SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Engr. Glenda Loraine S. Sobrio

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.50	
b. Students (50%)		2.43	
TOTAL for Instruction	85%	4.93	4.19
2. Research	10%	4.70	0.47
Extension		0.00	0.00
4. Support to Operation	5%	0.00	0.00
5. Administration	0%		0.00
TOTAL			4.66

*Instructor I- July-December 2019

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.66

4.66

ADJECTIVAL RATING:

Outstanding

Prepared by:

GLENDA LORAINE S. SOBRIO
Name of Paculty

Reviewed by:

Head, Dept. of Geodetic Engra

Recommending Approval.

ROBERTO C. GUARTE Dean, College of Eng'g

Approved:

BEATRIZ S/BELONIAS
Vice President for Instruction







EPARTMENT OF GEODETIC ENGINEERING College of Engineering and Technology

Visca, Baybay City, Leyte, PHILIPPINES Telephone: (053) 525-0140 local 1027

Email: dge@vsu.edu.ph Website: www.vsu.edu.ph

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, GLENDA LORAINE S. SOBRIO, of the Department of Geodetic Engineering commits to deliver and agree to be rated on the attainment of the following targets with accomplishments in accordance with the indicated measures for the period of July to December 2019.

GLENDA LORAINE S. SOBRIO

Ratee Date:

Approved:

DIANA CHRISTA G MIL

Department Head

Date:

5 - Outstanding 4 - Very Satisfactory

3 - Satisfactory

2 - Fair

		•		Actual	Accomplishment		Ra	ating		
MFO & Performance Indicators (PI)	Program/Activities/ Projects	Tasks Assigned	Targets July to December 2019	% Accomplish ment as of December 2019	Details of Accomplishment	Quality	Efficiency	Timeliness	Average	Remarks
MFO 1. Advanced Education Serv	vices	,							,	Not Applicable
MFO 2. Higher Education Service				, , ,		,	,			
PI 1. Number of FTE coordinated and implemented	Teaching	Teaches three (3) BSGE subjects equivalent to 18 FTE	18	0.00%		5	5	5	5.0	GEng 111g, Geng 131, GEng 127
PI 2. Number of Academe/Industry linkage established										
PI 3. Student Advising and Consultation Services Coordinated:							,	/	<u> </u>	
Number of hours spent on student manuscript outline/special problem consultation	Advising, Consultation, Checking and Editing	Spends twelve (12) hours a year	6	250.00%	15	5	5	4	4.7	Donnal Rose Godin
Number of hours spent on student consultation other than manuscript outline/special problem consultation	Consultation/tutorial/ advising	Spends three (3) hours per week or 114 hours a year	57	122.81%	7Ó	5	5	5	5.0	GEng 111g, Geng 131, GEng 127

photo and the second se	-	-	,		***************************************		,	-	-	
Number of organizations			_							
advised				ļ						
Number of student-related										
activities assisted	Approve in appropriat/	(Approve (4) appleial		-	N N	+	<u> </u>			
Number of Approved Manuscript submitted within the	Approve manuscript/	Approve (1) special study/problems in a					_	_		
prescribed period	special studies	year	1	100.00%	1	5	5	5	5.0	Donna Rose Godin
7	·	year	*	,		+				
PI 4. Number of instructional materials developed/revised and										
utilized:			i.							
Syllabi	V	· · · · · · · · · · · · · · · · · · ·	1	<u> </u>	6	+-	-	-	-	·
New	Preparing/Organizing	Prepare one (1) new		<u> </u>	9	+	-	-		· · · · · · · · · · · · · · · · · · ·
11011	Troparing/organizing	syllabi for new	1	100.00%	1	5	5	5	5.0	GEng 127
	· .	offering		,	, h		,			32.19
Revised	Reviewing/Revising	Revised one (1)	0	200.00%	1	5	_	_	F 0	05-144
		syllabus	Ü	200.00%	1	5	5	5	5.0	GEng111g
Instructional Manual		,								
New	Preparing/Organizing	Prepares and				1				
		compiles one (1) IM	1	100.00%	1	5	5	5	5.0	GEng 127
<u> </u>	7	for new offering	,		,					,
Revised	Reviewing/Revising	Revised two (2) IMs	0	400.00%	2	5	5	5	5.0	GEng111g
Lab Manual	,		. 4	, i	,	†	,			,
New	Preparing/Organizing	Prepare new lab								
		guides for newly	5	100.00%	5	5	5	5	5.0	GEng111g
	6	offered subject	<u> </u>				4			,
Revised	Reviewing/Revising	Revise existing lab	5	160.00%	0	_	_	_		05444
	fr	guides	5	160.00%	8	5	5	5	5.0	GEng111g
Powerpoint	h .	5 Y	,		6					
New (per course)	Preparing	Prepare								
		presentations for	5	200.00%	10	5	5	5	5.0	GEng 111g, Geng 131, GEng
		newly offered								127
Revised (per course)	Revising	subjects Revise existing	, , , , , , , , , , , , , , , , , , ,	h	· · · · · · · · · · · · · · · · · · ·	+				CE 111 C 121 CE
(per searce)		presentation	10	200.00%	20	5	5	5	5.0	GEng 111g, Geng 131, GEng 127
PI 5. Number of grade sheets	Assessment of students	Conducts 20	1	"	b	+-	-			127
submitted on prescribed period		quizzes/assignment								
		s, 10 long exams, 8								
		term exams , 2								GEng 111g, Geng 131, GEng
	= 1	practical exams, 10	50	120.00%	60	5	5	4	4.7	127
-		laboratory exercises								. 121
		or a total of 50								
		student assessment								
L	L	<u> </u>		<u> </u>	2					

	b			×	ynemiconocomorphicaeco		-	,	_	-	-
	Assessment of students	Compute and									GEng 111g, Geng 131, GEng
	performance	submit erm and final grades	8	100.00%	8		5	5	5	5.0	127
MFO 3. Research Services											
PI 1. Number of research						Marian Conserve Company of the Conserve					
proposals prepared and submitted						No.					,
PI 2. Amount of research proposal					The state of the s						
prepared and submitted for VSU funding ('000')											,
PI 3. Amount of research proposal											
prepared and submitted for											
External Funding ('000)											
PI 4. Number of Research Outputs	,			·		h		· ·			
presented in for a/conferences											
National			· ·			,		,			, , , , , , , , , , , , , , , , , , ,
Regional			,			,		ii.			·
Local		Į.	N			7		u .			9
Institutional	V V	,	, v			4		h			6
PI 5. Number of Research Projects	Research study	Study Leader									1) 3DVisualization and
Conducted and/or Completed on Schedule		•	1	100.00%	1		5	5	4	4.7	Analysis of High Resolution Flood Maps (orl-going)
PI 6. Amount of research money	Research study	Conducts research	h and a second and			h		l,			1) 3DVisualization and
generated from VSU ('000)		with funding (worth P10,000)	10	100.Q0%	10)	5	5	4		Analysis of High Resolution Flood Maps
PI 7. Amount of research money											
generated from external funding ('000)	4					4		N			
MFO 4. Extension Services	, , , , , , , , , , , , , , , , , , ,	N	5	*		9		Jy .			и
PI 1. Number of person-days											
trained weighted by length of											
training		,				v .		,			h
PI 2. Number of IEC			AND THE PROPERTY OF THE PROPER								
materials/technoguides											
developed/used	i de la companya del companya de la companya de la companya del companya de la co				Mayoritan Photografi Garaffee amayorin Africani (1904)	Name of the last o		, i			
PI 3. Number of beneficiaries											
served	6	je je	<u> </u>	- 6		, , , , , , , , , , , , , , , , , , ,					я.
Groups	II			V		N.				-	<u> </u>
Individuals	p.					N.		ji.			,

		1	Marine Commission of the Commi			-	annua monas map	-	and the same of th		-	
PI 4. Number of extension		6										
projects conductes and/or							1					1
completed on schedule												
•	Λ	9		,		,		h				
PI 5. Number of extension												
proposals submitted		, n				,		н			<u> </u>	
PI 6. Percent of extension												
proposals approved		la la		9		н					-	
PI 7. Amount of extension money												
generated from external funding												1
('000)	, , , , , , , , , , , , , , , , , , , ,	,		1				v			-	
PI 8. Amount of extension money												
generated from institutional									1			
funding ('000)		ų	,	λ.		γ		v				
PI 9. Additional outputs	,	0	*	А.		N		V V			N.	
No. of seminar/training												
presentations prepared		h	, , ,	, v		N		7			7	
MFO 5. Support to Operations								As .				
PI 1. Number of			1									
seminars/trainings/conventions/wo												1
rkshops coordinated for entire												
university			,			,		,				
PI 2. Number of in-house												
seminars/trainings/worshops/revie												
ws conducted								.				
PI 3. Additional outputs												ACCOUNTS AND ACCOUNTS
Number of faculty/staff		* ************************************	1									
awards/honors received related												
to operatios support												
, , , , , , , , , , , , , , , , , , ,		6	1					1		 	N N	
Number of services (surveying) rendered to VSU				,		,		,			*	
No. of services as												
consultant/adviser rendered to	8				a							
VSU												
MFO 6. General Administration a	nd Support Services (G	ASS)	and the state of t		The state of the s		mary comments					
PI 1. Number of departments				T				T	T		ty. Admittational content to the content of the con	
and/or service units supervised												
and monitored						,						
PI 2. No. of management			1									
meetings conducted						,		,				
PI 3. Number of documents												
attended and served								.			<i>A</i>	
PI 4. Number of academic			1								***************************************	
lecture/laboratory rooms			×									
maintained							-	,				
maintained ,	1											

PI. 5. Number of heavy equipment maintained		•							,		
PI 6. Area of lawn maintained (sq.m, approx)									,		
PI 7. Number of office and laboratory eequipment purchased	4 6	4									
PI 8. Zero percent complaint from clients served		No complaint received	0								
Number of Performance Indicators Filled-up	•	•	•				16			, , , , , , , , , , , , , , , , , , ,	
Total Overall Rating	N	,	6	4			78.7			, , , , , , , , , , , , , , , , , , ,	
Average Rating	V	,	ly	6			4.92		,	h	
Adjective Rating	, , , , , , , , , , , , , , , , , , ,	,	11	ii ii	,	0	utstandi	ng		N	

Average Rating (Total Over-all rating divided by 4)		4.92
Additional Points:	h	
Punctuality	X	
Approved Additional points (with copy of approval)	X	
FINAL RATING		4.92
ADJECTIVAL RATING		

Evaluated & Rated by:		Recommending Approval:	
-48		L) Nu al 1)A	
DIANA CHRISTA G. MILLONA		ROBERTO C. QUARTE	
Head, Dept. of Geodetic Engin	eering	Dean, College of Engineering	
Date:		Date!	
•			
1 - Quality	2 - Efficiency	3 - Timeliness	4 - Average

Comments & Recommendations
for Development Purpose:

- Affend trainings or seminate

- Pursue graduate studies

- conduct research or extension
projects

Approved by:

BEATRIZ S. BELONIAS
Vice President for Instruction

Date:

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: Engr. Glenda Loraine S. Sobrio

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplish ed	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Teach three (3) professional/basic courses/subjects (GEng 111, GEng 131, GEng 127)	Students' grade per course taught and Student Performance Evaluation From (CQI Form 6)	August 2019	December 2019	December 2019	impressive	Outstanding	Improve working attitude with respect to students' comments on TPES, Pursue graduate studies and attend trainings and seminars to improve teaching skills
2	Assist students through advising and consultation	Improved student performance	August 2019	December 2019	December 2019	impressive	Outstanding	Provide more interventions for the improvement of students' performance
3	Develop/revise syllabus and instructional materials	Syllabus and IMs approved by the Dean and IMs approved by MMDC	August 2019	December 2019	December 2019	Needs improvem ent	Very satisfactory	Should develop lecture and lab manuals, following the format prescribed by MMDC.
4	Assess students and submit grades to measure students' performance	CQI Form #6, Grades submitted to registrar	August 2019	December 2019	January 2020	Needs improvem ent	Very satisfactory	Maintain submission of grades on time

5	Participate in all activities conducted by the department, college and the university	Attendance, certificates if applicable	July 2019	December 2019	December 2019	impressive	Very satisfactory	Always participate actively in all activities
6	Perform other functions assign by the head, dean and the university	Department Secretary	July 2019	December 2019	December 2019	impressive	Outstanding	Performs functions duly assigned to him

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

Prepared by:

DIANA CHRISTA G. MIIDOZA

Unit Head



PERFORMANCE MONITORING & COACHING JOURNAL

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	2 nd	Α
	3 rd	R T
√	4th	E R

Name of Office: Department of Geodetic Engineering

Head of Office: Engr. Diana Christa G. Milloza

Name of Faculty/Staff: Engr. Glenda Loraine S. Sobrio Signature

Date: January 31, 2026

		MECHA	ANISM			
Activity Monitoring	Med	eting	Memo		Others (Pls.	Remarks
	One-on-One	Group	IVIEITIO		specify)	
Monitoring Discussion of job- related accomplishments, problems and plans	Class Observation: The department head conducted class observation of all the faculty members once in every semester	Participation of the faculty member was monitored in the different activities sponsored by the department, college and the university.	Memorandun was release to specific facult for discussion advising/coac regarding APE action of her request relate to her gradua study.	o :y :hing :B	DGE Regular Monthly Meeting Attendance to Activities Committee Meetings	All faculty members were informed of the class observation during the meeting
Coaching Discuss ways to improve the execution of assigned tasks	Copies of the results of Teaching Performance Evaluation by students were discussed by the head and faculty members.					All faculty members were given a copy of the Summary result of the Teaching Performance Evaluation o students by subject

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

Conducted by:

DIANA CHRISTA G. MILLO

Immediate Supervisor

cc:

OVPI ODAHRD PRPEO Verified by:

ROBERTO C. GUARTE Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee:	Glenda Loraine S. Sobrio
Performance Rating:	

Aim: Engr. Glenda Loraine S. Sobrio as a Master's Degree holder in compliance with VSU Rules and Regulations and to the CHED Requirements and be an effective and efficient implementor of the new OBEdized four (4) year BSGE degree program and the department's RDE Agenda.

Proposed Interventions to Improve Performance:

Date: January 2019 Target Date: December 2019

First Step:

A re-orientation on the Outcomes-Based Education principles, provisions of the new Policies, Standards, and Guidelines in the offering of the new BSGE curriculum as provided for in CMO 89, s. 2017 will be given. She should likewise attend training, conferences, and conventions to strengthen her competencies and qualifications.

Result:

The faculty was able to prepare and submit Outcomes-Based (OBE) Teaching and Learning (OBTL) Syllabus in accordance with the minimum requirements provided by the CMO 89, s. 2017 and the university. Likewise, the faculty was able to implement OBE in all her subjects. Also, an application of the knowledge learned in terms of instruction, research, and extension activities of the department will be implemented by attending training, seminars, and conferences.

Date: July 2019 Target Date: December 2019

Next Step:

Application for graduate study to any CHED-recognized university. Engr. Sobrio should initiate in the application for admission for a possible master's degree in Land Administration and Management as specified in the faculty development plan of the department either in the Philippines or abroad. When admitted, she should likewise look for possible funding agencies/scholarship to support her studies.

Outcome:

Engr. Sobrio was not able to apply for the MS degree in Land Administration and Management. She is planning to apply for an MS degree in Urban Planning (Environmental Science) which is offered in UP Diliman.

Final Step/Recommendation:

Revise the department Faculty Development Plan.

Engr. Sobrio applies for admission to the MS degree program will be recommended by the department personnel committee to pursue her master's degree in a leave with pay status to the President through the Academic Personnel Board of the University.

Prepared by:

Diana Christa G. Milloza
Unit Head

Conforme:

Glenda Loraine S. Sobrio Name of Ratee Faculty/Staff