

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Engr. James Philip N. Ancheta

| Program Involvement (1) | Percentage Weight of Involvement | Numerical Rating (Rating x %) | Equivalent Numerical Rating |
|----------------------------|--|-------------------------------------|-----------------------------------|
| (1) | (2) | (3) | (2x3) |
| 1. Instruction | | | |
| a. Head/Dean (50%) | | 2.36 | |
| b. Students (50%) | | 2.00 | |
| TOTAL for Instruction | 90% | 4.36 | 3.92 |
| 2. Research | 10% | 4.50 | 0.45 |
| 3. Extension | 0% | 0.00 | 0.00 |
| 4. Support to Operation | 0% | | 0.00 |
| 5. Administration | 0% | 0.00 | 0.00 |
| TOTAL | | | 4.37 |

*Instructor I- July -December 2018

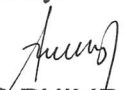
EQUIVALENT NUMERICAL RATING: 4.37

Add: Additional Points, if any:

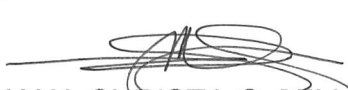
TOTAL NUMERICAL RATING: 4.37

ADJECTIVAL RATING: Very Satisfactory

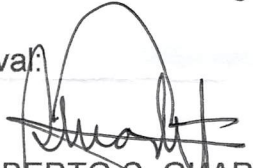
Prepared by:


JAMES PHILIP N. ANCHETA
Name of Faculty


Reviewed by:


DIANA CHRISTA G. MILLOZA
Head, Dept. of Geodetic Eng'g

Recommending Approval:


ROBERTO C. GUARTE
Dean, College of Eng'g

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

1. 2000年1月1日起，凡在我国境内销售货物的单位和个人，均应按销售额的一定比例缴纳增值税。

1987年10月10日
 1987年10月10日

100-44360-10000

the 1990s, the number of people in the world who are under 15 years of age is expected to increase from 1.1 billion to 1.5 billion. The number of people aged 65 and over is expected to increase from 200 million to 400 million. The number of people aged 15 and over is expected to increase from 3.5 billion to 4.5 billion. The number of people aged 15 and over is expected to increase from 3.5 billion to 4.5 billion. The number of people aged 15 and over is expected to increase from 3.5 billion to 4.5 billion.

1. *Chlorophyll a* and *Chlorophyll b* were determined by the method of Arar and Collins (1971).

1950-1951

[illegible]

10-10-1962

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1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 26

DOI: 10.1002/eqe.1571

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Journal of Management Studies, 19(6), 701-718.

[illegible]

DATE OF BIRTH: 08-07-1960 AGE: 38 YRS SEX: M

1. PROCESO DE LA INDEPENDENCIA
 2. PROCESO DE LA INDEPENDENCIA



"Exhibit B"

[illegible]

| | | | | | | | | | | |
|--|--|---|----|---------|----|---|---|---|-----|---|
| Number of hours spent on student manuscript outline/special problem consultation | Advising, Consultation, Checking and Editing | Spends several hours a year | 24 | 125.00% | 30 | 5 | 5 | 5 | 5.0 | Keanu Jay Galgo and Rex Carreon |
| Number of hours spent on student consultation other than manuscript outline/special problem consultation | Consultation/tutorial/ advising | Spends several hours per week | 50 | 120.00% | 60 | 5 | 5 | 5 | 5.0 | Keanu Jay Galgo, Vince Hove Valenzona, Agustin Gopio, Andre Malate, Klaryse Astillo |
| Number of organizations advised | | | | | | | | | | |
| Number of student-related activities assisted | | | | | | | | | | |
| Number of Approved Manuscript submitted within the prescribed period | approving of manuscripts/ special studies | approving five (5) special study/problems in a year | 5 | 100.00% | 5 | 5 | 5 | 5 | 5.0 | Keanu Jay Galgo, Vince Hove Valenzona, Agustin Gopio, Andre Malate, Klaryse Astillo |
| PI 4. Number of instructional materials developed/revised and utilized: | | | | | | | | | | |
| Syllabi | | | | | | | | | | |
| New | | | | | | | | | | |
| Revised | Reviewing/Revising | Reviews existing syllabi | 3 | 200.00% | 6 | 5 | 4 | 4 | 4.3 | Esci 110, Math 18, Geng 155, Geng 151, Geng 133g, Geng 112c |
| Instructional Manual | | | | | | | | | | |
| New | | | | | | | | | | |
| Revised | Reviewing/Revising | Reviews existing instructional manual | 3 | 200.00% | 6 | 5 | 5 | 5 | 5.0 | Esci 110, Math 18, Geng 155, Geng 151, Geng 133g, Geng 112c |
| Lab Manual | | | | | | | | | | |
| New | Preparing/Organizing | | | | | | | | | |
| Revised | Reviewing/Revising | Reviews existing manual | 2 | 500.00% | 10 | 5 | 4 | 4 | 4.3 | GEng 133c, and GEng 112c |

[illegible]

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|---|--|--|--|--|--|--|--|--|--|--|
| PI 8. Amount of extension money generated from institutional funding ('000) | | | | | | | | | | |
| PI 9. Additional outputs | | | | | | | | | | |
| No. of seminar/training presentations prepared | | | | | | | | | | |

MFO 5. Support to Operations

MFO 6. General Administration and Support Services (GASS)


| | | | | | |
|--|--|--|--|------|--|
| Number of Performance Indicators Filled-up | | | | 13 | |
| Total Overall Rating | | | | 61.0 | |
| Average Rating | | | | 4.69 | |
| Adjective Rating | | | | O | |

| | | |
|---|---|-------------|
| Average Rating (Total Over-all rating divided by 4) | | 4.69 |
| Additional Points: | | |
| Punctuality | x | |
| Approved Additional points (with copy of appro | X | |
| FINAL RATING | | 4.69 |
| ADJECTIVAL RATING | | OUTSTANDING |


Comments & Recommendations for Development Purpose:

Attend trainings & seminars, & pursue graduate studies

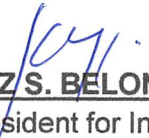
Evaluated and Rated by:


DIANA CHRISTA G. MILLOZA
 Head, Dept. of Geodetic Engineering
 Date: 28, January, 2019

Recommending Approval:


ROBERTO C. GUARTE
 Dean, College of Engineering
 Date: _____

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Instruction
 Date: _____

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **Engr. James Philip N. Ancheta**

| 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 six (6) professional and engineering math courses (ESci 110, GEng 151, GEng 112c, GEng 133g, GEng 155 and Math 18) | Students' grade per course taught and Student Performance Evaluation Form (CQI Form 6) | August 2018 | December 2018 | December 2018 | impressive | Outstanding | Improve performance 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 2018 | December 2018 | December 2018 | impressive | Very satisfactory | 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 2018 | December 2018 | December 2018 | Needs improvement | 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 2018 | December 2018 | January 2019 | Needs improvement | Very satisfactory | Should submit grades and CQI Form #6 on time |

| | | | | | | | | |
|---|---|--|-------------|--|--|-------------------|-------------------|--|
| 5 | Participate in all activities conducted by the department, college and the university | Attendance, certificates if applicable | August 2018 | | | Needs improvement | Very satisfactory | Should participates actively in all activities |
| 6 | Perform other functions assign by the head, dean and the university | DGBF | August 2018 | | | 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. MIULOZA
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **James Philip N. Ancheta**

Performance Rating: **4.77 (VS)**

Aim: To improve teaching performance by attending continuing education programs such as trainings, seminars and workshops and to earn a Master's Degree in GIS compliant to VSU Rules and Regulations and to the respective external funding institution's and be a lead person for the implementation of the department's RDE Agenda in his field of specialization.

Proposed Interventions to Improve Performance:

Date: January 2018 Target Date: December 2018

First Step:

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.

Result:

The faculty was able to prepare and submit Outcomes-Bases Teaching and Learning (OBTL) Syllabus in accordance to the minimum requirements provided by the CMO 89, s. 2017 and the university. Also, the faculty was able to implement OBE in all his subjects.

Date: January 2019 Target Date: August 2019

Next Step:

The faculty member should attend trainings, seminars and workshops.


Outcome:

To be able to strengthen competencies and qualifications and will be able to apply the knowledge learned in terms of instruction, research and extension activities of the department.

Final Step/Recommendation:

The faculty member should initiate in the application for admission for a possible master's degree in GIS as specified in the faculty development plan of the department either in the Philippines or abroad. When admitted, the faculty should likewise look for a possible funding agencies/scholarship to support his studies. He will then be recommended by the department personnel committee to pursue his master's degree in a leave with pay status to the President through Academic Personnel Board of the University.

Prepared by:


Diana Christa G. Molloza
Unit Head

Conformer:


James Philip N. Ancheta
Name of Ratee Faculty/Staff