & Grade 11 HUMMS

PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO							
	A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	7	5	5	5	5.00	Midterm and Final Term Exam, Parent-Teachers Consultation, Arts Month, Annual Research Congress, Moving-Up Ceremony, Parent-Seniors' Night, Graduation Ceremony
PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	1	4	5	5	4.67	Math IV
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	4	5	5	4.67	Math IV
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	25	5	5	5	5.00	Math IV, Math 11n
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	52	5	5	5	5.00	Math IV, Math 11n
	A 23 : 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							
	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	Math IV, Math 11n

	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							

		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU								
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							4.95	

UMFO 3 . RESEARCH SERVICES

	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. 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								
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year								
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. 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								
		In refereed int'l journals									
		In refereed nat'l/regional journals									
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences								
		In int'l fora/conferences									
		In nat'l/regional fora/conferences		0	1	4	5	5	4.67		Benchmarking and Capacity Needs Assessment Towards Developing VSU Into a National Green University Study 1: Knowledge, Attitudes, and Practices of VSU as a Green and Sustainable University

	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							
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by								

		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	1	2	4	4	5	4.33	1. Democratizing Personalized Education: Moving Beyond the Blackbox with Open-Source GenAI and Immersive Technology 2. SEED - Humanizing Generative AI in Higher Education: Governance Strategies for Student Empowerment and Ethical Deployment in Qatar's Universities
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal						4.50	
UMFO 4. EXTENSION SERVICES										DepEd Baybay City Division
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	0	1	4	4	5	4.33		
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 of technologies for transfer								
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	Implementes duly approved extension projects								
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services								

	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							
	Research Mentoring	*Research Mentor*								
	Peer reviewers/Panelists	*Peer reviewers/Panelists*		0	5	5	4	5	4.67	Action Research Proposal Defense (Social Studies)
	Resource Persons	*Resource Persons*		0	1	4 5	5	5	5.00	VSU Faculty Onboarding
	Convenor/Organizer	*Convenor/Organizer*		0	1	4	5	5	4.67	VSU Faculty Onboarding
	Consultancy	*Consultant*								
	Evaluator	*Evaluator*								
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	0	2	4	5	5	4.67	1. Publish with Confidence:Capacitating Basic Education Teachers' Research Publication Skills 2. Capacitating Trainers on Persons Deprived of Liberty with Basic Learning and Living Skills
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								

		A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
									4.67	
MFO 5- Support to Operations (Instructional Materials Development Office)										
	PI 6.1. Number of instructional materials approved by UIMRC		Facilitated the faculty's Instructional Materials in the approval by UIMRC	72	0%	3	3	3	3.00	On-going
	PI 9.1. Number of System Maintenance conducted.		Coordinating with ICTMC in the conduct of an end-semestral system maintenance for VSUEE.	2	50%	5	4	5	4.67	February 28 - BMA iOS
	PI 10.1:Percentage of course syllabi monitored		Monitoring of OBE Syllabi submission and approval	100%	100%	5	4	5	4.67	All VSU undergraduate and graduate programs of main campus and component colleges
	PI 10.2: Percentage of TOS monitored		Monitoring of TOS submission	80%	100%	5	4	5	4.67	All VSU undergraduate and graduate programs of main campus and component colleges
	PI 10.3: Percentage of approved VC evaluation		Review and approval of Virtual Classroom Evaluation	80%	100%	5	4	5	4.67	All VSU undergraduate and graduate programs of main campus and component colleges
	PI 10.4: Number of coordinating the VSU faculty and students VSUEE account		Coordinating the VSU faculty and students VSUEE accounts	10000	13,859	5	4/5	5	5.00	All VSU undergraduate and graduate programs of main campus and component colleges
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 theQMS 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	.							

		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							
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)										
	PI 13.1: Submission of Office PPMP for the following year within deadline as prescribed by BAC.			1	1	5	5	5	5.00	IMDO
	PI 14.1: Number of offices manage and supervised			1	1	5	5	5	5.00	IMDO
	PI. 14.3 Number of meetings conducted			4	4	5	5	5	5.00	Jan. 26, 2024 - Change of Grades Feb. 1, 2024 - Change of Grades May 16, 2024 - Change of Grades May 28, 2024 - IEO/IMDO
	PI 14.4 Number of routinary documents acted			5	6	5	5	5	5.00	Audit Trail ISO, Report on Syllabi Submission during University Management Review, Working Committee VSU Presidentiales Candidate, TWG on Feasibility Study on VSU-Hilongos Campus, Renewal BMA, Submission of 3 Types of IM - CHED RMO 68, s. 2024
	PI. 14.5. Number of requests acted			15	20	5	5	5	5.00	Syllabus, TOS, VSUEE Request
	PI 14.6. Number of memoranda prepared			1	1	5	5	5	5.00	Preparation of OBE Course Syllabi and Table of Specifications (TOS) - Jan 2024

	PI 14.7. Percentage of faculty and staff submitted a dtr every month				100%	100%	5	5	5	5.00	
	PI 14.8Percentage of complaints, if any, addressed on time				100%	0%	5	5	5	5.00	
	PI 14.9 Percentage of action plans implemented and monitored as scheduled					50%	4	5	5	4.67	
	PI 14.10 Monthly accomplishment report submitted on time.					100%	5	5	5	5.00	
	PI 6:: Additional Outputs										
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *										
		A 47. Collaboration with the VSU Component College					5	5	5	5.00	VSU Component Campuses
		A 48. Consolidation of guidelines and policies with the Academic Units/ department.					5	4	5	4.67	All VSU undergraduate and graduate programs of main campus and component colleges
		A 49. Prepares training proposal for OHIMD and ODIE					5	5	5	5.00	Faculty Onboarding, How Generative AI is Reshaping the Education Sector, Proposal to include Submission of Course Syllabi as Requirement ofor the Release of Overload Pay for Teaching

							5	5	5	5.00	
		A 50. Coordinate with Nephila Web in the renewal of Branded Moodle App for VSUEE.									
		A 51.Other outputs implementing the new normal due to covid 19									
										~~4.80~~ 4.60 *8*	
										8 ~~4.80~~	Comments & Recommendations for Development Purpose:
	Total Over-all Rating									~~221.39~~ 189.67	*8* She has leadership
	Average Rating									~~4.79~~ 4.52	*8* potential. Train and mentor faculty especially
	Adjectival Rating								OUTSTANDING		in research and Admin functions.

Evaluated & Rated by:

ROSARIO P. ABELA
Department Head
Date: 8-27-24

Recommending Approval

BAYRON S. BARREDO
Dean, College of Education
Date: 8·28·24

Approved by:

ROTACIO S. GRAVOSO
Vice President for Academic Affairs
Date: 9/14/24

1 – Quality, 2 – Efficiency, 3 – Timeliness, 4 – Average

VISAYAS STATE UNIVERSITY | INSTRUCTION AND EVALUATION OFFICE

TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATINGS

1ST Semester AY 2023 - 2024

Name of Faculty : **ABUNDA, NANCY D.**
Department: **VSU -Integrated High School**
College: **TEACHER EDUCATION**

Course No. & Descriptive Title		Lec./ Lab.	RATING		% Evaluation Rating
			Numerical	Adjectival	
Math 11n	Mathematics in the Modern World	Lec	5.00	Outstanding	100.0 %
Math IV	Analytic Geo. & Cal	Lec	5.00	Outstanding	100.0 %
Math IV	Analytic Geo. & Cal	Lec	5.00	Outstanding	100.0 %
Average Rating			5.00	**Outstanding**	100.0 %

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 08, 2024

Attested by:

MA. RACHEL KIM L. AURE
Director, Instruction and Evaluation
Date: May 08, 2024

Received by:

NANCY D. ABUNDA
Name and Signature of Faculty
Date: May 21, 2024

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

INSTRUCTION AND EVALUATION
3/F Administration Building, Visayas State University
Baybay City, Leyte
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FM-ODI-04
V02 12-08-2023
No.1#23-24sIHS-01

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: VSU INTEGRATED HIGH SCHOOL

Head of Office: DR. ROSARIO P. ABELA

Number of Personnel: 17

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Review and Finalization of the IHS Individual Targets (January – December 2024) and Accomplishments (January – June 2024)		Faculty Meeting January 8, 2024 Consolidation of IPCR Accomplishments May 14, 2023			Each faculty finalize their IPCR Targets (January – December 2024) and Accomplishments (January – June 2024)
Coaching Review the need support to facilitate the attainment of the IHS Targets		Faculty Meeting February 26, 2024 March 17, 2024 Consolidation of IPCR Accomplishments August 2, 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:

ROSARIO P. ABELA
Department Head

Noted by:

BAYRON S. BARREDO
Dean, College of Education

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: <u>Dr. Nancy D. Abunda</u>
Performance Rating: <u>Outstanding</u>

Aim: <u>To write research and extension proposal and submit to OVPRE for findings.</u>

Proposed Interventions to Improve Performance:

Date: <u>February 2024</u>   Target Date: April 2024

First Step:

    1. Attend relevant seminars and training on Research and Extension Proposal.
    2. To produce at least one (1) learning guide per subject ready for the new normal instruction.

Result:

1. <u>Carried out responsibilities efficiently as an instructor and administrator.</u>
2. <u>To conduct approved research and extension projects.</u>

Date: <u>June 2024</u>   Target Date: <u>December 2024</u>

Next Step:

    <u>Decrease teaching load in order to engage in research and produce new IM's.</u>

Outcome: <u>A better schedule that will allow time for administration, research, extension and instruction.</u>

Final Step/Recommendation:

1. <u>Publish more research articles to reputable journals.</u>
2. <u>Mentor young and less experienced faculty.</u>
3. <u>Engage in extension projects.</u>

Prepared by:

ROSARIO P ABELA
Unit Head

Conforme:

NANCY D. ABUNDA
Name of Ratee Faculty/Staff