

VO.2. The faculty are committed to serve and support the programs and projects of the institution.

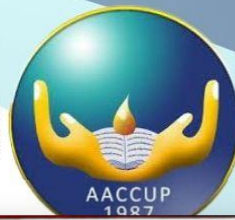
Republic of the Philippines
ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY
 Fort Pilar, Zamboanga City

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

Page 1 of 3 pages

NAME: KIA P. PINERO
 POSITION/DESIGNATION: INSTRUCTOR 1/ DOCUMENT CONTROLLER
 DEPARTMENT/OFFICE/UNIT SCORECARD
 OFFICE/UNIT: COLLEGE OF FISHERIES AND MARINE SCIENCES/QAO

OBJECTIVES/OUTPUTS	KEY PERFORMANCE MEASURES	TARGET	% WEIGHT ALLOCATION	STRATEGIC INITIATIVES (Programs/Projects/Activities)	KEY PERFORMANCE MEASURES	TARGET	ACCOMPLISHMENT	RATING				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	



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	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	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						0.02	0.02	0.02	0.02	
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
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	0.02	0.02	0.02	0.02
	Quality of life indices (% increased)	0		0.02					0.02	0.02	0.02	



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 efforts	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%										Approved and recommended by the Research Committee for implementation and with approved budget
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	4.35	4.35	4.35	4.35	
Areas for Improvement		Type of Intervention	Date	Areas for Recognition		AVERAGE POINT SCORE				4.35			
<input type="checkbox"/> Behavior (pls specify)		<input type="checkbox"/> Coaching		<input type="checkbox"/> For Promotion		NUMERICAL RATING				4.00			
<input type="checkbox"/> Technical (pls specify)		<input type="checkbox"/> Job Rotation		<input type="checkbox"/> Step Increment		FINAL ADJECTIVAL RATING				Very Satisfactory			
		<input type="checkbox"/> Reassignment		<input type="checkbox"/> Others (pls specify)		CONFIRMED							
		<input type="checkbox"/> Training				EMMA A. SANTOS				OIC-College HRMO			
		<input type="checkbox"/> Others (pls specify)				Name and Signature of Employee							
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:		Name and Signature of Program Chair							
KIA P. PIÑERO, M.Sc.		AHASMARIE C. PASION, M.Sc.		OLIVER D. TITO Ph.D		Name and Signature of Dean							
Date		Date		Date		Date							

An IPER copy of Engr. Kia P. Abdurajak with her very satisfactory rating



City
Tel No.: (062) 992-3092 Telefax: (062) 991-0777 website: http://www.zscmst.edu.ph

EVALUATION FORM FOR FACULTY CLASSROOM VISIT

ZSCMST-VPA-308
Adviser Date: 2022
Revision Status: 1
Date of Revision: 2022

Name: KIA P. PINERO Mark: VERY SATISFACTORY
Subject Observed: ES B (ENVIRONMENTAL IMPACT ASSESSMENT)
Date: OCTOBER 21, 2022
Time: 5:20 PM - 7:00 PM
Room: BL-05

INSTRUCTIONS: Score from 1 to 10 points for each quality demonstrated on the space provided for.

- 9 1. Was the Information in small logical units and in logical sequence?
- 10 2. Did the lecturer have Opening, Body and Close?
- 3. Did the lecturer use good platform skills?
 - 10 A. Speak clearly and loudly enough for students to hear.
 - 10 B. Maintain eye contact with the students, use normal gestures and avoid distracting speech or other habits.
- 9 4. Did the lecturer use classroom teaching aids appropriately?
- 9 5. Was the class time distributed appropriately and effectively?
- 9 6. Did the lecturer use appropriate teaching methods and techniques?
- 9 7. Did the lecturer achieve the intended learning outcomes?
- 9 8. Were the activities student-centered?
- 10 9. Was there a mastery of the subject matter?

Rating: 94

Strengths: She has a good communication skill. Interact students enthusiastically and has a good mastery of the subject matter.

Areas of Improvement:

Evaluated by: KRISTINE C. PABON, MSc
Program Adviser/Department Chair

Attested: OLIVER D. TITO, Ph.D.
Dean

Noted: OLIVER D. TITO, Ph.D.
Vice President for Academic Affairs

Legend for the mark:

96.00-100.00	Outstanding (O)
90.00-95.00	Very Satisfactory (VS)
80.00-89.00	Satisfactory (S)
70.00-79.00	Fair
69.00 and below	Poor



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ZSCMST-VPAA-3-0-9
 Adopted Date: 2013
 Revision Status: 1
 Date of Revision: 1-2015

College of FISHERIES AND MARINE SCIENCES

POST CONFERENCE ON CLASSROOM VISIT

STRENGTHS:

STATE HAS A GOOD COMMUNICATION SKILLS INTERACT STUDENTS ENTHUSIASTICALLY
AND HAS A GOOD MASTERY OF THE SUBJECT MATTER.

AREAS FOR IMPROVEMENT:

KIA P. PIÑERO, MSc
 Instructor/Professor

PHILIPINE C. PANG, MSc
 Program Adviser/Department Chair

Attested:

OLIVER P. TITO, Ph.D.
 College Dean

Noted:

OLIVER P. TITO, Ph.D.
 Vice President for Academic Affairs

A Zamboanga State College of Marine Sciences and Technology evaluation form for Faculty Classroom Visit to an ES 13 (Environmental Impact Assessment) Subject by Kia P. Piñero on October 21, 2022s

