

# 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 Operation	0%	0.00	0.00
5. Production	0%	0.00	0.00
TOTAL			4.74

\*Instructor I - January 1, 2021 - February 28, 2021

\*\*Study leave since March 1, 2021

EQUIVALENT NUMERICAL RATING: 4.74

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.74

ADJECTIVAL RATING: Outstanding

Prepared by:

GLENDALORAINESOBRIO  
Instructor I

Reviewed by:

JUZTINEJANELREBUYAS  
Head, DGE

Recommending Approval:

ROBERTOC.GUARTE  
Dean, CET

Approved:

BEATRIZS.BELONIAS  
Vice President for Academic Affairs



**VISAYAS**  
STATE UNIVERSITY



**DEPARTMENT OF GEODETIC  
ENGINEERING**

Visca, Baybay City, Leyte, PHILIPPINES  
Telephone: (053) 565-0600 local 1027  
Email: [dge@vsu.edu.ph](mailto:dge@vsu.edu.ph)  
Website: [www.vsu.edu.ph](http://www.vsu.edu.ph)

"Exhibit B"

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, GLENDA LORAIN S. SOBRI, 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, 2021**.

**GLENDA LORAIN S. SOBRI**

Instructor

Date: *July 22, 2021*

Approved:

**JUSTINE 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	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 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							
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							



	<b>PI 9:</b> Number of instructional materials developed *	<b>A5.</b> Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		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 6 : 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 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
	<b>PI 10.</b> Additional outputs:	<b>A 8.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	Handles and teaches courses assigned	18						Rendered service only until February 26, 2021 (First Sem AY 2020-2021). On study leave for MS effective March 1, 2021
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	8	5	5	5	5.00	Submitted for GEng141n, GEng157, GEng159, GEng113, GEng197, ESci121m, GEng 200a, GEng148

		<b>A11.</b> 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							
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings							
		<b>A13.</b> 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, GEng197, ESci121m)
		<b>A14.</b> 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, GEng197, ESci121m)
		<b>A15.</b> 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, GEng197, ESci121m)
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	<i>Acts as academic adviser to students</i>	10	18	5	5	5	5.00	Second year students
		<b>A17.</b> 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							
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	100	5	5	5	5.00	Handles 6 subjects (GEng141n, GEng157, GEng159, GEng113, GEng197, ESci121m) acts as OJT adviser and Survey Camp coordinator before going on study leave effective March 1, 2021



	<b>PI 9:</b> Number of student organizations advised/assisted *	<b>A19:</b> Number of Student organizations advised	Advises student organizations recognized by USOO							
		<b>A20:</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course were 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.							
		<b>A 23 :</b> Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> 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							
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 3 . RESEARCH SERVICES</b>										

	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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	1						
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year	1	1	5	5	4	4.67	On-going (60% is done)
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> 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							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)								
		<b>A 33.</b> 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							
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>										



[illegible]

	<b>PI 8.</b> 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*	<b>A 44.</b> Compliance to all requirements of the QMS core processes of the university 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 conformity					
		<b>A 45.</b> 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							
		On institutional accreditations							
<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>									
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint					
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice						
		<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal						
	<b>Total Over-all Rating</b>							39.33	
	<b>Average Rating</b>							4.92	
	<b>Adjectival Rating</b>							O	

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

**Comments and Recommendations for Development Purposes:**

Keep up the good work.

Evaluated & Rated by:

**JUZTINE JANE L. REBUYAS**  
Head, DGE  
Date:

Recommending Approval

**ROBERTO C. GUARTE**  
Dean, CET  
Date:

Approved by:

**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs  
Date: 7/24/21

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average



## 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:

Glenda Loraine S. Sobrio

Name of Ratee Faculty