

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **DE LOS SANTOS, JANET ALEXIS A.**

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating (Rating x %) (3) | Equivalent Numerical Rating (2x3) |
|----------------------------|---|--|--|
| 1. Instruction | | | |
| a. Head/Dean (50%) | | 4.89(.50) = 2.44 | |
| b. Students (50%) | | 4.75(.50) = 2.37 | |
| <i>Total</i> | 50% | 4.81 (.50) | 2.4 |
| 2. Research | | | |
| a. Department head (100%) | | 4.92(1) = 4.92 | |
| <i>Total</i> | 30% | 4.92(.30) | 1.47 |
| 3. Extension | | | |
| a. Department head (100%) | | 4.9 (1) = 4.9 | |
| <i>Total</i> | 20% | 4.9 (.20) | .98 |
| Grand total | | | 4.85 |

EQUIVALENT NUMERICAL RATING: 4.85

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.85ADJECTIVAL RATING: **Very Satisfactory**

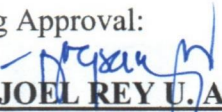
Prepared by:


JANET ALEXIS A. DE LOS SANTOS
Name of Faculty

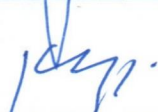
Reviewed by:


JOEL REY U. ACOB
Department Head

Recommending Approval:


JOEL REY U. ACOB
Dean

Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JANET ALEXIS A. DE LOS SANTOS, a faculty member of the DEPARTMENT OF NURSING 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, 2022.

JANET ALEXIS A. DE LOS SANTOS
ASSOCIATE PROFESSOR I

Date: 9/7/22

Approved:

JOEL REY U. ACOB

Department Head

Date: 9/7/22

| 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 1. ADVANCED EDUCATION SERVICES | | | | | | | | | | |
| 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 subjects/courses assigned : NuCM 112, NuCM 111, NuCM 114r | 5 | 26.6 | 5 | 5 | 5 | 5.00 | |
| | | A10. Number of grade sheets submitted within prescribed period | Prepares gradesheet and submits on or before deadline | 1 | 4 | 5 | 5 | 5 | 5.00 | for 4 sections enrolled in NRES2 |
| | | A12. Number of trainings attended related to instruction | Attendance to seminars, trainings and conferences | 1 | 10 | 5 | 5 | 5 | 5.00 | EVHRDC, UPM, UPM-NIH, PCHRD |

| | | | | | | | | | | |
|-----------------------------------|---|---|---|-------------|-------------|-----|-----|-----|------|--|
| | | A13 . Number of long examinations administered and checked | Administers and checks long examination for subjects taught | 1 | 4 | 4.8 | 4.8 | 4.8 | 4.8 | Nursing Research, Health Care Ethics |
| | | A14 . Number of quizzes administered and checked | Prepares and checks quizzes/ Case studies for lec and lab | 1 | 8 | 4.8 | 4.8 | 4.8 | 4.8 | |
| | | A18 . Number of students entertained for consultation purposes | Entertains students consulting on subject taught | 10 students | 60 students | 5 | 5 | 5 | 5.00 | Consultations on the development of research proposals. |
| | 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 | 2 | 4.8 | 4.8 | 4.8 | 4.8 | 2 Online classrooms prepared. Healthcare ethics and Nursing Research |
| | | On-line ready courseware | Prepares Instructional module/laboratory guide/workbook or a combination thereof | 1 | 2 | 4.8 | 4.8 | 4.8 | 4.8 | for Healthcare ethics and Nresearch course |
| | | Supplemental learning res | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught | 1 | 3 | 4.8 | 4.8 | 4.8 | 4.8 | for Healthcare ethics and Nresearch course |
| | | Assessment tools | Prepares assessment tools such as long exam, quizzes, problems sets, etc. | 1 | 6 | 5 | 5 | 5 | 5.00 | for Healthcare ethics and Nresearch course |
| | | A 24 : Number of virtual classroom created and operational | Creates virtual classroom using either Moddle or Google Classroom | 1 | 2 | 4.8 | 4.8 | 4.8 | 4.8 | for Healthcare ethics and Nresearch course |
| 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 | 1 | 7 | 5 | 5 | 5 | 5 | Health and well-being benefits of gardening; Healthfacility related stigma; work engagement and patient outcomes, development and psychometric evaluation; coronaphobia and gardening; covid anxiety and students'health; covid stigma |
| | PI 2. Number of research outputs completed within the year * | A 28. Number of research outputs completed within the year * | Conducts and completes research project within the year | 1 | 1 | 4.8 | 4.8 | 4.8 | 4.8 | VSU-Graduate School Offering a graduate school program for the allied health professionals: a feasibility study |
| | 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 | 1 | 7 | 5 | 5 | 5 | 5.00 | Health and well-being benefits of gardening; Healthfacility related stigma; work engagement and patient outcomes, development and psychometric evaluation; coronaphobia and gardening; covid anxiety and students'health; covid stigma |
| | 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 | 4.8 | 4.8 | 4.8 | 4.8 | Influence of Clinical Learning Environment and Academic Grit on Work Readiness, Self-esteem, and caring behaviors among undergraduate nursing students in Leyte |
| | | 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 | 1 | 7 | 5 | 5 | 5 | 5.00 | Central Mindanao University, Journal of Advanced Nursing (2) , Journal of Nursing Management; Sage Open (3) |
| UMFO 4. EXTENSION 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 | 1 | 1 | 4.8 | 4.8 | 4.8 | 4.8 | NUHRA- development of agenda |
| | Peer reviewers/Panelists | Peer reviewers/Panelists | | 1 | 3 | 5 | 5 | 5 | 5.00 | research panelist: EVSU (2); MSU-IIT (1); |

| | | | | | | | | | | |
|--|-----------------------|--|--|--|--|--|--|--|--|--|
| | Total Over-all Rating | | | | | | | | | |
| | Average Rating | | | | | | | | | |
| | Adjectival Rating | | | | | | | | | |

Evaluated & Rated by:

JOEL REY ACOB *[Signature]*

Department Head

Date: 9/7/22

Recommending Approval

JOEL REY U. ACOB *[Signature]*

Dean, _____

Date: 9/7/22

Approved by:

[Signature]
BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 9/7/22

' Commendation for being able to
produce publication.

[Signature]

PERFORMANCE MONITORING & COACHING JOURNAL

Name of Office: COLLEGE OF NURSING

Head of Office: ACOB, JOEL REY U.

Number of Personnel: DE LOS SANTOS, JANET ALEXIS A.

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

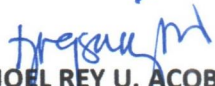
| Activity Monitoring | MECHANISM | | | | Remarks |
|--|------------|---|------|-----------------------|--|
| | Meeting | | Memo | Others (Pls. specify) | |
| | One-on-One | Group | | | |
| Coaching and mentoring executed during the monthly faculty meetings. | | <p>*Advised to continue developing the learning guides as prescribed by the university.</p> <p>*Encouraged to render extra mile to reach out students in the new normal.</p> <p>*Encouraged to spearhead the College RDE office in crafting proposals for submission</p> <p>.</p> | | | <p>Able to submit the required learning materials for the classes handled.</p> <p>Commendation for taking the advice as evidenced by conduct of online consultations among students</p> <p>Acclamation of significant contribution towards the College's commitment to research publications.</p> <p>Further commendation of forging foreign partnership</p> |

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




JANET ALEXIS A. DE LOS SANTOS
Faculty

Conducted by:



JOEL REY U. ACOB
Immediate Supervisor

Noted by:



BEATRIZ S. BELONIAS
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **DE LOS SANTOS, JANET ALEXIS A.**

Performance Rating:

The Performance Rating showed that the concerned faculty obtained a Very Satisfactory Performance in the delivery of core mandates of the university.

Dr. De Los Santos' contribution through publication became instrumental in the achievement of the target set for the college.

Moreover, her initiative to initiate collaboration for foreign partnership added in the accomplishment for internationalization.

Aim(s): 1. To increase publication
2. attendance to conferences and other nursing-related undertakings.

Target Date: May 2022

Proposed Interventions to Improve Performance:

First Step:

- Inclusion of researcher-initiated collaboration be registered to RD office
- Identify avenues for presentation of research findings.

Results:

- Able to register collaborated researches to RD office.
- Able to present research results in virtual conferences

Next Step:

- Encouraged to increase research participation and engagement both national and regional in scope.

Final Step/Recommendation:

- Agreed to increase collaboration to research and extension engagements

Prepared by:


JOEL REY U. ACOB
Dean

Conforme:


JANET ALEXIS A. DE LOS SANTOS
Faculty