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%)		2.48	
b. Students (50%)		2.27	
TOTAL for Instruction	90%	4.75	4.27
2. Research	10%	4.67	0.47
3. Extension	0%	0.00	0.00
4. Administration & Support to	0%	0.00	0.00
Operation			
5. Production	0%	0.00	0.00
TOTAL			4.74

^{*}Instructor I - January 1, 2021 - February 28, 2021

EQUIVALENT NUMERICAL RATING:

4.74

Add: Additional Points, if any: TOTAL NUMERICAL RATING:

4.74

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

GLENDA LORAINE S. SOBRIO

Instructor I

JUZTINE JANE L. REBUYAS

Head, DGE

Recommending Approval:

ROBERTO C. GUARTE

Dean, CET

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

^{**}Study leave since March 1, 2021



DEPARTMENT OF GEODETIC ENGINEERING

Visca, Baybay City, Leyte, PHILIPPINES Telephone: (053) 565-0600 local 1027 Email: dge@vsu.edu.ph Website: vww.vsu.edu.ph

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, GLENDA LORAINE S. SOBRIO, a faculty member of the DEPARTMENT OF GEODETIC ENGINEERING commit to the deliver and agree to be rated	on the
attainment of the following targets with accomplishments in accordance with the indicated measures for the period January 1, 2021 to February 28, 202	1

GLENDA LORAINE S. SOBRIO

Instructor

Date: July 22, 202

Approved:

JUZTINE JANE L! REBUYAS

Department Head

Date:

ROBERTO C. GUARTE

College Dean

Date:

-										
MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment			Ratin	g	REMARKS (Indicators
					Accomplishment	Quality	Eficiency	Timeliness	Average	in percentage should be supported with numerical values in numerators and denominators)
	1. ADVANCED EDUCATION									
OVPI N	IFO 2. Graduate Student	Management Services								
	PI 4: Total FTE coordinated implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							

PI 9: Number of A5. Number of on-line ready Converts the existing	
instructional materials coursewares developed and instructional materials into	
developed * submitted for review flexible learning systems	
Prepares Instructional	
On-line ready courseware module/laboratory	
guide/workbook or a	
combination thereof	
Prepares Power Point	
presentation, video clips,	
Supplemental learning resources movie clips, reading	
assignments depending on	
course taught	
Prepares assessment tools	
Assessment tools such as long exam, quizzes,	
Assessment tools problems sets, etc.	
A 6 : Number of on-line course ware Submits the course ware	
reviewed by TRP & edited by MMDC duly reviewed by TRP for	
editor editing by MMDC editor	
Creates virtual classroom	
A / Number of Virtual classroom	
created and operational using either Moddle or	
Google Classroom	
Designs oversignfield a smire	
A 8. Other outputs implementing the Designs experiential learning	
PI 10. Additional outputs: A c. Safer outputs	
to implement new normal	
UMFO 2. HIGHER EDUCATION SERVICES	
OVPI UMFO 3. Higher Education Management Services	
	Rendered service only
	ntil February 26,
	021 (First Sem AY
	020-2021). On study
	eave for MS effective
	March 1, 2021
	,
	ubmitted for
	Eng141n, GEng157,
deadline G	Eng159,GEng113,G
	ng197,ESci121m,
	Eng 200a,GEng148

W 17

									
	A 11. 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							
	A12. Number of trainings attended related to instruction	Attend mandated trainings							
-	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	7	5	5	5	5.00	Jan-February assessment tasks for GEng141n, GEng157, GEng159,GEng113,G Eng197,ESci121m)
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	15	5	5	5	5.00	Jan-February assessment tasks for GEng141n, GEng157, GEng159,GEng113,G Eng197,ESci121m)
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	7	5	5	5	5.00	Jan-February assessment tasks for GEng141n, GEng157, GEng159,GEng113,G Eng197,ESci121m)
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	10	18	5	5	5	5.00	Second year students
	A17. Number of students advised on thesis/ field practice/special problem:								
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1		5	5	4	4.67	Transferred advisees to other faculty members for study leave effective March 1, 2021.
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
	<u>A18</u> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	100	5	5	5		Handles 6 subjects (GEng141n, GEng157, GEng159,GEng113,G Eng197,ESci121m) acts as OJT adviser and Survey Camp coordinator before going on study leave effective March 1, 2021

P				
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO		
	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		
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.		
	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 Moodle or Google Classroom		
Pl 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		
		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	S			

= 4

Pl1, Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries.* Pl2 Number of research outputs completed within the year.* Pl3, Percentage of research outputs published in internationally referred or O'CHED recognized journal within the year.	outputs in the last three (3) years utilized by the industry or by other beneficiaries * PI 2. Number of research outputs completed within the year * PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) * PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences PI 5. Percent of research proposals approved * PI 6. Additional outputs* the last three (3) years the industry or by other beneficiaries * the industry or by other beneficiaries * A 28. Number of research outputs published in interfereed or CHED recognized journal within the year. A 29. Percentage of research outputs presented in refereed int'l journal within the year. In refereed int'l journal presented in regional/national/ int'l fora/conferences. A 30. Number of research presented in regional/national/ int'l fora/conferences. A 31. Percentage of of proposals prepared, supproved. A 31. Percentage of of proposals prepared, supproved.	rch outputs care we search ternationally-gnized with the search ternationally-gnized such als calculated als calculated with the search ternationally-gnized such als calculated also ca	ossible utilization by industry or other eneficiaries conducts and completes esearch oroject within the ear Vrites publishable materials ut of research outputs and ubmits for publication	1	1	5 5	4	4.67	
outputs completed within the year " P13_Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) " In referred drift journals P14_Number of research outputs presented in regional/national/int fora/conferences In intif fora/conferences In intif fora/conferences In intif fora/conferences P15_Percent of research outputs approved " P15_Percent of research outputs presented in regional/national/int fora/conferences In intif fora/conferences A31_Percentage of of research proposals approved " P15_Percent of research outputs outputs presented in regional/national/intigons approved approved and reviewed as peer-reviewer and reviewed paer reviewer of contract and reviewed and reviewed and reviewed paer reviewer of contract and reviewed paer reviewer of contract and reviewed paer revie	outputs completed within the year * PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) * In refereed in regional/national/ int'l fora/conferences PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences In int'l fora/conferences PI 5. Percent of research proposals approved PI 6. Additional outputs* Completed within the year completed within the year outputs published in interfereed or CHED recognized outputs published in interfereed or CHED recognized or cheeved in refereed in t'l journal within the year outputs published in interfereed or CHED recognized or cheeved or CHED recognized or cheeved in refereed in t'l journal presented in regional/n fora/conferences A 30. Number of research presented in regional/n fora/conferences In int'l fora/conferences A 31. Percentage of of proposals prepared, supproved A 31. Percentage of of proposals prepared, supproved	ear * recovery yet search Waternationally-outgrized surplies with the search outgrized surplies with the search outgrized sea	esearch oroject within the ear Vrites publishable materials ut of research outputs and ubmits for publication repares, submits and resents research paper in		1	5 5	4	4.67	
research outputs published in internationally-referred or CHED recognized internationally-referred or CHED recognized journal within the year (2%) ** In refereed int'l journals* In refereed nat'/regional journals* P14. Number of research outputs presented in regional/national/ int'l foral/conferences* In int'l foral/conferences* In int'l foral/conferences* In int'l foral/conferences* In int'l foral/conferences In int'l foral/conferences A31. Percent of research proposals approved ** P15. Percent of research proposals prepared, submitted and approved awards (research-related awards (research-conducted by faculty or student w/ faculty) A32. No. of research-related awards (research conducted by faculty or student w/ faculty) A33. Number of journal articles/scientific paper received and reviewed as peer-reviewer received and returns duly reviewed paper received and returns duly received paper received and returns duly received paper received and returns duly received paper received and returns duly	research outputs published in internationally-referred or CHED recognized journal within the year (2%) * In refereed int'l journal In refereed or CHED reco journal within the year In refereed or CHED reco journal within the year In refereed or CHED reco journal within the year In refereed or CHED reco journal within the year In refereed or CHED reco journal within the year In refereed or CHED reco journal within the year In refereed or CHED reco journal within the year In refereed or CHED reco journal within the year In refereed or CHED reco journal within the year In refereed or CHED reco journal within the year In refereed or CHED reco journal within the year	ternationally-ougnized outsured outputs ational/int'l presci	ut of research outputs and ubmits for publication repares, submits and resents research paper in						
In refereed nat/Wegional journals	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences PI 5. Percent of research proposals approved PI 6. Additional outputs* In refereed nat'l/region fresearch presented in regional/n fora/conferences In int'l fora/conference A 31. Percentage of of proposals prepared, su approved	rch outputs ational/ int'l pre	resents research paper in						
PI.4. Number of research outputs presented in regional/national/ int'l fora/conferences In int'l fora/conferences In nat'l/regional fora/conferences In nat'l/regional fora/conferences In nat'l/regional fora/conferences In nat'l/regional fora/conferences Prepares research paper in scientic for a/conferences In nat'l/regional fora/conferences Prepares research proposals approved * Prepares research proposals, submits and proposals, submits and proposals, submits and 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) A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer and reviewed as peer-reviewer and reviewed and returns duly reviewed paper A 34. Number of UMs submitted to ITSO, VSU Prepares, submits and proposals, submits and follows up its approval for immediate implementation Acts as peer reviewer of journal articles/scientific papers, reviewes the paper received and returns duly reviewed paper Prepares and submits and presents research proposals, submits and follows up its approval for immediate implementation Acts as peer reviewer of journal articles/scientific papers, reviewer and returns duly reviewed paper Prepares and submits and presents research proposals.	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences In int'l fora/conference In nat'l/regional fora/conference PI 5. Percent of research proposals approved PI 6. Additional outputs* A 30. Number of research presented in regional/n fora/conferences In int'l fora/conference A 31. Percentage of of proposals prepared, su approved	rch outputs Proational/ int'l prosci	resents research paper in						
outputs presented in regional/national/ int'l fora/conferences In int'l fora/conferences In int'l fora/conferences In nat'l/regional fora/conferences In nat'l/regional fora/conferences In nat'l/regional fora/conferences In nat'l/regional fora/conferences Prepares research proposals, submits and foroposals, submitted and approved P1.5. Percent of research proposals prepared, submitted and approved A31. Percentage of of research proposals, submits and foroposals, submits an	outputs presented in regional/n fora/conferences * fora/conferences * In int'l fora/conference * In nat'l/regional fora/conference * In na	ational/ int'l pre	resents research paper in						
PI.5. Percent of research proposals approved * PI.6. Additional outputs* A 32. No. of research-related awards (research conducted by faculty or student w/ faculty) A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer A 34. Number of UMs submitted to ITSO, VSU Prepares research proposals, submits and follows up its approval for immediate implementation A 32. No. of research-related awards (research conducted by faculty) 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 research proposals, submits and follows up its approval for immediate implementation A 35. Number of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper Prepares and submits and follows up its approval for immediate implementation A 36. Number of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	PI 5. Percent of research proposals approved * PI 6. Additional outputs* In nat'l/regional fora/c A 31. Percentage of of proposals prepared, su approved								
PI.5. Percent of research proposals approved * Prepared, submitted 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) A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer received and returns duly reviewed paper A 34. Number of UMs submitted to ITSO, VSU Prepares research proposals, submits and follows up its approval for immediate implementation A 32. No. of research-related awards (research conducted by faculty) 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 research proposals, submits and follows up its approval for immediate implementation A 35. Number of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper A 34. Number of UMs submitted to ITSO, VSU Prepares research proposals, submitts and follows up its approval for immediate implementation	PI 5. Percent of research proposals approved * PI 6. Additional outputs* A 31. Percentage of of proposals prepared, su approved A 32. No. of research-res	es				+			
P15. Percent of research proposals approved * P16. Additional outputs* A 32. No. of research-related awards (research conducted by faculty or student w/ faculty) A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer and reviewed as peer-reviewer A 34. Number of UMs submitted to ITSO, VSU A 35. Number of of oresearch proposals, submits and follows up its approval for immediate implementation A 36. No. of research-related awards (research conducted by faculty) A 37. Percentage of of research proposals, submits and follows up its approval for immediate implementation A 38. No. of research-related awards (research conducted by faculty) A 38. Number of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper A 39. Number of UMs submitted to ITSO, VSU A 39. Number of UMs submitted to ITSO, VSU A 39. Number of UMs submitted to ITSO, VSU A 39. Number of UMs submitted to ITSO, VSU	proposals approved * proposals prepared, su approved PI 6. Additional outputs* A 32. No. of research-re	conferences							
awards (research conducted by faculty or student w/ faculty) Acts as peer reviewer of journal articles/scientific paper received and reviewed as peer-reviewer received and returns duly reviewed paper A 34. Number of UMs submitted to ITSO, VSU Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper Prepares and submits application for UM of technology generated out of		research pro ibmitted and foll	oposals, submits and llows up its approval for						
A 33. Number of journal journal articles/scientific paper received and reviewed as peer-reviewer 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		ucted by							
ITSO, VSU application for UM of technology generated out of	articles/scientific paper	jou received par reviewer rec	urnal articles/scientific apers, reviews the paper ceived and returns duly						
	ITSO, VSU	app tec res	plication for UM of chnology generated out of search output		The second secon				
A 35. Other outputs implementing the new normal due to covid 19 Designs research related activities and other outputs to implement new normal		ovid 19 acti	tivities and other outputs						
NEGA EVERNOLOU GERMAGE	UMFO 4. EXTENSION SERVICES								

. .

	PI1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities PI2. Number of trainees weighted by the length of training PI3. Number of extension programs organized and	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained A 37. Number of trainees weighted by the length of training A 38. Number of extension programs/projects implemented	Identifies and links with probable partners for extension activities and maintains this active partnership Conducts trainings among beneficiaries of technologies for transfer Implementes duly approved extension projects				
	supported consistent with the SUC's mandated and priority programs	programs/projects implemented	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	<u>A 40</u> . Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries				
	Research Mentoring	Research Mentor		ores and appeal from machines with Stanford Colonians Colonians			
	Peer reviewers/Panelists	Peer reviewers/Panelists					
	Resource Persons	Resource Persons		PARTY OF THE PARTY			
	Convenor/Organizer	Convenor/Organizer					
	Consultancy	Consultant					
	Evaluator	Evaluator					
	PI 8. Percent of extension proposals approved *	proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation				
		A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *					
		the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal				
JMFO 5	5. SUPPORT TO OPERATI	ONS					
	OVPI MFO 4. Program an	d Institutional Accreditation Service	es				
				94-91-9-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-			

-

A

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*		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 prmity			
	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			
	On program accreditations			1		
	On institutional accreditations					
UMFO 6. General Admin. & Sup	port Services (GASS)			1		
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint			
PI 3: Additional Outputs		Initiates/introduces improvements in performfing functions resulting to best practice				
		Designs administration/management related activities and other outputs to implement new normal				
Total Over-all Rating					39.33	
Average Rating Adjectival Rating				+	4.92 O	
[Aujectival Natility						

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

Comments and Recommendations for Development Purposes:

Evaluated & Rated by:

JUZTINE JANE L. REBUYAS Head, DGE

Recommending Approval

ROBERTO C. GUARTE Dean, CET

Date:

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs Date: 7242

2 - Efficiency

3 - Timeliness

4 - Average

1 - Quality

EMPLOYEE DEVELOPMENT PLAN

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

Aim: Engr. Sobrio as an effective and efficient implementor of the new OBEdized four (4) year degree program in Bachelor of Science in Geodetic Engineering (BSGE) as provided for in the new CMO 89, s. of 2017 and the department's RDE Agenda in her field of specialization.

Proposed Interventions to Improve Performance:

Date: January 2021

Target Date: February 2021

First Step:

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

Result:

The faculty was able to prepare Student Learning Guide (SLG) or Instructional Manual for the new normal scheme teaching in accordance to the minimum requirements provided by the CMO 89, s. 2017 and the university. Also, the faculty was able to attend training on MOODLE, for the implementation of remote instruction of the university.

Date: March 1, 2021

Target Date:

Next Step:

Engr. Sobrio pursue her Master's studies in a leave with pay status at UP Diliman.

Outcome:

Engr. Sobrio will finished her MS studies in due time.

Final Step/Recommendation:

Prepared by:

Juztine Jane L. Rebuyas

Head, Dept. of Geodetic Engineering

Conforme:

Mame of Ratee Faculty