



SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Exhibit

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 (100%)		4.81 4.74 <i>Chinr</i>	
b. Students			
Total for Instruction	80%	4.81 4.74 <i>Chinr</i>	3.85 3.79 <i>Chinr.</i>
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		0.00	
Total for Research	0	0.00	0.00
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)	0%	4.92	0.00
Total for Extension	10%	4.92	0.49
4. Support to Operation	5%	4.58	0.23
5. Administration	5%	5.00	0.25
TOTAL	100		4.81 4.74 <i>Chinr.</i>

EQUIVALENT NUMERICAL RATING:

4.81 4.76

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.81 4.76 *Chinr.*

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

JEFFREY LLOYD L. CAGANDE

Name of Faculty

Reviewed by:

EUSEBIO R. LINA JR.

Department Head

Recommending Approval:

MA. THERESA P. LORETO

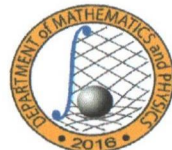
Dean, CAS

Approved:

BEATRIZ S. BELONIAS



VISAYAS
STATE UNIVERSITY



**DEPARTMENT OF
MATHEMATICS AND PHYSICS**

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Jeffrey Lloyd L. Cagande, a faculty member of the DEPARTMENT OF MATHEMATICS AND 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 July - December 2020.

JEFFREY LLOYD L. CAGANDE

Instructor 3

Date: 1/27/2021

Approved:

EUSEBIO R. LINA, JR.

Department Head

Date: 1/28/2021

MA. THERESA P. LORETO

College Dean

Date: 3/30/2021

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jul. - Dec)2020	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timelines	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	N/A						
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	N/A						
		A3 . Number of students advised on thesis/special problem/dissertation		N/A						
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						

		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	N/A						
	<u>PI 9</u> : Number of instructional materials developed *	<u>A5</u> . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	N/A						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	N/A						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	N/A						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	N/A						
		A 6 : 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	N/A						
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	N/A						
	<u>PI 10</u> . Additional outputs:	<u>A 8</u> . Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	N/A						
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	<u>PI 5</u> : Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	Handles and teaches courses assigned	15	32.6	5	5	5	5.00	Vacation Sick Leave

		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	Ongoing					
		A11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	5	7	5	5	5	5.00	gave grade to 7 students with blank grades during the previous sem
		A12. Number of trainings attended related to instruction	Attend mandated trainings	0						
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	5	5	4.5	5	4.83	PhSc 113, Phys 32 (2 sections), Gphys 002 (2 sections)
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	2	5	5	5 4 4.67 Final	5.00	Moodle
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0						
	PI 8: Number of students advised: *	A16. Number of students advised:	<i>Acts as academic advisor to students</i>	N/A						
		A17. Number of students advised on thesis/ field practice/special problem:		N/A						
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	N/A						
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	N/A						
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	8	5	5	4.5	4.83	Through Email and FB Messenger
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	<i>Advises student organizations recognized by USSO</i>	0						
		A20. Number of Student organizations assisted on student related activities	<i>Assists student organizations in implementing student related</i>	0						

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							
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	3	5	4.5	4	4.50	Phys 32 (Wave Mechanics & Optics), PhSc 113 (Wave & Optics), Gphys 002 (General Physics 1)
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	6	5	4	5	4.67	Phys 32 (Wave Mechanics & Optics), PhSc 113 (Wave & Optics), Gphys 002 (General Physics 1)
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	3	5	4.5	5 4	4.83 4.5	Phys 32 (Wave Mechanics & Optics), PhSc 113 (Wave & Optics)
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	0						
		A 24 : Number of virtual classroom created and operational	2	3	5	5	4	4.67	Phys 32 (Wave Mechanics & Optics), PhSc 113 (Wave & Optics), Gphys 002 (General Physics 1)
PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
	Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0						
	Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0						
	A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0						
					Total			43.33 42.67	

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								
PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research or project within the year								
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								
	In refereed int'l journals									
	In refereed nat'l/regional journals									
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences	0							
	In int'l fora/conferences									
	In nat'l/regional fora/conferences									
PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	0							
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or		0							
	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 paper	0							
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0							

		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0						
						Total				
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	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	0						
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	15	35	5	4.5	5	4.83	Webinar on Creating a Mobile App for Science and Math Instruction Using MIT App Inventor
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects	1						
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	75%	100%	5	5	5	5.00	Webinar on Creating a Mobile App for Science and Math Instruction Using MIT App Inventor
	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	0						
	Research Mentoring	Research Mentor		0						
	Peer reviewers/Panelists	Peer reviewers/Panelists		0						
	Resource Persons	Resource Persons		0						
	Convenor/Organizer	Convenor/Organizer		0						

	Consultancy	Consultant		0						
	Evaluator	Evaluator		0						
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	0						
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0						
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0						
					Total			9.83		
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity	zero conformity	5	4.5	4	4.50	
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	no complaint	5	5	4	4.67	
		On program accreditations								
		On institutional accreditations								
					Total			9.17		
UMFO 6. General Admin. & Support Services										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	0% complaint	5	5	5	5.00	

PI 3: Additional Outputs	A 47. 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	0						
	A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	0						
	No. of meetings attended	Attends Departmental Meetings	3	6	5	5	5	5.00	Virtual Meetings
					Total			10.00	
Total Over-all Rating								72.33	
Average Rating								4.82	4.76 Overall
Adjectival Rating								0	

Average Rating (Total Over-all rating divided by 4)	4.82
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	4.82
FINAL RATING	Outstanding
ADJECTIVAL RATING	

Comments &
Recommendations for
Development Purpose:

Finish PhD study.

Evaluated & Rated by:

Eusebio R. Lina, Jr.
EUSEBIO R. LINA, JR.

Department Head
Date: 1/28/2021

Recommending Approval

MA. Theresa P. Loreto
MA. THERESA P. LORETO

Dean, College of Arts and Sciences
Date: 3/30/2021

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS

Vice President for Academic Affairs
Date: 4/5/21

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Jeffrey Lloyd L. Cagande

Performance Rating: Outstanding

Aim: Encourage him to pursue graduate studies Education-Physics

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: _____
intervention

Target Date: One year from date of

First Step:

Endorsed him to continue in Physics complete his PhD Science

Result: He will be able to finish his PhD Physics Program by 2021


Date: _____
Semester

Target Date: End of Second

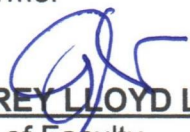
Next Step: To continue giving his moral support in his studies until targeted date of full completion of studies in 2021.

Outcome: Good grades

Prepared by:


EUSEBIO R. LINA, JR.
DMP Head

Conforme:


JEFFREY LLOYD L. CAGAND
Name of Faculty