

Bachelor of Science in Environmental Science



BAGONG PILIPINAS



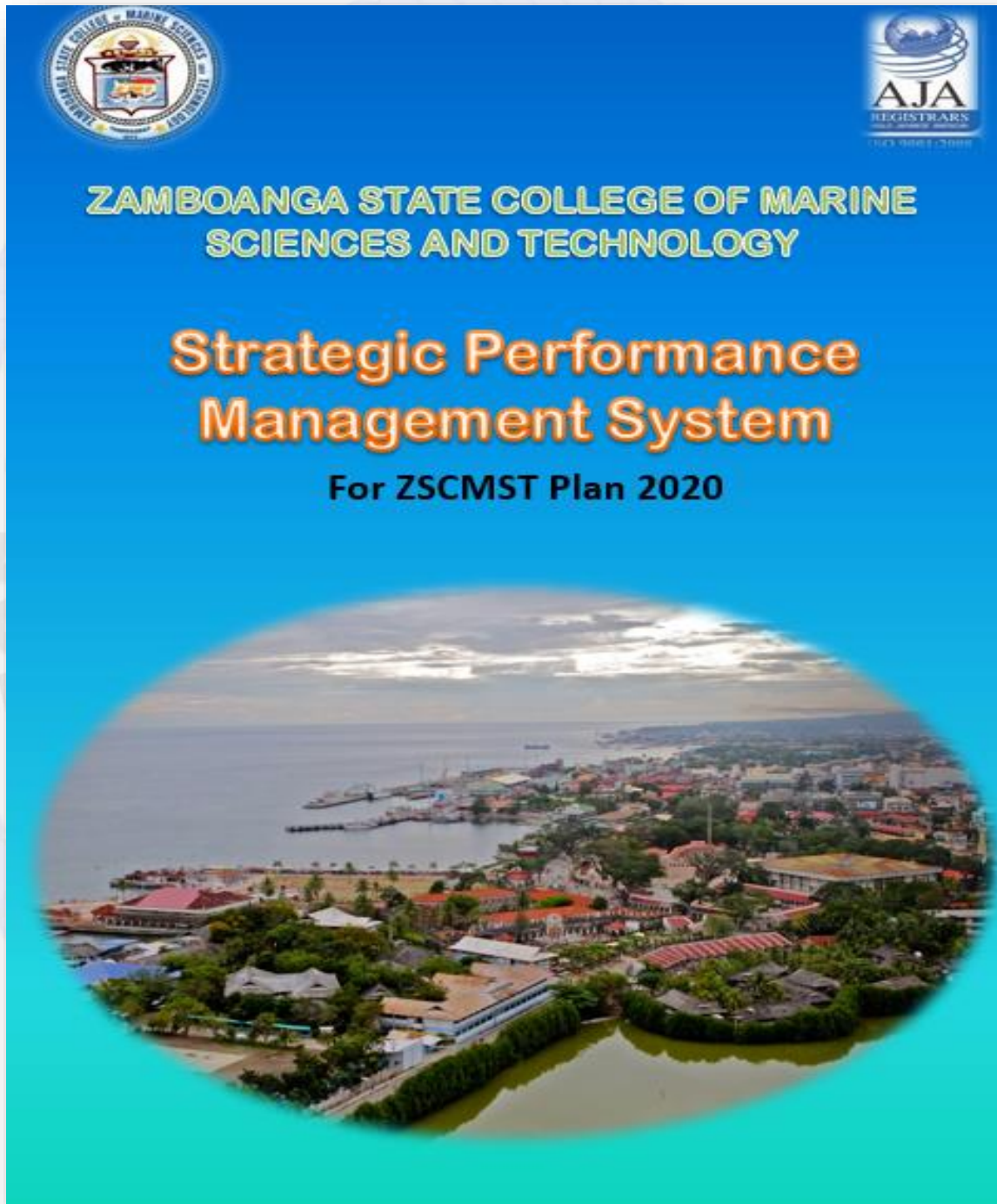
AREA II
Parameter D: RANK AND
TENURE

IMPLEMENTATION

1.5 | The institution implements a CSC-approved Strategic Performance Management System (SPMS) which emphasizes quality teaching performance, research, creative work, extension, and production services.



I.5. The institution implements a CSC-approved Strategic Performance Management System (SPMS) which emphasizes quality teaching performance, research, creative work, extension, and production services.



A Strategic Performance Management System document for the Zamboanga State College of Marine Sciences and Technology's 2020 plan.



NEW

Template for Instructors and Assistant Professors



Republic of the Philippines
ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY
 Fort Pilar, Zamboanga City



MONITORING AND EVALUATION INSTRUMENT (PART 2)
INDIVIDUAL PERFORMANCE EVALUATION REPORT
 For the Rating Period: January 30, 2023 to June 02, 2023

Page 1 of 3 pages

NAME: AHASMARIE C. PASION												
POSITION/DESIGNATION: INSTRUCTOR I						OFFICE/UNIT: COLLEGE OF FISHERIES AND MARINE SCIENCES						
DEPARTMENT/OFFICE/UNIT SCORECARD			EMPLOYEES SCORECARD				RATING					
OBJECTIVES/OUTPUTS	KEY PERFORMANCE MEASURES	TARGET	% WEIGHT ALLOCATION	STRATEGIC INITIATIVES (Programs/Projects/Activities)	KEY PERFORMANCE MEASURES	TARGET	ACCOMPLISHMENT	POINT SCORE				REMARKS
								Q	E	T	A	
Make quality of instruction compliant to set of standards; conduct coaching and mentoring when necessary	Accuracy, acceptance, and timely submission of syllabus, activity sheets, teaching aids & devices, laboratory plan/work plan (CHED Outcomes Based Education)	100% accuracy & acceptance (to be submitted on due date)	3%	Accuracy, acceptance, and timely submission of syllabus, activity sheets, teaching aids & devices, laboratory plan/work plan (CHED Outcomes Based Education)	Accuracy and timely submission of Syllabus	100% accuracy and submitted on due date	100% accuracy and submitted on due date	0.15	0.15	0.15	0.15	
			2%		Acceptance and timely submission of activity sheets	100% accuracy and submitted on due date	100% accuracy and submitted on due date	0.1	0.1	0.1	0.1	
			3%		Acceptance and timely submission of teaching aids and devices	100% accuracy and submitted on due date	100% accuracy and submitted on due date	0.15	0.15	0.15	0.15	
			2%		Accuracy and timely submission of Laboratory plan/work plan	100% accuracy and submitted on due date	100% accuracy and submitted on due date	0.1	0.1	0.1	0.1	
Organized classroom instruction	Preparation and timely submission of attendance sheet, classroom structures, and class records	100% satisfaction and accuracy (to be submitted on due date)	1%	Preparation and timely submission of attendance sheet, classroom structures, and class records	Accomplished attendance sheet	To be accomplished every meeting/period with 100% accuracy	100% accomplished and accurate	0.05	0.05	0.05	0.05	
			1%		Structured and organized classroom in accordance to desired purpose	100% satisfaction during the rating period	100% satisfaction and accuracy	0.05	0.05	0.05	0.05	
			1%		Updated class records	Updated with 100% accuracy within 7 working days after the exam	100% accurate and updated	0.05	0.05	0.05	0.05	
			2%		Compliance with classroom observation instrument	Compliant	Compliant	0.1	0.1	0.1	0.1	
High satisfaction rating on programs, services, quality of student experiences, and teacher's actual teaching performance	Students' evaluation on teacher's performance	Satisfactory	32%	Students' evaluation on teacher's performance	Rating of teacher's performance based on the evaluations made by the students	Satisfactory	Very Satisfactory	1.6	1.6	1.6	1.6	
								2.35	2.35	2.35	2.35	

An Individual Performance Evaluation Report for Ms. Ahasmarie C. Pasion, an Instructor I at ZSCMST, dated January 30 to June 02, 2023, with a satisfactory rating.



DEPARTMENT/OFFICE/UNIT SCORECARD			EMPLOYEES SCORECARD			RATING							
OBJECTIVES/OUTPUTS	KEY PERFORMANCE MEASURES	TARGET	% WEIGHT ALLOCATION	STRATEGIC INITIATIVES (Programs/Projects/Activities)	KEY PERFORMANCE MEASURES	TARGET	ACCOMPLISHMENT	POINT SCORE				REMARKS	
								Q	E	T	A		
Participation on research projects	Number of new faculty and nonteaching personnel joining the core researcher pool	1	13%	Project LRC- essentially a pole-vaulting strategy to speed up the College ascend to the pinnacle of excellence in research. Research capacities are acquired within shorter term by adopting institutional mentors or "Big Brother" through networked and collaborative research partnerships, consortia and other innovative joint research modalities	Quality of research proposal prepared, and submitted to the Research Committee	0	0	0.13	0.13	0.13	0.13		
	Number of research proposals prepared and submitted to the Research Committee	3 (one academic year)											
	Number of research proposals approved and recommended for implementation	3 (one academic year)											
	Number of research proposals with approved funding	3 (one academic year)	5%										
Engaged in collaborative research projects	Number of Research Projects conducted	3 (one academic year)	15%	Status of Implementation	0	0	0.15	0.15	0.15	0.15			
COMMENTS AND RECOMMENDATIONS FOR DEVELOPMENT PURPOSES						TOTAL POINT SCORE				3.48	3.48	3.48	3.48
Areas for Improvement		Type of Intervention	Date	Areas for Recognition		AVERAGE POINT SCORE				3.48			
<input type="checkbox"/> Behavior (pls specify)	<input type="checkbox"/> Coaching		<input type="checkbox"/> For Promotion	NUMERICAL RATING				3.00					
<input type="checkbox"/> Technical (pls specify)	<input type="checkbox"/> Job Rotation		<input type="checkbox"/> Step Increment	FINAL ADJECTIVAL RATING				Satisfactory					
<input type="checkbox"/> Training	<input type="checkbox"/> Reassignment		<input type="checkbox"/> Others (pls specify)	CONFIRMED									
<input type="checkbox"/> Others (pls specify)	<input type="checkbox"/> Others (pls specify)			I commit to deliver and agree to be rated on the attainment of the above targets in accordance with the indicated Key Performance Measures.									
I commit to deliver and agree to be rated on the attainment of the above targets in accordance with the indicated Key Performance Measures. _____ AHASMARIE C. PASION		Concurred by: _____ NERISA G. BONGO		Approved: _____ OLIVER D. TITO, Ph.D.		_____ EMMA A. SANTOS		_____ College HRMO					
Name and Signature of Employee		Name and Signature of Program Chair		Name and Signature of Dean									
Date		Date		Date		Date							



Republic of the Philippines
ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY
 Fort Pilar, Zamboanga City



MONITORING AND EVALUATION INSTRUMENT
INDIVIDUAL PERFORMANCE EVALUATION REPORT
 For the Rating Period **JANUARY - JUNE 2023**

NAME: KIA P. PINERO		POSITION/DESIGNATION: INSTRUCTOR 1/ DOCUMENT CONTROLLER				OFFICE/UNIT: COLLEGE OF FISHERIES AND MARINE SCIENCES/QAO						
DEPARTMENT/OFFICE/UNIT SCORECARD			EMPLOYEES SCORECARD			RATING						
OBJECTIVES/OUTPUTS	KEY PERFORMANCE MEASURES	TARGET	% WEIGHT ALLOCATION	STRATEGIC INITIATIVES (Programs/Projects/Activities)	KEY PERFORMANCE MEASURES	TARGET	ACCOMPLISHMENT	POINT SCORE				REMARKS
								Q	E	T	A	
Make quality of instruction compliant to set of standards; conduct coaching and mentoring when necessary	Accuracy, acceptance, and timely submission of syllabus, activity sheets, teaching aids & devices, laboratory plan/work plan (CHED Outcomes Based Education)	100% accuracy & acceptance (to be submitted on due date)	3%	Accuracy, acceptance, and timely submission of syllabus, activity sheets, teaching aids & devices, laboratory plan/work plan (CHED Outcomes Based Education)	Accuracy and timely submission of Syllabus	100% accuracy and submitted on due date	100% accuracy and submitted on due date	0.15	0.15	0.15	0.15	
			2%		Acceptance and timely submission of activity sheets	100% accuracy and submitted on due date	100% accuracy and submitted on due date	0.1	0.1	0.1	0.1	
			3%		Acceptance and timely submission of teaching aids and devices	100% accuracy and submitted on due date	100% accuracy and submitted on due date	0.15	0.15	0.15	0.15	
			2%		Accuracy and timely submission of Laboratory plan/work plan	100% accuracy and submitted on due date	100% accuracy and submitted on due date	0.1	0.1	0.1	0.1	
Organized classroom instruction	Preparation and timely submission of attendance sheet, classroom structures, and class records	100% satisfaction and accuracy (to be submitted on due date)	1%	Preparation and timely submission of attendance sheet, classroom structures, and class records	Accomplished attendance sheet	To be accomplished every meeting/period with 100% accuracy	100% accomplished and accurate	0.05	0.05	0.05	0.05	
			1%		Structured and organized classroom in accordance to desired purpose	100% satisfaction during the rating period	100% satisfaction and accuracy	0.05	0.05	0.05	0.05	
			1%		Updated class records	Updated with 100% accuracy within 7 working days after the exam	100% accurate and updated	0.05	0.05	0.05	0.05	
			2%		Compliance with classroom observation instrument	Compliant	Compliant	0.1	0.1	0.1	0.1	
High satisfaction rating on programs, services, quality of student experiences, and teacher's actual teaching performance	Students' evaluation on teacher's performance	Satisfactory	32%	Students' evaluation on teacher's performance	Rating of teacher's performance based on the evaluations made by the students	Satisfactory	Outstanding	2.5	2.5	2.5	2.5	

An Individual Performance Evaluation Report for Engr. Kia P. Abdurajak, at ZSCMST, dated January to June 2023, with a very satisfactory rating.



DEPARTMENT/OFFICE/UNIT SCORECARD			EMPLOYEES SCORECARD				RATING					
OBJECTIVES/OUTPUTS	KEY PERFORMANCE MEASURES	TARGET	% WEIGHT ALLOCATION	STRATEGIC INITIATIVES (Programs/Projects/Activities)	KEY PERFORMANCE MEASURES	TARGET	ACCOMPLISHMENT	POINT SCORE				REMARKS
								Q	E	T	A	
Prepared, administered and checked projects, quizzes, and examinations	Percentage of projects/ assignments collected and checked	100%	2%	Project AITCE-Adapting Instruction to 21st Century Education	Percentage of projects/ assignments collected and checked	100% collected and checked; and completed on due date	100% collected and checked; and completed on due date	0.1	0.1	0.1	0.1	
	Accuracy and timely submission of test questions, and table of specifications	100% accuracy (to be submitted on due date)	3%	Project RSTE (Reinvent Science and Technology Education)	Summative/evaluative/ formative test questions prepared	100% accuracy and submitted on due date	100% accuracy and submitted on due date	0.15	0.15	0.15	0.15	
	Grades prepared and submitted on due date with 100% accuracy	100% accuracy (to be submitted on due date)	3%		Preparation and submission of Table of Specifications	100% accuracy and submitted on due date	100% accuracy and submitted on due date	0.15	0.15	0.15	0.15	
Classroom attendance and participation to school activities	Percentage of classroom attendance and participation to school activities	90%	2%	Ensure compliance to CSC and School policies and guidelines	Percentage of classroom attendance and participation to school activities	90%	95%	0.2	0.2	0.2	0.2	
Active participation on extension programs	Number of extension activities conducted	1	3%	Project CCBP (Community Capacity Building Program)	Number of extension activities participated	0	0	0.02	0.02	0.02	0.02	
	Number of clientele served	25										
Promoted deeper appreciation of human differences and harmonious co-existence among peoples and communities	Number of collaborative undertakings and Partnership	0	3%	Project PACI (Poverty Alleviation Capacitating Intervention)	Number of collaborative undertakings and partnership initiated	0	0	0.03	0.03	0.03	0.03	
			2%		Number of training/conferences/ seminars initiated/ coordinated	0	0	0.1	0.1	0.1	0.1	
Enabled, capacitated and empowered the people to lead decent and good quality lives.	Number of engaged citizens	15 (one academic year)	2%		Number of Technical Assistance rendered	0	0	0.02	0.02	0.02	0.02	
	Quality of life indices (% increased)	0										



DEPARTMENT/OFFICE/UNIT SCORECARD			EMPLOYEES SCORECARD				RATING							
KEY PERFORMANCE MEASURES	TARGET	% WEIGHT ALLOCATION	STRATEGIC INITIATIVES (Programs/Projects/Activities)	KEY PERFORMANCE MEASURES	TARGET	ACCOMPLISHMENT	POINT SCORE				REMARKS			
							Q	E	T	A				
Number of outputs presented in appropriate fora a) International b) National c) Local Number of outputs published in refereed journal a) International b) CHED Accredited c) Regional/Local Number of research citations a) in high impact journal b) in national journals c) Local citations Number of research awards received a) International b) National c) Local	3 per academic year	13%	Research Capability Upgrade (i) Create and sustainably train a core group/pool of researchers (i.e. proposal writers, research implementers). (ii) Institutionalize the holding of research write-shops. (iii) Create an ICT-enabled, digitally connected venue for research conceptualization, proposal development. (iv) Human Capital Development Plan for Research and Development (Graduate/Post-graduate fellowship and specialized training courses) (v) Constitute an Editorial Board, IPR Unit, Research Project Management Team (vi) In House Research Mentoring (vii) Constitute an Editorial Board, IPR Unit, Research Project Management Team	0	0	0	0.13	0.13	0.13	0.13				
	0	0		0	0.15	0.15	0.15	0.15						
	0	0		0	0.05	0.05	0.05	0.05						
	0	0		0	0.1	0.1	0.1	0.1						
	COMMENTS AND RECOMMENDATIONS FOR DEVELOPMENT PURPOSES							TOTAL POINT SCORE	4.45	4.45	4.45	4.45		
	Areas for Improvement							AVERAGE POINT SCORE					4.45	
	Areas for Recognition							NUMERICAL RATING					4.00	
	FINAL ADJECTIVAL RATING											Very Satisfactory		
	CONFIRMED													
	I commit to deliver and agree to be rated on the attainment of the above targets in accordance with the indicated Key Performance Measures. KIA P. PUNERO, M.Sc. Name and Signature of Employee			Concurred by: AHASMARIE C. PASION, M.Sc. Name and Signature of Program Chair		Approved: OLIVER D. TITO Ph.D. Name and Signature of Dean		EMMA A. SANTOS OIC-College HRMO						
	Date			Date		Date		Date						



Template for Instructors and Assistant Professors



Republic of the Philippines
ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY
 Fort Pilar, Zamboanga City



MONITORING AND EVALUATION INSTRUMENT (PART 2)
INDIVIDUAL PERFORMANCE EVALUATION REPORT
 For the Rating Period: January 30, 2023 to June 02, 2023

NAME: ROCELYN ALABATA		POSITION/DESIGNATION: INSTRUCTOR I		OFFICE/UNIT: COLLEGE OF FISHERIES AND MARINE SCIENCES								
DEPARTMENT/OFFICE/UNIT SCORECARD			EMPLOYEES SCORECARD				RATING					
OBJECTIVES/OUTPUTS	KEY PERFORMANCE MEASURES	TARGET	% WEIGHT ALLOCATION	STRATEGIC INITIATIVES (Programs/Projects/Activities)	KEY PERFORMANCE MEASURES	TARGET	ACCOMPLISHMENT	POINT SCORE				REMARKS
								Q	E	T	A	
Make quality of instruction compliant to set of standards; conduct coaching and mentoring when necessary	Accuracy, acceptance, and timely submission of syllabus, activity sheets, teaching aids & devices, laboratory plan/work plan (CHED Outcomes Based Education)	100% accuracy & acceptance (to be submitted on due date)	3%	Accuracy, acceptance, and timely submission of syllabus, activity sheets, teaching aids & devices, laboratory plan/work plan (CHED Outcomes Based Education)	Accuracy and timely submission of Syllabus	100% accuracy and submitted on due date	100% accuracy and submitted on due date	0.15	0.15	0.15	0.15	
			2%		Acceptance and timely submission of activity sheets	100% accuracy and submitted on due date	100% accuracy and submitted on due date	0.1	0.1	0.1	0.1	
			3%		Acceptance and timely submission of teaching aids and devices	100% accuracy and submitted on due date	100% accuracy and submitted on due date	0.15	0.15	0.15	0.15	
			2%		Accuracy and timely submission of Laboratory plan/work plan	100% accuracy and submitted on due date	100% accuracy and submitted on due date	0.1	0.1	0.1	0.1	
Organized classroom instruction	Preparation and timely submission of attendance sheet, classroom structures, and class records	100% satisfaction and accuracy (to be submitted on due date)	1%	Preparation and timely submission of attendance sheet, classroom structures, and class records	Accomplished attendance sheet	To be accomplished every meeting/period with 100% accuracy	100% accomplished and accurate	0.05	0.05	0.05	0.05	
			1%		Structured and organized classroom in accordance to desired purpose	100% satisfaction during the rating period	100% satisfaction and accuracy	0.05	0.05	0.05	0.05	
			1%		Updated class records	Updated with 100% accuracy within 7 working days after the exam	100% accurate and updated	0.05	0.05	0.05	0.05	
			2%		Compliance with classroom observation instrument	Compliant	Compliant	0.1	0.1	0.1	0.1	
High satisfaction rating on programs, services, quality of student experiences, and teacher's actual teaching performance	Students' evaluation on teacher's performance	Satisfactory	32%	Students' evaluation on teacher's performance	Rating of teacher's performance based on the evaluations made by the students	Satisfactory	Very Satisfactory	1.6	1.6	1.6	1.6	
								2.35	2.35	2.35	2.35	

An Individual Performance Evaluation Report for Dr. Rocelyn R. Alabata, at ZSCMST, dated January 30, 2023, to June 02, 2023, with a very satisfactory rating.



DEPARTMENT/OFFICE/UNIT SCORECARD			EMPLOYEES SCORECARD				RATING				
OBJECTIVES/OUTPUTS	KEY PERFORMANCE MEASURES	TARGET	% WEIGHT ALLOCATION	STRATEGIC INITIATIVES (Programs/Projects/Activities)	KEY PERFORMANCE MEASURES	TARGET	ACCOMPLISHMENT	POINT SCORE			
								Q	E	T	A
Prepared, administered and checked projects, quizzes, and examinations	Percentage of projects/ assignments collected and checked	100%	2%	Project AITCE-Adepting Instruction to 21st Century Education Project RSTE (Reinvent Science and Technology Education)	Percentage of projects/ assignments collected and checked	100% collected and checked; and completed on due date	100% collected and checked; and completed on due date	0.1	0.1	0.1	0.1
	Accuracy and timely submission of test questions, and table of specifications	100% accuracy (to be submitted on due date)	3%		Summative/evaluative/ formative test questions prepared	100% accuracy and submitted on due date	100% accuracy and submitted on due date	0.15	0.15	0.15	0.15
	Grades prepared and submitted on due date with 100% accuracy	Accuracy and timely submission of grades	100% accuracy (to be submitted on due date)		3%	Preparation and submission of Table of Specifications	100% accuracy and submitted on due date	100% accuracy and submitted on due date	0.15	0.15	0.15
Classroom attendance and participation to school activities	Percentage of classroom attendance and participation to school activities	90%	2%	Ensure compliance to CSC and School policies and guidelines	Percentage of classroom attendance and participation to school activities	90%	95%	0.1	0.1	0.1	0.1
Active participation on extension programs	Number of extension activities conducted	1	3%	Project CCBP (Community Capacity Building Program)	Number of extension activities participated	0	1	0.15	0.15	0.15	0.15
	Number of clientele served	25									
Promoted deeper appreciation of human differences and harmonious co-existence among peoples and communities	Number of collaborative undertakings and Partnership	0	3%	Project PACI (Poverty Alleviation Capacitating Intervention)	Number of collaborative undertakings and partnership initiated	0	0	0.06	0.06	0.06	0.06
					2%	Number of training/conferences/ seminars initiated/ coordinated	0	1	0.1	0.1	0.1
Enabled, capacitated and empowered the people to lead decent and good quality lives.	Number of engaged citizens	15 (one academic year)	2%		Number of Technical Assistance rendered	0	0	0.02	0.02	0.02	0.02
	Quality of life indices (% increased)	0									
								0.83	0.83	0.83	0.83



DEPARTMENT/OFFICE/UNIT SCORECARD			EMPLOYEES SCORECARD				RATING				REMARKS	
OBJECTIVES/OUTPUTS	KEY PERFORMANCE MEASURES	TARGET	% WEIGHT ALLOCATION	STRATEGIC INITIATIVES (Programs/Projects/Activities)	KEY PERFORMANCE MEASURES	TARGET	ACCOMPLISHMENT	POINT SCORE				
								Q	E	T		A
Active participation on research programs	Number of new faculty and non-teaching personnel joining the core researcher pool	1	13%	Project LRC- essentially a pole-vauling strategy to speed up the College ascend to the pinnacle of excellence in research. Research capacities are acquired within shorter term by adopting institutional mentors or "Big Brother" through networked and collaborative research partnerships, consortia and other innovative joint research modalities	Quality of research proposal prepared, and submitted to the Research Committee	0	0	0.65	0.65	0.65	0.65	
	Number of research proposals prepared and submitted to the Research Committee	3 (one academic year)										
	Number of research proposals approved and recommended for implementation	3 (one academic year)										
	Number of research proposals with approved funding	3 (one academic year)										
Engaged in collaborative research projects	Number of Research Projects conducted	3 (one academic year)	15%	Status of Implementation	0	0	0.15	0.15	0.15	0.15		
COMMENTS AND RECOMMENDATIONS FOR DEVELOPMENT PURPOSES												
Areas for Improvement		Type of Intervention	Date	Areas for Recognition		TOTAL POINT SCORE						
<input type="checkbox"/> Behavior (pls specify)	<input type="checkbox"/> Coaching			<input type="checkbox"/> For Promotion	AVERAGE POINT SCORE				4.0			
	<input type="checkbox"/> Job Rotation			<input type="checkbox"/> Step Increment	NUMERICAL RATING				4.0			
	<input type="checkbox"/> Reassignment			<input type="checkbox"/> Others (pls specify)	FINAL ADJECTIVAL RATING		Very Satisfactory					
	<input type="checkbox"/> Training											
<input type="checkbox"/> Technical (pls specify)	<input type="checkbox"/> Others (pls specify)											
I commit to deliver and agree to be rated on the attainment of the above targets in accordance with the indicated Key Performance Measures.		Concurred by:		Approved:		CONFIRMED						
 ROCELYN ALABATA		 VICTORIA L. LIM, MST		 OLIVER D. TITO, Ph.D.		EMMA A. SANTOS College HRMO						
Name and Signature of Employee		Name and Signature of Program Chair		Name and Signature of Dean								
Date		Date		Date		Date						