

Name of Faculty Member: Jeffrey Lloyd L. Cagande

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.13	
b. Students (50%)		2.50	
TOTAL for Instruction	85%	4.63	3.93
2. Research	0%	0	0
3. Extension	0%	0	0
4. Support of Operation	10%	5.00	0.50
5. Administration	5%	5.00	0.25
TOTAL			4.68

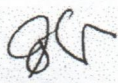
EQUIVALENT NUMERICAL RATING: 4.68

Add: Additional Points, if any:

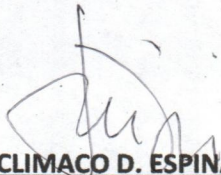
TOTAL NUMERICAL RATING: 4.68

ADJECTIVAL RATING: Outstanding

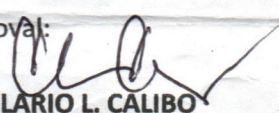
Prepared by:


JEFFREY LLOYD L. CAGANDE
Name of Faculty

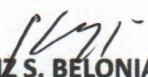
Reviewed by:


CLIMACO D. ESPINA JR.
Department Head

Recommending Approval:


CANDELARIO L. CALIBO
Dean, CAS

Approved by:


BEATRIZ S. BELONIAS
Vice President for Instruction



Visayas State University
College of Arts and Sciences
DEPARTMENT OF MATHEMATICS AND PHYSICS
Visca, Baybay City, Leyte



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JEFFREY LLOYD L. CAGANDE**, of the **DEPARTMENT OF MATHEMATICS AND PHYSICS, College of Arts and Sciences** 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 Jan. 1, 2019 to June 31, 2019.

JEFFREY LLOYD L. CAGANDE
Substitute Instructor
Date: _____

CLIMACO D. ESPINA JR.
Department Head
Date: _____

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor

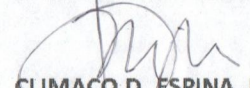
MFO & PAP's	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
						Quality	Efficiency	Timeliness	Average	
MF01 (Higher Education)	Instruction	PI 1. Number of FTE	Teaches: Physics 11 (1 LEC, 1 lab) (Summer 2019)	18	1.33	5	5	5	5.00	Teacher's Leave
	Preparation/ Revising/ Encoding/ Printing	PI 2. Number of instructional materials developed							0.00	
	Instruction	New Course Outline	Prepares new course outline	1	1	5	5	4	4.67	Phys 11
		New syllabi	Prepares new syllabi	1						
		Revised syllabi	Revised syllabi	1	1	5	5	4	4.67	Phys 11
		New Lecture manual	Prepares new manual	1	1	5	5	4	4.67	
		New Powerpoint lecture presentation (per course)	Prepares powerpoint	1	1	5	5	5	5.00	Phys 11

		PI 3. Additional outputs								
		<i>Numbers of hours checking papers per course</i>	Checked papers	2	5	5	5	5	5.00	Teaches: Physics 11 (Summer 2019)
		<i>Numbers of hours class preparation per course</i>	Prepared class preparation	2	5	5	5	5	5.00	Teaches: Physics 11a (Summer 2019)
		<i>Numbers of hours attending seminar</i>	Participant & Resource Person							
					Total points				34.00	
MFO 5	Support to Operations	PI.2 Number of hours spent for student consultation	Entertained students	30	50	5	5	5	5.00	
		P.3 Additional Outputs								
					Total points				5.00	

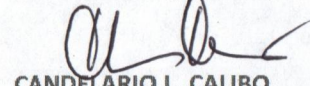
MFO 6	General Admin. & Support Services (GASS)									
	Efficient & Constumor Friendly	Zero percent complaint from clients served	Entertains clients	0% complaint	0% no valid complaint	5	5	5	5.00	
					Total points				5.00	
	Total Over-all Rating								44.00	
	Average Rating								4.89	
	Adjectival Rating								0	

Average Rating (Total Over-all rating divided by 4)	4.89	Comments & Recommendations for Development Purpose:
Additional Points:		KEEP IT UP!
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING	4.89	
ADJECTIVAL RATING		

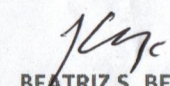
Evaluated and Review:


CLIMACO D. ESPINA, JR.
 Dept. Head/Unit Head
 Date: _____

Recommending Approval:


CANDELARIO L. CALIBO
 Dean, CAS

Approved:


BEATRIZ S. BELONIAS
 Vice President for Instruction
 Date: _____

1 - Quality 2 - Efficiency 3 - Tmeliness 4 - Average

"Exhibit I"

PERFORMANCE MONITORING FORM

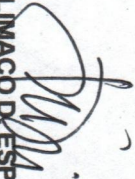
Name of Employee: **Jeffrey Lloyd L. Cagande**

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 Phys 11 (lec, lab) = Summer 2019	Regular attendance in the assigned classes, grade sheet per courses taught, and good result of student performance evaluation.	May 2019	June 2019	July 2019	Impressive	Outstanding	Improve performance with respect to students' comments on TPES.
2.	Assist students through advising student organization (MMS) and student consultation	Improved student performance	May 2019	June 2019	July 2019	Impressive	Outstanding	Provide more interventions for the improvement of students
3.	Prepare course syllabi updates	Approved course syllabi in Math 11n, Math 113n, Math 123e, Math23	May 2019	June 2019	July 2019	Impressive	Outstanding	Follow OBE format as prescribed
4.	Develop/Revise instructional manual	Copy of Teaching manuals in Math 11n,	May 2019	June 2019	July 2019	Impressive	Outstanding	Follow the format prescribed by MMDC

5.	Submission of midterm grades and final grades	Grades submitted to registrar	May 2019	June 2019	July 2019	Impressive	Outstanding	
7.	Participate in all activities conducted by the department, college and the university	Attendance, certificates if applicable	May 2019	June 2019	July 2019	Impressive	Outstanding	Participates actively in all activities
8.	Perform other functions assign by the head	BSM proposal approved by OVPI Curriculum committee	May 2019	June 2019	July 2019	Impressive	Outstanding	Submit BOR

* Either very impressive, impressive, needs improvement, poor, very poor
 ** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:



CLIMACD D. ESPINA, JR.
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Jeffrey Lloyd L. Cagande

Performance Rating: Outstanding

Aim: To assist him to complete his PhD Science Education-Physics

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

Date: _____

Target Date: One year from date of intervention

First Step:

Endorsed his DOST scholarship

Result: He will be able to finish his PhD Physics Program by August 2020

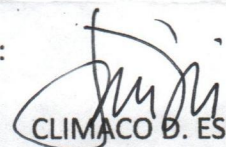
Date: _____

Target Date: End of Second Semester

Next Step: To continue giving his moral support in his studies until targeted date of full completion of studies in June 2020.

Outcome: Good grades

Prepared by:


CLIMACO D. ESPINA JR.
DMP Head