

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%)		4.8(1) = 4.8	
<i>Total</i>	25%	4.8 (.25)	1.2
3. Extension			
a. Department head (100%)		4.8 (1) = 4.8	
<i>Total</i>	25%	4.8 (.25)	1.2
Grand total			4.76

EQUIVALENT NUMERICAL RATING: 4.76

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.76ADJECTIVAL 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)

"Exhibit B"

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 2021**.

DEVIANNE JANE E. DAIZ

Instructor I

Date: *July 5, 2021*

Approved:

JOEL REY U. ACOB

College Dean

Date: *12 July 2021*

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	20.85	4.8	4.8	4.8	4.80	
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	6	5	5	5	5.00	
		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	1	2	5	5	4	4.67	
		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	14	4.9	4.9	4.9	4.90	
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	11	5	5	5	5.00	

		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	140	5	5	5	5.00	
	PI 8: Number of students advised: *	A16 . Number of students advised:	Acts as academic adviser to students	20	60	5	5	4	4.67	
		A17 . Number of students advised on thesis/ field practice/special problem:	Acts as undergraduate research adviser	2	4	4.8	4.8	4.8	4.80	
	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	4	5	5	4	4.67	
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	4	4.8	4.8	4.8	4.80	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	32	4.8	4.8	4.8	4.80	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	26	4.7	4.7	4.7	4.70	
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	4	5	5	5	5.00	
		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	4.8	4.8	4.8	4.80	
	Total Score								4.88	
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	4.7	4.7	4.7	4.70	Submitted Research Proposal entitled "College of Nursing Graduate Tracer Study".
	Total Score								4.70	
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	4	4.67	COPE-CHD established MOA with 5 Barangays (Marcos, Pangasugan, Guadalupe, Patag and Bunga)
	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	1	1	5	5	4	4.67	COPE-CHD extension proposal was approved for implementation
	Total Score								4.67	
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	4.75	4.75	4.75	4.75	OFIs and NCs were complied
	Total Over-all Rating								4.775	

Average Rating (Total Over-all rating divided by 4)	
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.775
ADJECTIVAL RATING	

Evaluated & Rated by:

JOEL REY U. ACOB

Department Head

Date: 12 July 2021

Recommending Approval

JOEL REY U. ACOB

Dean, College of Nursing

Date: 12 July 2021

Comments & Recommendations for Development
Purpose: **Commendation for being active in the conduct of extension and as dDRC.**

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 9/28/21

PERFORMANCE MONITORING & COACHING JOURNAL

Name of Office: COLLEGE OF NURSING

Head of Office: ACOB, JOEL REY U.

Number of Personnel: DAIZ, DEVIANNE JANE E.

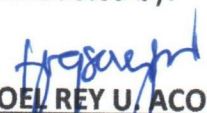
/	1st	Q U A R T E R
/	2nd	
	3rd	
	4th	

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Coaching and mentoring executed during the monthly faculty meetings.		*Advised to continue developing the learning guides as prescribed by the university.			Able to submit the required learning materials for the classes handled.
		*Encouraged to submit weekly accomplishments for the applied WFH dates.			Able to submit weekly accomplishments with appropriate attachments.
		*Encouraged to render extra mile to reach out students in the new normal.			Commendation for taking the advice as evidenced by conduct of asynchronous consultations to students
		*Encouraged to attend and represent the college in the conduct of extension program			Commendation for a successful delivery of extension activity.
		*Encouraged to continue working for the College as DRC for quality management system.			Commendation for timely and efficient function as College DRC.

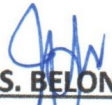

Note: Please indicate the date in the appropriate box when the monitoring was conducted


DEVIANNE JANE E. DAIZ
Faculty

Conducted by:


JOEL REY U. ACOB
Immediate Supervisor

Noted by:



BETARIZ S. BELONIAS
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

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

Performance Rating: **4.76**

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 has also started with conduct of community extension program.

Aim(s): 1. to develop and/or enhance beginning skills in the conduct of community extension program

Date: February 2021

Target Date: 2nd to 3rd quarter of 2021

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

Date: February 2021

Target date: 2nd to 3rd quarter of 2021

Proposed Interventions to Improve Performance:

First Step:

- Inclusion of the involved during project/program planning phase
- Shadowing and coaching approaches to introduce initial skills on the conduct of community extension program/project.

Results:

- Acquired initial actual experience in conducting extension project.
- Able to secure related documents required in the execution of such.

Next Step:

- Feedbacking and processing of experiences to determine areas for enhancement.

Final Step/Recommendation:

- Document accomplishment for reporting to OVPRDEI

Prepared by:


JOEL REY U. ACOB
Dean

Conforme:


DEVIANNE JANE E. DAIZ
Faculty