

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%)		2.45	
b. Students (50%)		2.50	
TOTAL for Instruction	80%	4.95	3.96
2. Research	20%	4.83	0.97
3. Extension	0%	0.00	0.00
4. Support to Operation	0%	0.00	0.00
5. Administration	0%	0.00	0.00
TOTAL			4.93

*Instructor I- January-June 2018

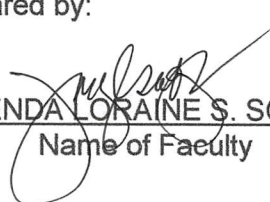
EQUIVALENT NUMERICAL RATING: 4.93

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.93

ADJECTIVAL RATING: Outstanding

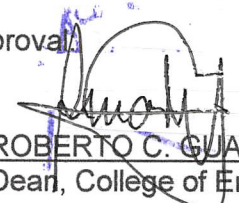
Prepared by:


GLENDALORAINES.SOBRIO
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

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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

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2025 RELEASE UNDER E.O. 14176

GENERAL INVESTIGATIVE
DIVISION OF THE FBI



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 January to June, 2018.

GLENDALORAINESOBRIO

Ratee

Date: July 27, 1973

Approved:

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	Target (Jan. - June)	Actual Accomplishment		Rating				Remarks
				% Accomplishment as of June 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 six (4) BSGE subjects and one (1) Basic Math (Math 18)	8	400.38%	32.03	5	5	5	5.0	GEng 112, GEng 132, GEng 154, GEng 141 Math 18

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Revised	Reviewing/Revising	Revises one (2) syllabus per sem or two (2) in a year	2	250.00%	5	5	5	5	5.0	GEng 112, GEng 132, GEng 154, GEng 141 Math 18
Instructional Manual										
Revised	Reviewing/Revising	Reviews and revises three (1) existing instructional materials	1	300.00%	3	5	5	4	4.7	GEng 141, GEng 154, GEng 112
Lab Manual										
Revised	Reviewing/Revising	Reviews and revises existing lab manual	1	100.00%	1	5	5	4	4.7	GEng 112
Powerpoint										
New (per course)	Preparing	Prepares 2 powerpoint presentations	2	150.00%	3	5	5	5	5.0	GEng 112, GEng 154, Math 18
Revised (per course)	Revising	Reviews two (2) existing presentation and revises 1 presentations	3	166.67%	5	5	5	5	5.0	GEng 112, GEng 132, GEng 154, GEng 141 Math 18
PI 5. Number of grade sheets submitted on prescribed period	Assessment of students performance	Conducts 25 quizzes/assignments, 10 long exams, 10 term exams, 8 laboratory exercises or a total of 53 student assessment	53	130.19%	69	5	5	5	5.0	Conducted 35 quizzes/assignments, 14 long exams, 10 term exams, 10 laboratory exercises or a total of 108 student assessment

	Assessment of students performance	Checks 25 quizzes/assignments, 10 long exams, 10 term exams, 8 laboratory exercises or a total of 53 student assessment	53	130.19%	69	5	5	4	4.7	Checked 35 quizzes/assignments, 14 long exams, 10 term exams, 10 laboratory exercises or a total of 108 student assessment
	Assessment of students performance	Computes and submits 5 midterm and 5 final grades	10	100.00%	10	5	5	4	4.7	GEng 112, GEng 132, GEng 154, GEng 141 Math 18

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	Research study		1	100.00%	1	5	5	4	4.7	Hydrological and Geomorphological Analysis for Flood Hazard Risk Assessment

PI 6. Amount of research money generated from VSU ('000)	Research project	Conducts research with funding (worth P10,000)	10	100.00%	10	5	5	4	4.7	Hydrological and Geomorphological Analysis for Flood Hazard Risk Assessment (Project extended from last year's research with appropriated budget only for travel)
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MFO 4. Extension Services

MFO 5. Support to Operations

MFO 6. General Administration and Support Services (GASS)


PI 8. Zero percent complaint from clients		No complaint received	100	0.00%	0	5	5	5	5.0	
Number of Performance Indicators Filled-up						17				
Total Overall Rating						82.3				
Average Rating						4.84				
Adjective Rating						O				

Average Rating (Total Over-all rating divided by 4)		4.84
Additional Points:		
Punctuality	x	
Approved Additional points (with copy of approval)	X	
FINAL RATING		4.84
ADJECTIVAL RATING		OUTSTANDING

COMMENTS & RECOMMENDATION FOR DEVELOPMENT PURPOSES:

Improve teaching performance w/ respect to the students ratings & comments. Also, attend trainings & seminars, & pursue graduate studies to improve teaching skills.


Evaluated & Rated by:


DIANA CHRISTA G. MILLOZA
 Head, Dept. of Geodetic Engineering
 Date: _____

Recommending Approval:


ROBERTO C. GUARATE
 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, Glenda Loraine S. Sobrio**

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	Teach four (4) professional courses/subjects (GEng 112, GEng 132, GEng 154, GEng 141) and one (1) Basic Engineering subjects (Math 18)	Students' grade per course taught and Student Performance Evaluation Form (CQI Form 6)	January 2018	July 2018	July 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	January 2018	July 2018	July 2018	impressive	Outstanding	Provide more interventions for the improvement of students' performance
3	Develop/revise instructional materials	IMs approved by the Dean and if possible by MMDC	January 2018	July 2018	July 2018	Needs improvement	Very satisfactory	For lecture and lab manuals, follow the format prescribed by MMDC.
4	Assess students and submit grades to measure students' performance	CQI Form #6, Grades submitted to registrar	January 2018	July 2018	July 2018	impressive	Very satisfactory	Should submit grades and CQI Form #6 on time

5	Conduct research project	Annual Report	June 2017	December 2018	-	Needs improvement	Satisfactory	Should submit Annual Report on time, present and publish output
6	Participate in all activities conducted by the department, college and the university	Attendance, certificates if applicable	January 2018	June 2018	June 2018	impressive	Very satisfactory	Should always participate actively in all activities
7	Perform other functions assign by the head, dean and the university	Reports, other documents	January 2018	June 2018	June 2018	impressive	Outstanding	Performs functions duly assigned to her

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


DIANA CHRISTA G. MILOZA
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Glenda Loraine S. Sobrio**

Performance Rating: _____

Aim: To earn a master's degree in Geodesy compliant to VSU Rules and Regulations and to the DOST-ERDT Requirements and be a lead person for the implementation of the department's RDE Agenda in her field of specialization.

Proposed Interventions to Improve Performance:

Date: November 2017

Target Date: August 2018

First Step:

The faculty member should initiate in the application for admission for a possible master's degree in Geodesy 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 her studies. He will then be recommended by the department personnel committee to pursue her master's degree in a leave with pay status to the President through Academic Personnel Board of the University.

Result:

The faculty member was able to get a scholarship through DOST-ERDT and was able to get a financial support from the university as faculty on-study leave with pay.

Date: August 2018

Target Date: May 2020

Next Step:

The faculty member should enroll as full-time student in her master's degree so he can graduate on time. Furthermore, her research study should be inline of her interest and to the department's RDE Agenda. He should likewise attend trainings, conferences and conventions to strengthen her competencies and qualifications.

Outcome:

The faculty was accepted as full time graduate student in UP Diliman pursuing MS Geomatics Engineering with specialization in Applied Geodesy.

Final Step/Recommendation:

The faculty member after earning the degree should immediately apply for reinstatement to the university and assume higher office when needed, duties and responsibilities especially in instruction, research and extension.

Prepared by:


Diana Christa G. Milloza
Unit Head

Conforme:

Glenda Loraine S. Sobrio

Name of Ratee Faculty/Staff