

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: CAVITE. FRANCE ALLAN M.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
2. Instruction			
e. Head/Dean (100%)		4.62x100%=	
f. Students (TPES on-going)			
Total for Instruction	70%	4.62	3.23
3. Extension			
a. Client/Dir. for Extension			
b. Dept Head/Center Director (100%)		4.7x 100% = 4.7	
Total for Extension	30%	4.7	1.41
TOTAL	100%		4.64

EQUIVALENT NUMERICAL RATING: 4.64

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.64ADJECTIVAL RATING: Very Satisfactory

Prepared by:

Reviewed by:

  
**FRANCE ALLAN M. CAVITE**Name of Faculty 15 Dec 2021  
**JOEL REY U. ACOB**Department Head 11 Jan 2021

Recommending Approval:

  
**JOEL REY U. ACOB**Dean 11 Jan 2021

Approved:

  
**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

"Exhibit B"

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **FRANCE ALLAN M. CAVITE**, a faculty member of the **COLLEGE OF NURSING** commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period **July to December 2020**.

**FRANCE ALLAN M. CAVITE**

Instructor I

Date: *Dec. 15, 2020*

Approved:

**JOEL REY U. ACOB**

College Dean

Date: *11 Jan 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	22.775	4.7	4.8	4.8	4.76	NuCM 106 Pharmacology, NuCM 104 RLE, NuCM 107 RLE, NuCM 112 Lec and RLE, NuCM 113 RLE, NuCM 114 RLE
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	7	4.3	4.4	4.4	4.36	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	882	4.7	4.8	4.6	4.70	All Level III and II students
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	12	4.4	4.3	4.5	4.40	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	60	131	4.7	4.8	4.7	4.73	Level I Health Assessment Laboratory Manuals and Level II Case Study



		<u>A18</u> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	253	4.7	4.8	4.7	4.73	All Level I and Level II Students of the courses taught thru Messenger or SMS.
	PI 10: Number of instructional materials developed *	<u>A 21</u> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	3	4.8	4.6	4.7	4.70	Submitted to College Level IM Committee
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	5	6	4.2	4.3	4.3	4.26	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	60	4.5	4.7	4.6	4.6	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets,	2	20	4.7	4.6	4.7	4.66	
		<u>A 23</u> : 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	2	3	4.5	4.5	4.6	4.53	Up to College Dean only due to high similarity index issue
		<u>A 24</u> : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	3	4.8	4.7	4.7	4.73	
		<u>A 26</u> . Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	2	4.5	4.6	4.6	4.56	Designed learning activities and assessment.
<b>UMFO 3 . RESEARCH SERVICES</b>										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<u>A27</u> . 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	0					Satisfaction of Postprum Mothers in Birthing Homes and Lyin-ins in the Province of Leyte - on-going and Graduate Tracer Study of CON (proposal)

	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year	1	0					
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1	0					
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1						Designed a virtual classrooms with supplemental videos in order to enhance learning of the students. Created and
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of	<b>A 36.</b> 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						Initial talk done to Barangay Bunga. With ongoing MOU. Planning to have a partnership with Bato School of Fisheries for Psychological and Psychosocial Support in this time of Pandemic.
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1	1	4.6	4.7	4.8	4.7	Collaborated an Online Webinar to Bato School of Fisheries for the upcoming Brigada Skwela for the topic about Psychosocial and Psychological Aspect and Facts about COVID-19.
	<b>Total Over-all Rating</b>									

<b>Average Rating (Total Over-all rating divided by 4)</b>	
<b>Additional Points:</b>	
<b>Punctuality</b>	
<b>Approved Additional points (with copy of approval)</b>	
<b>FINAL RATING</b>	4.69
<b>ADJECTIVAL RATING</b>	VS

Comments & Recommendations for Development Purpose:

- encourage to submit his paper for publication
- encourage to develop research and proposal

Evaluated & Rated by:

JOEL REY U. ACOB

Department Head

Date: 11 Jan 2021

Recommending Approval

JOEL REY U. ACOB

Dean,

Date: 11 Jan 2021

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 11/15/21



## PERFORMANCE MONITORING & COACHING JOURNAL

Name of Office: COLLEGE OF NURSING

Head of Office: ACOB, JOEL REY U.

Number of Personnel: CAVITE, FRANCE ALLAN M.

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

Activity Monitoring	MECHANISM			Remarks	
	Meeting		Memo		
	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.
		*Ensure to reframe with the RLE requirements in the new normal.			Able to identify major assessment tools to measure RLE in the new normal
		*Encouraged to render extra mile to reach out students in the new normal.			Commendation for taking the advice as evidenced by conduct of consultation calls
		*advised to process needed documents for endorsement and work renewal			Able to secure needed documents and attachments.
		*start retrieving documents pertinent to PDS, CV accomplishments			Able to submit and compile documents.

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

  
**FRANCE ALLAN M. CAVITE**

Faculty

Jan. 11, 2020

Conducted by:

  
**JOEL REY U. ACOB**

Immediate Supervisor

11 Jan 2021

Noted by:

  
**BETARIZ S. BELONIAS**

Next Higher Supervisor

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **CAVITE, FRANCE ALLAN M.**

Performance Rating: **4.64**

The Performance Rating showed that the concerned faculty obtained a Very Satisfactory Performance in Instruction and Extension components.

He is noted to contribute in the reframing of RLE measures for student's assessment in the new normal.

**Aim(s):** 1. to commence his PhD in Nursing program mid of 2021

Date: July 2021

Target Date: June 2024

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

Date: July 2020

Target date: December 2020

### Proposed Interventions to Improve Performance:

#### First Step:

- Included in the monthly meeting discussion
- Revisit the approved Faculty Development Plan for the College

#### Results:

- Able to identify of the need to hire additional faculty in lieu of this.
- Participated in the nursing webinar organized by the International Association of Human Caring.


#### Next Step:

- Request to hire additional faculty members

#### Final Step/Recommendation:

- To make initial plan to commence his PhD program
- Registration for a seminar for professional development and for instruction support.

Prepared by:

  
**JOEL REY U. ACOB**  
Dean 11 Jan 2021

Conforme:

  
**FRANCE ALLAN M. CAVITE**  
Faculty

11 Jan. 2021