SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: FRANCE ALLAN M. CAVITE

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head (50%) from IPCR	100%	4.89x 100% = 4.89	
b. Student (50%) from Teaching Performance Eval'n. By-	80%		
Total for Instruction	100%		4.89
1. Research			
a. Client/Dir. for Research (50%)		0 x 100% = 0	
b. Dept. Head/Center Director (50%)	0%	0	0
Total for Research			
2. Extension		0 x 100% = 0	
a. Client/Dir. for Extension (50%)	0%	0	0
b. Dept Head/Center Director (50%)	0%	0	0
	0%	0	0
2. Total for Extension			0
3. Administration			
4. Production			
TOTAL	100%		4.89

EQUIVALENT NUMERICAL RATING: 4.89

Add: Additional Points, if any: -

TOTAL NUMERICAL RATING: 4.89

ADJECTIVAL RATING: | Outstanding |

Prepared by:

FRANCE ALLAN M. CAVITE
Name of Faculty

Reviewed by:

N/A
Department Head

Recommending Approval:

CHRISTIAN VIE P. BALDONADO
Dean/Director

Approved:

ROTACIO S. GRAVOSO
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **FRANCE ALLAN M. CAVITE**, faculty of the College 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 July - November 2024.

Approved:

FRANCE ALLAN M. CAVITE
Assistant Professor I
Date: Dec. 4, 2024

CHRISTIAN VIE R. BALDONADO
Dean, College of Nursing
Date: Dec. 4, 2024

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	Eficiency	Timelines s	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	10	25.635	4	4	4	4.00	Zool 138, Zool 138a, NuCM 106, NuCM 107r, NuCM 118, NuCM 118r, NuCM 112r, NuCM 121r
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	8	5	5	5	5.00	NuCM106, Zool 138, Zool 138a
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	6	5	5	4	4.67	NuCM106, Zool 138, Zool 138a
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	20	5	5	5	5.00	NuCM106, Zool 138, Zool 138a
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	2	10	5	5	5	5.00	NuCM106, Zool 138, Zool 138a

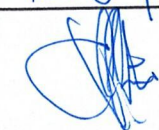|									
PI 8: Number of students advised: *	*A18. Number of students entertained for consultation purposes*	Entertains students consulting on subject taught, thesis and grades	20	150	5	5	5	5.00	Zool 138, Zool 138a, NuCM 106, NuCM 107r, NuCM 118, NuCM 118r, NuCM 112r, NuCM 121r
PI 9: Number of student organizations advised/ assisted *	*A19. Number of Student organizations advised*	*Advises student organizations recognized by USOO*	1	3	5	5	5	5.00	VSU Nightingale Society, Coconut Dormitory, United Lower Campus
	A20. Number of Student organizations assisted on student related activities	*Assists student organizations in implementing student related activities*							
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*							
	Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	1	6	5	5	5	5.00	NuCM101, NuCM101r (2 sections),
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	4	5	5	5	5.00	NuCM101, NuCM101r (2 sections),
	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							
	A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom		4	4.9	4.9	4.9	4.90	NuCM101, NuCM101r (2 sections),

	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								
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU								
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal								
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 oroject 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 scienfic for a/conferences								
		In int'l fora/conferences									

		In nat'l/regional fora/conferences								
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								
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		1	1	5	5	5	5.00	Motherhood from a Distance: A Phenomenological Study on Mothers Deprived of Liberty
	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								
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output								
	A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal								
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								
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								
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								

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									
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									
Research Mentoring	Research Mentor										
Peer reviewers/Panelists	Peer reviewers/Panelists										
Resource Persons	Resource Persons										
Convenor/Organizer	Convenor/Organizer										
Consultancy	Consultant										
Evaluator	Evaluator										
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									
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *										
	A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal									
PI 9: Number of coordinating the VSU faculty and students VSUEE account											
Total Over-all Rating										53.57	
Average Rating										4.89	
Adjectival Rating									Outstanding		

Handwritten note: Send the faculty to mentorship training program.

Evaluated & Rated by:

CHRISTIAN VIE P. BALDONADO
Department Head

Date: Dec. 4, 2024

Recommending Approval

CHRISTIAN VIE P. BALDONADO
Dean, College of Nursing

Date: Dec. 4, 2024

Approved by:

ROTACIO S. GRAVOSO
Vice President for Academic Affairs

Date: 12/09/2024

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: COLLEGE OF NURSING
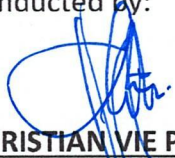
Head of Office: CHRISTIAN VIE P. BALDONADO

Number of Personnel: 17

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Review and Finalization of the CON Individual Targets (January – December 2024) and Accomplishments (January – June 2024)		Faculty Meeting May 28, 2024 Consolidation of IPCR Accomplishments July 2024			All personnel provided their accomplishments and reviewed the feasibility of obtaining the targets for the rest of the year (January – June 2024)
Coaching Reviewed the need support to facilitate the attainment of the office targets and improvement of individual personnel performance		Faculty Meeting May 28, 2022 Consolidation of IPCR Accomplishments July 2024			Submitted list if support needed to attain targets.

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

Conducted by:

CHRISTIAN VIE P. BALDONADO
Dean, College of Nursing

Noted by:

ROTACIO S. GRAVOSO
Vice President for Academic Affairs

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: France Allan M. Cavite
Performance Rating: 4.85

Aim: Enhance mentorship skills to effectively guide junior faculty in research, leadership, and teaching.

Proposed Interventions to Improve Performance: Provide targeted training for mentoring techniques and set specific mentorship goals.

Date: July 2024   Target Date: December 2024

First Step: Discuss the faculty's strengths and areas for improvement related to mentorship skills and techniques

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Result: Strengths and areas for improvement identified

Date: July 2024   Target Date: December 2024

Next Step: Identify mentorship training programs fitted for faculty's needs

Outcome: Faculty gains foundational skills and techniques in mentoring

Final Step/Recommendation:

Send the faculty to mentorship training programs

Prepared by:

CHRISTIAN VIE P. BALDONADO
Unit Head

Conforme:

FRANCE ALLAN M. CAVITE
Name of Ratee Faculty/Staff