

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MICHELLE A. CALDA

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	0.40%	$5.0 \times 40\% = 2.0$	
	b. Student (50%) from Teaching Performance Eval'n. By-	0.40%	$5.0 \times 40\% = 2.0$	
Total for Instruction		80%	4	4
	1. Research		$4.93 \times 10\% = 0.49$	
	a. Client/Dir. for Research (50%)			
	b. Dept. Head/Center Director (50%)	0%	0	0
Total for Research		10%	0.49	0.49
	2. Extension		$4.80 \times 10\% = 0.48$	
	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	10%	0.49	0.49
	3. Administration	0%	0	0.00
	4. Production			
TOTAL		100%		4.98

EQUIVALENT NUMERICAL RATING:

4.98

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

4.98

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:



MICHELLE A. CALDA

Name of Faculty

N/A

Department Head

Recommending Approval:



CHRISTIAN VIE R. BALDONADO

Dean/Director

Approved:



ROTACIO S. GRAVOSO

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MICHELLE A. CALDA**, a faculty member of the **COLLEGE OF NURSING** commit to deliver and agree to be rated on the attainment of the following **accomplishments** in accordance with the indicated measures for the period **January to June 2024**.

MICHELLE A. CALDA

Associate Professor III

Date: *August 28, 2024*

Approved:

CHRISTIAN VIE P. BALDONADO

Dean, College of Nursing

Date: *August 29, 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	Efficiency	Timeliness	Average	
SG 1: WORLD CLASS EDUCATION										
MFO 2. HIGHER EDUCATION SERVICES										
		PI 14: Total FTE, coordinated, implemented and monitored *	Handles and teaches courses assigned	5	9.6	5	5	5	5.00	First half of the year, to achieve by December 2024
			Prepares gradesheet and submits on or before deadline							
			Administers and checks long examination for subjects taught							

			<i>Prepares and checks quizzes for lec and lab</i>							
			<i>Checks lab reports and term papers submitted as required</i>							
			<i>Entertains students consulting on subject taught, thesis and grades</i>							
		PI 21: Number of instructional materials developed *								
		<i>Supplemental learning resources</i>	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>							
		<i>Assessment tools</i>	<i>Prepares assessment tools such as long exam, quizzes, problems sets, etc.</i>							
		PI 48: Number of students advised: *								
			<i>On thesis / Field practice/ Special Problems/Case studies/ Narrative reports/ portfolios</i>	5	5	5	5	5	5.00	4 Thesis, 1 case study

			On consultation (others)	50	200	5	5	5	5.00	Nursing students on their Academics concerns, student organizations, personal issues, shiftees and enrollment concerns
			Number of student organizations	1	5	5	5	5	5.00	CSSC, classroom organizations
			Assists students' activities	1	2	5	5	5	5.00	Solidarity, Academic and RLE orientation
			Nnumber of trainings/seminars/ conferences attended	1	1	5	5	5	5.00	ADPCN
		Additional Outputs								
TOTAL POINTS									30	
AVERAGE									5.00	

SG 2: GLOBALLY COMPETITIVE SCIENCE AND TECHNOLOGY

MFO 5. RESEARCH

		PI 74. Number of Scopus, WoS, and ACI Publications and other reputable journals	Publish Journal in Scopus, WoS, ACI and other reputable journals	1	1	4.8	4.8	4.8	4.80	Revising rejected manuscript. Still to complete before December 2024
		PI 78. Number of research Proposal approved and implemted	Conducts approved research	1	2	5	5	5	5.00	Research related to Loss, and Diabetes Mellitus
		PI 80. Amount of research money obtained from internal sources	Obtained funds from VSU	25,000	147,215	5	5	5	5.00	Research related to Loss, and Diabetes Mellitus


		PI 81. Number of research output presented in: a. international, b. national, c. regional or local	<i>Presents research outputs</i>							
		Additional Outputs								
TOTAL POINTS									14.8	
AVERAGE									4.93	
SG 2: GLOBALLY COMPETITIVE SCIENCE AND TECHNOLOGY										
MFO 5. EXTENSION										
		PI 90. Number of extension programs/projects conducted	<i>Conducts approved extension programs</i>	1	1	4.8	4.8	4.8	4.80	to obtain MOAs
		PI 92. Number of extension proposals submitted	<i>Prepares and submit extension</i>	1	1	4.8	4.8	4.8	4.80	to obtain MOAs
		PI 94. Number of approved extension projects implemented/conducted	<i>Implements duly approved extension projects.</i>							
		PI 98. Number of expert services rendered: a. peer reviewer of journal/book b. reviewer of research and extension proposals c. resource speaker/person panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, organizer, facilitator) d. accreditor e. consultancy								

		PI 99. Number of IEC materials developed							
		PI 100. Number of IEC materials distributed							
		Additional Outputs							
TOTAL POINTS								9.60	
AVERAGE								4.80	

PROGRAM	Percentage Weight	Numerical Rating		Equivalent Numerical Rating
Instruction (Supervisor)				
Instruction (Students)				
Instruction (Total)				
Research				
Extension				
Administration & Support to Operations				
Additional Points:				
Punctuality				
Approved Additional points (with copy of approval)				
FINAL RATING				
ADJECTIVAL RATING				

Comments & Recommendations for Development Purpose:

Send the faculty to mentorship training program.



Evaluated & Rated by:

CHRISTIAN VIE BALDONADO

Dean, College of Nursing

Date: Aug. 29, 2024

Recommending Approval

CHRISTIAN VIE BALDONADO

Dean, College of Nursing

Date: Aug. 29, 2024

Approved by:

ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: 12/09/2024

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: COLLEGE OF NURSING

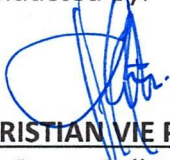
Head of Office: CHRISTIAN VIE P. BALDONADO

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Michelle E. Calda

Performance Rating: 4.80

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

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:



MICHELLE E. CALDA

Name of Ratee Faculty/Staff



VISAYAS
STATE UNIVERSITY



**HUMAN RESOURCE
MANAGEMENT
OFFICE**

EXCERPT FROM THE APPROVED 1st ENDORSEMENT

July 25, 2024

Academic Personnel Board

The letter request of Dr. Michelle A. Calda to utilize her leave credits for 1st semester AY 2024-2025 for her to rest while undergoing diagnostics and laboratory tests to evaluate the cause of her chronic anemia.

Thereupon, below is the APB action which was approved by the University President.

APB action through referendum dated July 22, 2024:

The said request was favorably acted upon by the Academic Personnel Board.

President's Notation: *"Please make sure an equally competent faculty will be handling the subjects of Dr. Calda for this 1st Semester AY 2024-2025 while she's on leave."*

Certified True and Correct:


JENNIFER E. ANDO
APB, Secretary

Cc: Mr. Christian Vie Baldonado, Dean, College of Nursing
Mr. Florante G. Didal, Head, Payroll and Leave Benefits Office

**RECRUITMENT, SELECTION,
PLACEMENT AND PERSONNEL
RECORDS OFFICE**

Visayas State University, Baybay City, Leyte
Email: personnel@vsu.edu.ph
Website: www.vsu.edu.ph
Phone: +63 53 565 0600 Local 1060





TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATINGS

1ST Semester AY 2023 - 2024

Name of Faculty : CALDA, MICHELLE A.

Department: Nursing

College: Nursing

Course No. & Descriptive Title		Lec./ Lab.	RATING		% Evaluation Rating
			Numerical	Adjectival	
NuCM 114	Care of the Older Person (Lec)	Lec	4.00	Very Satisfactory	80.0 %
NuCM 114	Care of the Older Person (Lec)	Lec	4.00	Very Satisfactory	80.0 %
Average Rating			4.00	Very Satisfactory	80.00 %

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory (S)

3.50 – 4.49 Very Satisfactory (VS)

4.50 – 5.00 Outstanding (O)

Prepared by:

VANESSA W. NAZAL

TPES In-Charge

Date: May 14, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 14, 2024

Received by:

MICHELLE A. CALDA

Name and Signature of Faculty

Date: 05/24/2024

Distribution of copies: IEO, College, Department, Faculty (all in original signature)

