

Exhibit "K"

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **JOEL REY U. ACOB**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/ Dean (50%)		4.71 x 100% = 4.71	
Students (50%)			
Total for Instruction	70%	4.71	3.297
Research	20%	5.0	1.04
Extension	10%	4.65	.465
TOTAL			4.80


EQUIVALENT NUMERICAL RATING: 4.80

Add: Additional points, if any:

TOTAL NUMERICAL RATING: **4.80**

ADJECTIVAL RATING: **VERY SATISFACTORY**


Prepared by:


JOEL REY U. ACOB
Faculty


Reviewed by:

JESUSA M. MAGNO
College Dean

Recommending Approval:



JESUSA M. MAGNO
College Dean


Approved:


BEATRIZ S. BELONIAS
Vice President, Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JOEL REY U. ACOB, 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, 2020.


JOEL REY U. ACOB
 Assistant Professor II
 Date: September 7, 2020

Approved

JESUSA M. MAGNO
 College Dean
 Date:

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO 1. INSTRUCTION Prepares lectures and plans academic activities of students	FTE	Teaches: (2 nd semester) NuCM 102, NuCm 103, NuCm 109, NuCM109r	2	25.325	4.8	4.8	4.8	4.8	
	Number of new instructional materials developed: Handouts Slide presentations Course syllabus	College Coordinator, RDE College Secretary	2	4	4.8	4.7	4.7	4.73	
		Committee memberships: Curriculum Academic and non-Academic personnel, honors and awards, Instructional materials	2	4	4.8	4.7	4.7	4.73	
Student research and field practice advising	No. of student research and field practice advising								
	No. of case study	Case study adviser		1	4.7	4.6	4.6	4.63	
Student advising and consultation services	No. of hours spent on consultation	Conducts online consultation with students	10 hrs	80	4.7	4.6	4.6	4.63	

	No. of student related activities assisted	Assists and supervises students orientation and reorientation on RLE hospital exposure guidelines							
Number of instructional materials developed	<p>Number of existing instructional materials converted to flexible learning systems</p> <p>Online ready coursewares Supplemental learning resources Assessment tools</p> <p>Number of on-line course ware reviewed by the TRP and edited by MMDC editor</p>		1	2	4.7	4.7	4.6	4.66	
Additional outputs	Other outputs implementing the new normal due to Covid 19	Conducts online survey activity regarding covid19		2	4.8	4.8	4.8	4.8	The survey stems on both the positive stance of Covid-19 and Challenges encountered by students in the pandemic.
MFO 3. RESEARCH SERVICES	<p>Research proposals submitted and approved by the college research coordinator</p> <p>Number of research output completed within a year</p>	<p>submits research proposal for possible utilization by industry or other beneficiaries</p> <p>Writes publishable materials out of</p>	1	2	5.0	5.0	5.0	5.0	1.Nursing the nursed: Addressing

	<p>Research paper published in an international journal</p> <p>Number of journal articles/scientific paper received and reviewed as peer-reviewer</p>	<p>research outputs and submits for publication</p> <p>Acts as reviewer of journal articles/scientific papers received and duly reviewed papers</p>	1	2	5.0	5.0	5.0	5.0	<p>Covid19 pandemic crisis in the CUEN theory perspective.</p> <p>2.Validation of Elderly Abuse Assessment Tool</p> <p>3. Self Management Behavior and its impact to glycated Hemoglobin among clients medically diagnosed with diabetes mellitus: A correlation study</p>
	<p>Other outputs implementing the new normal due to covid 19</p>	<p>Designs research survey on the effects of covid19 to students</p>	1	1	5.0	5.0	5.0	5.0	<p>-Challenges of Covid19 among students</p> <p>-asynchronous monitoring and consultation via e-platform and cellular phones</p>

MFO 4. EXTENSION SERVICES	No. of extension proposal made and submitted									"Mental Health among SHS educators"
	No. of person-days trained									
	No. of IEC materials/techno guides developed/approved/used									
	Number of beneficiaries served:									
	Groups/ institution	Component member	10							
	Individuals		20							
	FAST	Project leader	20							
	CATCH									
	HELP									
	CARES									
	Number of trainings conducted									
	Number of extension projects conducted and completed with prescribed period									
	Number of invitations as resource person		0	1	4.7	4.7	4.7	4.7		Covid and Caring : A learning reflections Airlangga University , Indonesia
Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs and other stakeholders	Number of active partnerships with LGUs, industries and other stakeholders facilitated and maintained	Identifies links with probable partners for extension activities and maintains this active partnership	1	2	4.7	4.6	4.5	4.6		ViSCARES for Brgy Marcos and Brgy Pangasugan
Number of extension programs organized and supported consistent with the SUCs mandated and priority programs	Number of extension programs/projects implemented	Implements duly approved extension projects								
Number of technical/expert services	Number of technical/expert services as:	Provides the technical and expert								

	Research mentor Peer reviewer/panelist	services requested by the beneficiaries.		2	4.7	4.76	4.6	4.66	-VSU Commodity Team on research mentoring and review. -Reviewer, Annals of Tropical Research
Total Over-all Rating					4.816	4.79	4.76	4.78	4.78

Average Rating (Total Over-all rating divided by 4)		XX
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.78
ADJECTIVAL RATING		Very Satisfactory

**Comments & Recommendations for Development
Purpose:**

-Keep up the good work!

Evaluated & Rated by:


JESUSA M. MAGNO

Dept/Unit Head

Date: _____

Recommending Approval:


JESUSA M. MAGNO

Dean/Director

Date: _____

Approved by:


BEATRIZ S. BELONIAS

Vice President

Date: _____

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

Exhibit "G"

PERFORMANCE MONITORING AND COACHING JOURNAL

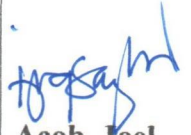
Mar. 2020	1 st	Q u a r t e r
June 2020	2 nd	
	3 rd	
	4 th	

NAME OF OFFICE: **COLLEGE OF NURSING**

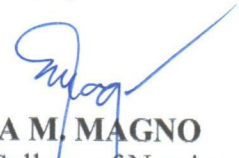
Head of Office: Jesusa M. Magno

Name of Personnel: **ACOB, JOEL REY U.**

Activity Monitoring	Mechanism			Remarks	Conforme
Monitoring	Meeting		Memo	Others (Pls specify)	
	One-on One	Group			
Counselling done during in-person faculty meetings and continuous monitoring through virtual conference.		<ol style="list-style-type: none"> 1. With gentle reminders to ensure that schedule of classes and other work assignments are in place. 2. As college secretary, requested to keep track of the college activities and check other documents necessary for ISO 9001:2015. 3. Requested to attend meetings in lieu of the head of office if the latter is not available due to valid reasons. 4. Requested to collect hard copies of syllabi, grade sheets, TOS from 		<p>Commendable performance of functions extended and helped the college achieve the targets for the first two quarters of the year.</p> <p>With updated records of faculty.</p> <p>With documents prepared, reviewed and enrolled at QAC for ISO Certification.</p> <p>Attended meetings as requested in lieu of the head of office.</p>	

		<p>respective instructors for safe-keeping.</p> <p>5. Work on catch-up plans and assignments given to students to finish the remaining topics after the midterm period.</p> <p>6. Join webinars conducted by VSU, EVHEI, ADPCN, PNA related to instruction and other academic activities in preparation for the new normal.</p> <p>7. Start making modules using the VSU-BOR approved template.</p> <p>8. Advised to submit the weekly accomplishments in compliance with the requirement in the work from home scheme.</p>		<p>Joined in all the webinars conducted by VSU, EVHEI, ADPCN, PNA and its special organizations on topics related to instruction and other academic activities in preparation of the new normal.</p> <p>Accomplished tasks and other requirements within the period.</p>	<p> <u>Acob, Joel</u> <u>Rev U.</u> Faculty</p>
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Conducted by:


JESUSA M. MAGNO
Dean, College of Nursing

Noted by:


BEATRIZ S. BELONIAS
VP, Academic Affairs

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ACOB, JOEL REY U.

Performance Rating: 4.8

The Performance Rating showed that the concerned faculty obtained a Very Satisfactory Performance in the areas of Instruction, Research and Extension based from TPES and IPCR results.

Dr. Joel Rey U. Acob has commendable performance as the college accomplished the targets set for the first two quarters of CY 2020. Designed activities and other flexible learning system to implement the new normal.

Aim:

Serve as consultant of faculty members conducting research.

Date: January 2020

Target Date: Dec. 2020

Attend nursing updates for personal and professional growth and development.

Date: January 2020

Target Date: Dec. 2020

First Step:

Discussed during the faculty meeting.

Recommendations:

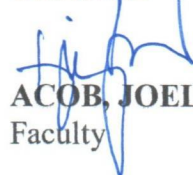
The faculty agreed to serve as consultant of some faculty conducting research.

Visit websites of various related organizations for schedule of updates.

Prepared by:

JESUSA M. MAGNO
Dean, College of Nursing

Conforme:



ACOB, JOEL REY U.
Faculty