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

Visayas State University
College of Engineering
Department of Geodetic Engineering
Visca, Baybay City, 6521-A, Leyte, Philippines

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, James Philip N. Ancheta, 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 1, 2018 to December 31, 2018.

JAMES PHILIP N. ANCHETA
Ratee
Date:

DIANA CHRISTA G. MILLOZA
Department Head
Date:

5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor

MFO & Performance Indicators (PI)	Program/Activities/ Projects	Tasks Assigned	Targets July to December 2018	Actual Accomplishment		Rating				Remarks
				% Accomplishment as of December 2018	Details of Accomplishment	Quality	Efficiency	Timeliness	Average	
MFO 1. Advanced Education Services										Not Applicable
MFO 2. Higher Education Services										
PI 1. Number of FTE coordinated and implemented	Teaching	Teaches BSGE Subjects and Esci	8	463.13%	37.05	5	5	4	4.7	Esci 110, Math 18, Geng 155, Geng 151, Geng 133g, Geng 112c, Geng 200a
PI 2. Number of Academe/Industry linkage established										
PI 3. Student Advising and Consultation Services Coordinated:										

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 activties 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

Powerpoint										
New (per course)	Preparing	Prepares presentations	3	166.67%	5	5	5	5	5.0	Esci 110, Math 18, GEng 151, GEng 155, GEng 133g
Revised (per course)	Revising	Revises presentation	3	100.00%	3	5	5	5	5.0	GEng 112c, GEng 151, GEng 155
PI 5. Number of grade sheets submitted on prescribed period	Assessment of students performance	Conducts quizzes, exercises, term exams, practical exams, assignments, laboratory exercises	3	233.33%	7	5	5	5	5.0	Esci 110, Math 18, Geng 155, Geng 151, Geng 133g, Geng 112c, Geng 200a
	Assessment of students performance	Computes and submits midterm and final grades	6	116.67%	7	5	3	3	3.7	Esci 110, Math 18, Geng 155, Geng 151, Geng 133g, Geng 112c, Geng 200a
MFO 3. Research Services										
PI 1. Number of research proposals prepared and submitted										
PI 2. Amount of research proposal 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 presented in for a/conferences										
National										
Regional										

Local										
Institutional										
PI 5. Number of Research Projects Conducted and/or Completed on Schedule			1	100.00%	1	5	5	3	4.3	Hydrological and Geomorphological Analysis for Flood Hazard Risk Assessment
PI 6. Amount of research money generated from VSU ('000)			10	100.00%	10	5	5	4	4.7	Hydrological and Geomorphological Analysis for Flood Hazard Risk Assessment
PI 7. Amount of research money generated from external funding ('000)										
MFO 4. Extension Services										
PI 1. Number of person-days										
PI 2. Number of IEC materials/technoguides										
PI 3. Number of beneficiaries served										
Groups										
Individuals										
PI 4. Number of extension projects conductes and/or completed on schedule										
PI 5. Number of extension proposals submitted										
PI 6. Percent of extension proposals approved										
PI 7. Amount of extension money generated from external funding ('000)										

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 From (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 improvem ent	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. MIILOZA
Unit Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **James Philip N. Ancheta**
Performance Rating: 4.37 (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. Mitloza
Unit Head

Conforme:

James Philip N. Ancheta
Name of Ratee Faculty/Staff