

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)
1. Instruction			
a. Head/Dean (50%)		$4.8(.50) = 2.4$	
b. Students (50%)		$3.5 (.50) = 1.75$	
<i>Total</i>	<i>50%</i>	<i>4.15 (.50)</i>	<i>2.075</i>
2. Research			
a. Department head (100%)		$4.8 (1) = 4.8$	
<i>Total</i>	<i>25%</i>	<i>4.8 (.25)</i>	<i>1.2</i>
3. Extension			
a. Department head (100%)		$4.8(1) = 4.8$	
<i>Total</i>	<i>25%</i>	<i>4.8(.25)</i>	<i>1.2</i>
Grand total			4.47

EQUIVALENT NUMERICAL RATING: 4.47

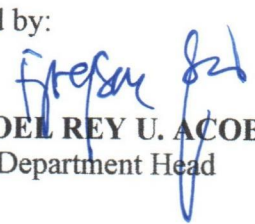
Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.47ADJECTIVAL RATING: **Very Satisfactory**

Prepared by:


FRANCE ALLAN M. CAVITE
Name of Faculty

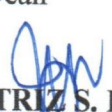
Reviewed by:


JOEL REY U. ACOB
Department Head

Recommending Approval:



JOEL REY U. ACOB
Dean

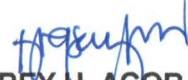
Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

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 target in accordance with the indicated measures for the period **January to June**.


FRANCE ALLAN M. CAVITE
 Instructor II
 Date: *July 12, 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	A9. Actual Faculty's FTE	Handles and teaches courses assigned	3	27.525	5	5	5	5	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	36	5	5	5	5	
		A12. Number of Trainings attended related to Instruction	Prepares gradesheet and submits on or before deadline	2	7	5	5	5	5	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	21	5	5	5	5	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	50	5	5	5	5	

		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	42	5	5	5	5	
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	159	5	5	5	5	
	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	1	6	4.7	4.7	4.7	4.7	
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	5	4.8	4.8	4.8	4.8	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	82	4.9	4.9	4.9	4.9	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	125	4.9	4.9	4.9	4.9	
		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	2	2	4.5	4.5	4.5	4.5	
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	11	5	5	5	5	

		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	10	4.7	4.7	4.7	4.7	
UMFO 3 . RESEARCH SERVICES					Total				4.89	
	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	1	4.8	4.8	4.8	4.8	
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	1	4.8	4.8	4.8	4.8	
UMFO 4. EXTENSION SERVICES					Total				4.8	
	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	1	4.7	4.7	4.7	4.7	
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1	8	4.7	4.7	4.7	4.7	
	Total Over-all Rating				toatl				4.70	

Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.79
ADJECTIVAL RATING		

Comments & Recommendations for Development Purpose:

Edorsement further/ advanced eductaion. God bless

Evaluated & Rated by:


JOEL REY U. ACOB

Department Head

Date: 12 Aug 2021

Recommending Approval


JOEL REY U. ACOB

Dean, College of Nursing

Date: 12 Aug 2021

Approved by:


BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 9/28/21

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: COLLEGE OF NURSING

Head of Office: ACOB, JOEL REY U.

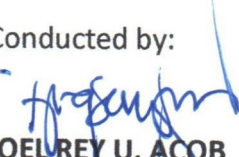
Number of Personnel: CAVITE, FRANCE ALLAN M.

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>*Ensure to re-design the RLE requirements in the new normal.</p> <p>*Encouraged to render extra mile to reach out students in the new normal.</p> <p>*Advised to process needed documents for post-graduate studies</p>			<p>Able to submit the required learning materials for the classes handled.</p> <p>Able to identify major assessment tools to measure RLE in the new normal</p> <p>Commendation for taking the advice as evidenced by conduct of asynchronous consultations</p> <p>Able to compile documentary requirements to be eligible for admission in post-graduate degree. Underwent panel interview by the proposed delivering institution.</p>



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


FRANCE ALLAN M. CAVITE
Faculty

Conducted by:


JOEL REY U. ACOB
Immediate Supervisor

Noted by:


 **BETARIZ S. BELONIAS**
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

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

Performance Rating: **4.47**

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

He is noted to continuously contributing to reframe RLE delivery and measures in the absence of face-to-face delivery.

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: January 2021

Target date: March-June 2021

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 accredited CPE providing for nursing

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

Conforme:


FRANCE ALLAN M. CAVITE
Faculty