



Exhibit K

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

Name of Faculty Member: Jeffrey Lloyd L. Cagande

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		2.40	
b. Student (50%)		2.20	
Total for Instruction	80%	4.60	3.68
2. Research			
a. Client/Dir. For Research (50%)		0.00	
b. Dept. Head/Center Director (50%)		2.34	
Total for Research	5%	2.34	0.12
3. Extension			
a. Client/Dir. For Extension (50%)		0.00	
b. Dept. Head/Center Director (50%)		2.42	
Total for Extension	5%	2.42	0.12
4. Support to Operation	5%	4.95	0.25
5. Administration	5%	5.00	0.25
TOTAL			4.42

EQUIVALENT NUMERICAL RATING:

4.42

Add: Additional points, if any:

TOTAL NUMERICAL RATING:

4.42

ADJECTIVAL RATING:

Satisfactory
Very Satisfactory

Prepared by:

JEFFREY LLOYD L. CAGANDE
Name of Faculty

Reviewed by:

REV RHIZZA L. AURE
Head, DPhys

Recommending Approval:

GLENN G. PAJARES
Dean, CAS

Approved:

ROTACIO S. GRAVOSO

Vice President of Academic Affairs



VISAYAS
STATE UNIVERSITY



DEPARTMENT OF PHYSICS

1/F Old Library Building

VSU, Visca, Baybay City, Leyte 6521 Philippines

Phone: +63 53 565 0600 loc 1121

Email: dphys@vsu.edu.ph

Website: www.vsu.edu.ph

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JEFFREY LLOYD L. CAGANDE**, a faculty member of the **DEPARTMENT OF PHYSICS** 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 2024**.

JEFFREY LLOYD L. CAGANDE

Assistant Professor IV

Date: 7/9/2024

Approved:

REV RHIZZA L. AURE

Head, DPhys

Date: 7/9/24

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	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										
OVPI MFO 2. Graduate Student Management Services										
	PI 1: Total FTE monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	N/A						
	PI 10. Additional outputs:	A3. Number of students advised on thesis/special problem/dissertation		N/A						
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	N/A						

Number of instructional materials developed			N/A						
UMFO 2. HIGHER EDUCATION SERVICES									
OVPI MFO 3. Higher Education Management Services									
PI 6: Number of programs accredited	A 1. Number of programs accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	0.00					
PI 10: Total FTE, coordinated, implemented and monitored *	A 2. Actual Faculty's FTE	Handles and teaches courses assigned	30	12.50	5	4	5	4.67	
PI 11: Number of new revised curricular proposals submitted	A 3. Number of new revised curricular proposals submitted	Contributes to the submission of a new revised curricular proposals	6	2.00	5	5	5	5.00	
PI 13: Percentage of courses offered with approved course syllabi	A 4. Percentage of courses offered with approved course syllabi	Teaches subjects with approved course syllabi	100%	100.00%	5	5	5	5.00	
PI 14: Percentage of courses offered with IMs	A 5. Percentage of courses offered with approved IMs	Teaches subjects with approved IMs	100%	100.00%	5	5	5	5.00	
PI 15: Number of Instructional Materials approved	A 6. Number of Instructional Materials approved	Prepares and submits IMs for review and approval	6	2.00	5	5	5	5.00	
PI 16: Percentage of courses offered with final grades submitted within the allowable period	A 7. Percentage of courses offered with final grades submitted within the allowable period	Submits grade sheets within allowable period	100%	70.00%	4	4	3	3.67	
PI 18: Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)	A 8. Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)		100%	100.00%	5	5	5	5.00	
PI 19: Additional Outputs	A 10. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	6	5	5	5	5.00	
	A 11. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	40	20	5	5	5	5.00	

		A 12. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	200	120	5	5	5	5.00	
		A 14. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1					
UMFO 3 . RESEARCH SERVICES										
	PI 1: Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A 15. 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	5	5	4.67	
	PI 2: Number of research outputs completed within the year *	A 16. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	0					
	PI 3: Number of research outputs presented in regional/national/ int'l fora/conferences	A 17. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora/conferences	1	0					
		a. International		1	0					
		b. National		0	0					
		c. Regional or Institutional Conferences		0	0					
	PI 7: Amount of research money obtained from external sources	A 21. Amount of research money obtained from external sources	Requests for research money from external sources	50,000	0					
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 (MOUs/MOAs)	A 32. 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	2	0					
	PI 2: Number of trainees weighted by the length of training	A 33. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	20	0					

	PI 3: Number of extension programs and projects	A 34. Number of extension programs and projects		1	0					
	PI 4: Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	A 35. Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses	1	0					
	PI 5: Number of technical/expert services rendered	A 36. Number of technical/expert services rendered as/in:	Provides the technical and expert services requested by beneficiaries	0	1	5	5	5	5.00	Judge, Elementary Investigative Projects Presentation
		a. Peer reviewer of journal/book								
		b. Review of research and extension proposal								
		c. Resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, facilitator)								
		d. accreditor								
		e. consultancy								
	PI 6: Number of extension proposals submitted	A 37. Number of extension proposals submitted	Prepares extension project proposals and submits for review	1	0					
	PI 7: Number of extension proposals approved	A 38. Number of extension proposals approved	Follow ups submitted and reviewed extension proposals	1	0					
	PI 8: Number of extension proposals implemented	A 39. Number of extension proposals implemented	Implements duly approved extension projects	1	0					
	PI 9: Number of extension outputs presented in int'l, national, regional or institutional conferences	A 40. Number of extension outputs presented in:	Prepares, submits and presents extension paper in conferences	0	0					
		a. International								
		b. National								
		c. Regional or Institutional Conferences								

	PI 10: Number of extension activities conducted	A 41. Number of extension activities conducted	Conducts extension program activities	2	2	5	5	4	4.67	AstroCamp and Suga Igniting Curiosity through
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 1. Faculty Development Services									
	PI 7: Number of trainings, seminars, and conferences attended	A 50. Number of training, seminars, and conferences attended (international, national, regional/institutional)	Attends training, seminars, and conferences attended (international, national, regional/institutional)	3	1					10th Jagna Workshop
		International		2	1	5	5	5	5.00	10th Jagna Workshop
		National		1	0					
		Regional/Institutional		0	0					
	OVPI MFO 3. Registration Services									
	PI 9: Percentage of students enrolled and validated within the registration period	A 51. Percentage of students enrolled and validated within the registration period	Validates students within the registration period	100%	100%	5	5	5	5.00	
	PI 10: Number of students advised during the registration period	A 52. Number of students advised during the registration period	Acts as academic adviser	12	7	5	4	5	4.67	Some shifted to other degree program / Others did not enroll
	OVPI MFO 4. Curricular Program Management Services									
	PI 12: Number of IMs reviewed by the DIMRC	A 53. Number of IMs reviewed by the DIMRC	Submits IMs for review	6	3	5	5	5	5.00	
	PI 13: Number of course syllabi and TOS reviewed and approved	A 54. Number of course syllabi and TOS reviewed and approved	Submits course syllabi and TOS for approval	12	12	5	5	5	5.00	
	PI 16: Number of student thesis advised:	A 57. Number of students advised on thesis/field practice/special problem:		1	0					
		As SRC Chairman	Advises and corrects research outline and thesis/SP manuscript	0	0					

		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	0					
	PI 18: Number of students from other schools having summer program supervised	A 59. Number of students from other schools having summer program supervised	Acts coordinator/facilitator for students from other schools having summer program in VSU	0	0					
	PI 19: Number of external institutions/agencies conducting benchmarking activities served	A 60. Number of external institutions/agencies conducting benchmarking activities served	Facilitates in assisting of the external institutions/agencies conducting benchmarking activities	1	2	5	5	5	5.00	B
	PI 20: Number of students from other academic departments conducting research activities served	A 61. Number of students from other academic depts conducting research activities served	Facilitates in assisting students from other academic depts conducting research activities	0	0	5	5	5	5.00	
	PI 21: Additional outputs	A 62. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	20	5	5	5	5.00	

UMFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES

	PI 1: Number of departments/institutes/offices supervised	A 65. Number of departments/institutes/offices supervised	Acts as head of office	N/A						
	PI 2: Number of management meetings conducted	A 66. Number of management meetings conducted	Presides departmental meetings	N/A						
	PI 3: Number of committee meetings conducted	A 67. Number of committee meetings conducted	Acts as committee chairman	N/A						
	PI 4: Number of routinary documents acted	A 68. Number of routinary documents acted	Signs documents	N/A						
	PI 5: Number of requests acted	A 69. Number of requests acted	Approves requests	N/A						
	PI 6: Number of memoranda prepared	A 70. Number of memoranda prepared	Issues memoranda	N/A						

	PI 7: Percentage of IFWs submitted to OVPAA before deadline	A 71. Number of IFWs submitted to OVPAA before deadline	Monitors submission of IFWs before deadline	N/A						
	PI 8: Percentage of Report of Actual Teaching Load submitted to OVPAA 30 days after the start of classes	A 72. Percentage of Report of Actual Teaching Load submitted to OVPAA 30 days after the start of classes	Monitors submission of ATL 30 days after start of classes	N/A						
	PI 9: Percentage of submitted DTR within 20 days after the last day of the month	A 73. Percentage of submitted DTR within 20 days after the last day of the month	Submits DTR within 20 days after the last day of the month	N/A						
	PI 10: Percentage of complaints, if any, addressed on time	A 74. Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)	N/A						
	PI 11: Percentage of action plans implemented and monitored as scheduled	A 75. Percentage of action plans implemented and monitored as scheduled	Implements and monitors action plans as scheduled	N/A						
	PI 12: Percentage of monthly accomplishment report submitted	A 76. Percentage of monthly accomplishment report submitted	Submits monthly accomplishment report	N/A						
	PI 13: Number of classroom and lab rooms constructed and renovated	A 77. Number of approved and implemented requests for classroom and lab rooms construction and renovation	Requests and monitors approval and implementation of requests classrooms and lab rooms construction and renovation	N/A						
	PI 14: Percentage budget utilization (GAA)	A 78. Percentage budget utilization (GAA)		N/A						
	PI 15: Percentage budget utilization (STF)	A 79. Percentage budget utilization (STF)		N/A						
	PI 17: Additional Outputs	A 80. Number of meetings attended	Attends meetings (departmental/institutional)	8	5	5	5	5	5.00	
		A 81. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice	1	1	5	5	5	5.00	Developed Flag Ceremony Android App

Total Over-all Rating					113	112	112		
Average Rating					4.91	4.87	4.87	4.88	
Adjectival Rating									
Recommendations/Comments Continue to pursue the Ph.D. degree, attend/present in seminars, and engage in research and extension activities.									

Evaluated & Rated by:

REV RHIZZA L. AURE

Head, Dphys

Date: 7/9/24

Recommending Approval:

GLENN G. PAJARES

Dean, CAS

Date:

7/10/24

Approved by:

ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date:

7/11/24

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Department of Physics

Head of Office: Dr. Rev Rhizza L. Aure

Name of Faculty: Asst. Prof. Jeffrey Lloyd L. Cagande


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Reminded the faculty members during meetings on the submission of TOS, grades and other documents		Notice of meeting, Minutes of meetings	Faculty members have submitted the documents
Coaching		<ul style="list-style-type: none">Encouraged the faculty to make research and extension proposalsEncourage the faculty to finish his Ph.D.		Notice of meeting and Minutes of meetings	

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

Conducted by:


REV RHIZZA L. AURE
 Immediate Supervisor

Noted by:


GLENN G. PAJARES
 Next Higher Supervisor

TRACKING TOOL FOR MONITORING TARGETS

Major Final Output/ Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS				REMARKS
				1 st Week	2 nd Week	3 rd Week	4 th Week	
MFO 1: ADVANCED EDUCATION SERVICE (20%)								
MFO 2: HIGHER EDUCATION SERVICES (50%)								
PI 4:	Percentage of students enrolled on schedule	Dept. Head & Faculty	Jan 2024					No. of BSAP students enrolled=33
PI 5:	Percentage increase in enrolment	Dept. Head & Faculty	Jan 2024					2 nd Sem 23-24: 3 rd Year (7); 2 nd Year (12); 1 st Year (14) = 33 Previous Year no. of students= 24
PI 7:	Number of degree programs implemented	Dept. Head & Faculty						BSAP Program
PI 8:	Number of programs with COPC	Dept. Head & Faculty						BSAP has been awarded with COPC
PI 10:	Total FTE monitored	Dept. Head & Faculty	2 nd semester				100%	Ensures that all course offering by the department are catered.
PI 11	Number of new revised curricular proposal submitted	Dept. Head & Faculty						BSAP revised curriculum
PI 12:	Number of new revised proposal approved by UCC							Curriculum Review (BSAP)
PI 13:	Percentage of course	Dept. Head & Faculty	Whole semester	100%				Ensures that all course syllabi are

								Characterization of Selected Plant Oils; 2. Investigating the relationship of GMSL and ENSO using white noise analysis
c.	<i>Regional or Institutional Conferences</i>							1. Microrheological Characterization of Selected Plant Oils; 2. Investigating the relationship of GMSL and ENSO using white noise analysis
PI 4.	Number of research proposal submitted	Dept. Head & Faculty	April 2024				100%	Submitted to DA-RFO 8 in April, 2024 ODSemblante & HRFAbad
PI 5.	Number of research proposals approved *	Dept. Head & Faculty					50%	In progress
PI 6.	Number of approved research projects/studies implemented	Dept. Head & Faculty						
PI 7.	Amount of research money obtained from external sources	Dept. Head & Faculty						Proposal under review
PI 8.	Amount of research money obtained from internal sources	Dept. Head & Faculty						Proposal under review
PI 12	. Number of research articles derived from approved research in the	Dept. Head & Faculty						

	university, submitted							
PI 13.	Number of research articles derived from approved research university, published	Dept. Head & Faculty						In progress
PI 14.	Number of Scopus, WoS, and ACI publications and other reputable journals	Dept. Head & Faculty						N/A
MFO 4								
EXTENSION SERVICES (10%)								
PI 1.	Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	Dept. Head & Faculty					100%	1. MOU with DLSU; 2. MOU with USC; 3. MOU with RCTP, CVIF
PI 4.	Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	Dept. Head & Faculty	Whole Semester				100%	1. 1 st USC-VSU AstroCamp 2. Lawag/Suga: Igniting Curiosity through Optics and Photonics 3. Research Adviser/s (e.g.VFES)
PI 5.	Number of expert services							

	rendered:							
	a. Peer reviewers of journal/book	Dept. Head & Faculty						
	b. Review of research and extension proposal							
	c. resource speaker/person (panelist, discussant, judge in academic and research competitions, moderator in conferences, convenor, facilitator)	Dept. Head & Faculty	January 2024	100%				Organizer: (Department of Physics) DLSU Physics Seminar Sponsors (Department of Physics): 10th Jagna International Workshop
			March 2024		100%			Organizer: (RRLAure) UP-NIP Seminar on Frontiers in Theoretical and Experimental Physics
			March 2024			100%		Facilitator (Department of Physics) during the VSU-DLSU Physics Seminars
			April 2024			100%		Facilitator (Department of Physics) during the USC-VSU AstroCamp Judge, Elementary Investigative Projects Presentation: JLLCagande
			May 2024				100%	Resource Speakers: (ODSemblante & JLLCagande) during Lawag/Suga: Igniting

								Curiosity through Optics and Photonics, at FCIC, Baybay City, May 25, 2024
	d. accreditor							
	e. consultancy							
PI 6.	Number of extension proposal submitted	Dept. Head & Faculty						Extension proposal (In progress)
PI 7.	Number of extension proposal approved	Dept. Head & Faculty						
PI 10:	Number of extension activities conducted	Dept. Head & Faculty	April 2024					1. 1st USC-VSU AstroCamp
								2. Research Adviser/s (e.g, VFES)
			May 2024					3. Lawag/Suga: Igniting Curiosity through Optics and Photonics
PI 11.	Number of trainings, seminar conducted	Dept. Head & Faculty	April 2024					1. 1st USC-VSU AstroCamp
			May 2024					2. Lawag/Suga: Igniting Curiosity through Optics and Photonics
								3. Research Adviser/s (e.g, VFES)
PI 17.	Amount of extension money generated from internal sources							Extension Proposal (In progress)
Additional Output								
	Research Mentoring						100%	VFES Adviser; VSUIHS Research
MFO 5								

Support to Operations	OVPI MFO 1. Faculty Development Services							
PI 1:	Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *							Ph.D. in Physics-2; Ph.D. in Science Education major in Physics-1
PI 2:	Number of faculty-scholars who completed their advance degrees							Graduate studies of faculty scholar (in progress)
PI 3:	Number of faculty granted with external scholarship							JRPLEsidan (DOST Scholar) under VSU Fellowship Contract
PI 4:	Number of faculty granted with internal scholarship/fellowship							Faculty Development Plan (FDP) was revised
PI 7:	Number of faculty sent to trainings, seminars and conferences	Dept. Head & Faculty & staff						10th Jagna International Workshop: 1.RRL Aure; 2. HRF Abad; 3. AVC Casangcapan; 4. JLL Cagande; 5. MLTTimosa; 6. MAA Villocin; 7. MF Sacedon; 8. OD Semblante Frontier in Theoretical & Experimental Physics: 1.RRL Aure; 2. HRF Abad; 3. AVC

								Casangcapan; 4. JLL Cagande; 5. MLT Timosa; 6. MAA Villocin; 7. MF Sacedon; 8. OD Semblante Training Workshop on Research Proposal: 1. HRF Abad; 2. OD Semblante Chemical Waste Management and Safety in the Chemical Laboratory- 1 DLSU Physics Seminar- Department of Physics 1st VSU-USC AstroCamp- Department of Physics VSU Going Green Seminar-4
Additional outputs								
	<i>Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets</i>	Dept. Head & Faculty	Whole semester	30%		70%		during department meetings
	<i>Number of coaching sessions among faculty and staff</i>	Dept. Head & Faculty	Whole semester		50%		50%	coaching sessions during department meetings
OVPI MFO 2. Faculty Recruitment/Hir ing Services								
PI 8:	Number of	Dept. Head &						

	new faculty hired with at least Master's degree	Faculty						
OVPI MFO 3. Registration Services								
PI 9:	Percentage of students enrolled and validated within the registration period	Dept. Head & Faculty		100%				2nd Sem SY23-24: (7) 3rd Year; (12) 2nd Year; (14) 1st Year; Mid Year SY23-24: (5) 3rd Year ; (7) 2nd Year; (8) 1st Year
PI 10:	Number of students advised during the registration period	1. JLLCaganded 2. HHRF Abad 3. ODSe mblante		100%				BS Applied Physics
OVPI MFO 4. Curricular Program Management Services								
PI 11:	Number of curricular reviews conducted	Dept. Head & Faculty & staff						BSAP Curriculum Revision
PI 12:	Monthly accomplishment report submitted on time.	Dept. Head & Faculty & staff						
PI 13:	Number of course syllabi and TOs reviewed and approved	Dept. Head & Faculty						Syllabi (1) TOs 2nd Sem. SY 23-24 (16)
PI 14:	Number of OJT MOAs prepared	Dept. Head & Faculty						(1) DLSU Institutional MOA (2) DLSU Student MOAs (1) PAGASA MOAs


								(2) USC MOAs
PI 15:	Number student interns deployed and monitored						60%	OJT is scheduled in the Midyear, A.Y. 2023-2024 (MOAs in progress)
PI 16:	Number of thesis students advised							
PI 17:	Number of exchange students supervised							
PI 18:	Number of students from other schools having summer program supervised							
PI 19:	Number of external institutions/agencies conducting benchmarking activities served		March 2024					DLSU's visit at VSU
PI 20:	Number of students from other academic departments conducting research activities served							VFES and VSU-IHS
MFO 6								
General Admin. & Support Services (GASS)								

PI 1.	Number of departments/institutes/offices supervised							Department of Physics and Alumni Community Relations Office
PI 2.	Number of management meetings conducted							regular/special meeting to be conducted
PI 3.	Number of committee meetings conducted							atleast 1 regular/special meeting to be conducted
PI 4.	Number of routinary documents acted	Dept. Head & Faculty & staff						
PI 5.	Number of requests acted	Dept. Head & Faculty & staff						1. Request to paint computer table & and counter table 2. Request to repair faucet at the DPhys Pantry 3. Request installation Aircondition unit at DPhys Equipment Room 4. Request installation of additional LAN for DPhys Biophysics Room
PI 6.	Number of memoranda prepared	Department Head						
PI 7:	Percentage of IFWs submitted to OVPAA on or before September 30	Department Head & clerk						2nd Sem SY 23-24 IFW
PI 8:	Percentage of Report of Actual teaching loads submitted to OVPAA 30	Department Head & clerk						2nd Sem 23-24 RATL (Feb 14, 2024)

	days after the start of classes							
PI 9:	Percentage of faculty and staff who submitted a DTR every month	Dept. Head & Faculty & staff						
PI 10:	Percentage of complaints, if any, addressed on time	Dept. Head & Faculty & staff						
PI 11:	Percentage of action plans implemented and monitored as scheduled	Dept. Head & Faculty & staff						
PI 12:	Monthly accomplishment report submitted on time.	Dept. Head & Faculty & staff						
PI 13:	Number of classrooms and Lab rooms constructed and renovated							1. Installation of Air Conditioner for the DPhys Laboratory Storage Room; 2. Computer/ Laboratory Tables
PI 14:	Percentage budget utilization (GAA)	Dept. Head & Faculty & staff						
PI 15:	Percentage budget utilization (STF)	Dept. Head & Faculty & staff						
Additional Outputs								
	<i>Number of /new initiatives introduced resulting to best practice</i>	Dept. Head & Faculty & staff						JLLCagande: Flag Ceremony Android App

	<i>replicated/benchmarked by other dept/agencies*</i>							
	<i>Submission of department PPMP for the following year within deadline as prescribed by BAC</i>	Dept. Head & Faculty & staff						for office, instructional used
	Number of admin staff sent to trainings, seminars and conferences	Dept. Head & Faculty & staff	Feb-May 2024					1. Chemical waste Management and safety in the Chemical Laboratory ,Feb. 23, 2024 (HGMazo & WFSoriano) 2. Sparkling Spaces: Mastering the Arts of Housekeeping (HGMazo & PAGucela) 3. Financial Transaction Forum (HGMazo & PAGucela)

Prepared by:


REV RHIZZA L. AURE
 Unit Head

PERFORMANCE MONITORING FORM

Name of Employee: **Jeffrey Lloyd L. Cagande**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grades sheets within the prescribed period, and makes herself available for student consultations during consultation hours.	Very Impressive	January 2024	June 2024	June 30, 2024	Impressive	Very Satisfactory	Submitted Syllabus, and grades on time. Entertains the concerns of advisees and is always available for student consultation
2	Performs other functions such as,	Very Impressive	May 2024			Very Impressive	Outstanding	Can managed multiple tasks efficiently while maintaining productivity
	<ul style="list-style-type: none"> Head of ACRO Extension and IM's Committee Chairman and/or member of existing committee in the department: 		Jan 2024					
	<ul style="list-style-type: none"> Academic Adviser of 1st Batch BS Applied Physics students 		2021	Jan 2024	Jan 2024	Very Impressive		
	<ul style="list-style-type: none"> BSAP Scholarship Coordinator 		Jan 2024	June 2024	Feb 2024	Impressive		
	<ul style="list-style-type: none"> Department Enrolment Focal Person 		Jan 2024	Jan & June, 2024	Jan & June 2024	Impressive		

3	Attends seminar/workshops, serves training and workshops.	Very Impressive	January 2024	June 2024	Jan 8-11, 2024 (10 th Jagna International Symposium) March 2024 (Research Proposal workshop, Frontier in Theoretical &Experimental Physics, DLSU Physics Seminar)	Very Impressive	Outstanding	Actively participated in seminars/ workshops
---	--	--------------------	-----------------	-----------	--	--------------------	-------------	--

Prepared by:


REV RHIZZA L. AURE
 Head, DPhys

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Jeffrey Lloyd L. Cagande
Performance Rating: Very Satisfactory

Aim:

1. Encourage him to finish his Ph.D. in Science Education (Physics)
2. Submit research and extension proposals.
3. Encourage him to attend seminars, trainings, and conferences.

Proposed Interventions to Improve Performance:

Date: _____ Target Date: Within the year

First Step:

1. Follow-up his progress in completion of his Ph.D.
2. Inform him to submit research and extension proposals.
3. Inform him to attend seminars, trainings, and conferences.

Result:

Date: _____ Target Date: _____

Next Step:


1. Submit a progress report regarding his studies.
2. Follow-up the submission of research and extension proposal
3. Endorse his attendance to seminars, trainings, and conferences.

Outcome:

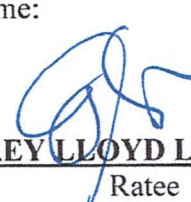
1. Completed his Ph.D. in Science Education (Physics)
2. Submitted research and extension proposal/s to different funding agencies
3. Attend seminars, trainings, and conferences.

Final Step/recommendation:

Prepared by:


REV RHIZZA L. AURE
DPhys Head

Conforme:


JEFFREY LLOYD L. CAGANDE
Ratee



TEACHING PERFORMANCE EVALUATION
Summary by Department

Department: Dept. of Physics

Semester and Academic Year: First Semester 2023-2024

College: College of Arts and Sciences

Faculty name	Number of classes	Numerical Rating	Percentile Rating	Descriptive Rating
ATHENA VALERIE C. CASANGCAPAN	7	4.57	91.43 %	Outstanding
BEHLL FLORENCE O. SANACO	7	5.00	100.00 %	Outstanding
HANNAH RISSAH FORIO ABAD	5	5.00	100.00 %	Outstanding
JEFFREY LLOYD LORETO CAGANDE	5	4.40	88.00 %	Very Satisfactory
MARLON FLORES SACEDON	6	5.00	100.00 %	Outstanding
MARY ANGELICA A. VILLOCINO	7	5.00	100.00 %	Outstanding
MIRA LUNA T. TIMOSA	6	4.83	96.67 %	Outstanding
OLIVER D. SEMBLANTE	4	4.75	95.00 %	Outstanding
REV RHIZZA LIONG AURE	2	5.00	100.00 %	Outstanding
Department Mean		4.84	96.79%	Outstanding

Prepared by:

VANESSA W. NAZAL
TPES in-Charge
Date: April 19, 2024

Attested by:

MA. RACHEL KIM L. AURE
Director, Instruction and Evaluation
Date: April 19, 2024

Received by:

REV RHIZZA LIONG AURE
Name and Signature of Department head
Date: 22 May 2024

MA. THERESA POSAS LORETO
Name and Signature of College Dean
Date: May 21, 2024

Distribution of copies: ODIE, College, Department

Vision: A globally competitive university for science, technology, and environmental conservation.
Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.