

VISAYAS STATE UNIVERSITY
Baybay City, Leyte

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS
JANUARY TO JUNE 2019

Name of Faculty Member: JOVANNEMAR P. ANIRE

| Program Involvement | Percentage Weight of Involvement | Numerical Rating (Rating x %) | Equivalent Numerical Rating |
|----------------------------------|----------------------------------|-------------------------------|-----------------------------|
| (1) | (2) | (3) | (2X3) |
| 1. Instruction | | | |
| a. Head/Dean (50%) | | 4.95 x 50% | 2.47 |
| b. Students (50%) | | 4.00 x 50% | 2.00 |
| Total Instruction | 25% | 4.47 | 1.12 |
| 2. Research | | | |
| a. Client/Director for Research | | 5.00 x 50% | 2.50 |
| b. Dept. Head/Center Directors | | 4.78 x 50% | 2.39 |
| Total for Research | 50% | 4.89 | 2.45 |
| 3. Extension | | | |
| a. Client/Director for Extension | | 4.40 x 50% | 2.20 |
| b. Dept. Head/Center Directors | | 5.00 x 50% | 2.50 |
| Total for Extension | 10% | 4.70 | 0.47 |
| 4. Production | 15% | 4.89 | 0.73 |
| TOTAL | 100% | | 4.767 |
| EQUIVALENT NUMERICAL RATING | | | 4.767 |
| Add: Additional Points, if any | | | - |
| TOTAL NUMERICAL RATING | | | 4.767 |
| ADJECTIVAL RATING | | | Outstanding |

Prepared by:

JOVANNEMAR P. ANIRE
Name of Faculty

Reviewed by:

MARIA JULIET C. CENIZA
Director, NCRC-V

Recommending Approval:

JOSE L. BACUSMO
Director for Research

Approved:

OTHELLO B. CARUNO
Vice President for Research & Extension



Visayas State University
NATIONAL COCONUT RESEARCH CENTER - VISAYAS
Visca, Baybay City, Leyte



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (OPCR)

I, JOVANNEMAR P. ANIRE, Instructor I of the National Coconut Research Center - Visayas, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2019.

JOVANNEMAR P. ANIRE

Name of Faculty

Date: July 15, 2019

MARIA JULIET C. CENIZA

Director, NCRC-V

Date: _____

| MFO No. | MFOs/PAPs | Success Indicator (SI) | Persons Responsible | Task Assigned | Target | Actual Accomplishment | Rating | | | | Remark |
|---------|---|---|--------------------------------|---|--------|-----------------------|---------|------------|------------|---------|--------|
| | | | | | | | Quality | Efficiency | Timeliness | Average | |
| | Advanced Education Services | | | | | | | | | | |
| | Higher Education Services | | | | | | | | | | |
| | NCRC MFO 1. Curriculum Program Management | | | | | | | | | | |
| | Total FTE monitored | Required workload/FTI: units for instruction complied | NCRC Core/ Faculty Researchers | Teaching students the assigned subjects in Plant Breeding and Genetics | 3 | 15.90 | 5 | 5 | 5 | 5.00 | |
| | | A2. Number of instructional materials developed, revised and utilized | NCRC Core Faculty Researchers | | | | | | | | |
| | | Revised IM's within the last 3 years | | Prepares/revises powerpoint lectures on courses taught, lab guides and manuals of subject taught. | 1 | 7 | 5 | 5 | 5 | 5.00 | |
| | | A3. Number of student research and field practice advised: | NCRC Core Faculty Researchers | | | | | | | | |
| | | Approved manuscript submitted within the prescribed period | | Reviews and approve student thesis manuscript. | 1 | 4 | 5 | 4 | 5 | 4.67 | |
| | | A4. Student advising and consultation services | | | | | | | | | |
| | | Number of hours spent on student consultation | | Consultation with students on subject matter and other course-related activities | 50 | 150 | 5 | 5 | 5 | 5.00 | |



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Director, NCRC-V

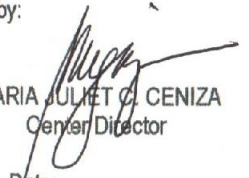
Date: _____

| MFO No. | MFOs/PAPs | Success Indicator (SI) | Persons Responsible | Task Assigned | Target | Actual Accomplishment | Rating | | | | Remark |
|---------|--|--|--------------------------------|--|--------|-----------------------|---------|------------|------------|---------|--------|
| | | | | | | | Quality | Efficiency | Timeliness | Average | |
| | Advanced Education Services | | | | | | | | | | |
| | Higher Education Services | | | | | | | | | | |
| | NCRC MFO 1. Curriculum Program Management | | | | | | | | | | |
| | Total FTE monitored | Required workload/FTI: units for instruction complied | NCRC Core/ Faculty Researchers | Teaching students the assigned subjects in Plant Breeding and Genetics | 3 | 15.90 | 5 | 5 | 5 | 5.00 | |
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| | | Revised IM's within the last 3 years | | Prepares/revises powerpoint lectures on courses taught, lab guides and manuals of subject taught. | 1 | 7 | 5 | 5 | 5 | 5.00 | |
| | | A3. Number of student research and field practice advised; | NCRC Core Faculty Researchers | | | | | | | | |
| | | Approved manuscript submitted within the prescribed period | | Reviews and approve student thesis manuscript. | 1 | 4 | 5 | 4 | 5 | 4.67 | |
| | | A4. Student advising and consultation services | | | | | | | | | |
| | | Number of hours spent on student consultation | | Consultation with students on subject matter and other course-related activities | 50 | 150 | 5 | 5 | 5 | 5.00 | |

[illegible]

| | | |
|--|-------------|---|
| Average Rating | 4.905 | Comments and Recommendations for Development Purpose: <i>Fast learner & dependable</i> |
| Punctuality | | |
| Approved Additional Points (w/ copy of Approval) | | |
| FINAL RATING | 4.905 | |
| ADJECTIVAL RATING | Outstanding | |

Evaluated by:



MARIA JULIET C. CENIZA
Center Director

Date: _____

Recommending Approval:


JOSE L. BACUSMO
Director for Research

Approved:


OTHELLO B. CAPUNO
Vice President for Research and Extension

Date: _____



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATINGS

Second Semester SY 2018-2019

Name of Faculty : **ANIRE, JOVANNEMAR P.**

Department: **National Coconut Research Center - Visayas**

College:

| Course No. & Descriptive Title | | lab/ lec | Class Schedule | | No. of Raters | RATING | | % Evaluation Rating |
|-----------------------------------|------------------------|-------------|-------------------|---|------------------|--------|--------|---------------------------|
| | | | | | | Num. | Adjec. | |
| Biol 22p | Principles f Genetics | lab | 10-1 | M | 20 | 4 | VS | 85.29 |
| Biol 22p | Principles of Genetics | lab | 1-4 | T | 16 | 4 | VS | 88.82 |
| Average Rating | | | | | | 4 | VS | 87.06 |

Source: Results of Teaching Performance Evaluation by Students filed at OVPI

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory (S)

3.50 – 4.49 Very Satisfactory (VS)

4.50 – 5.00 Outstanding (O)

Prepared by:

NELSIE R. MONDAL

TPES In-Charge

Date: 10/29/2019

Attested by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 10/29/2019

Received by:

JOVANNEMAR ANIRE

Name and Signature of Faculty

Date: 11/7/19

Distribution of copies: OVPI, College, Department, Faculty

Vision: A globally competitive university for science, technology, and environmental conservation

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

APPENDIX C

The QCE of the NBC No. 461 for Research Instrument 2: LEADERSHIP

Rating Period: **JANUARY TO JUNE 2019**

Name of Faculty: **JOVANNEMAR P. ANIRE** Academic Rank: **_INSTRUCTOR**
Evaluators: The immediate supervisor

- | | |
|--|--|
| <input type="radio"/> Program Project Leaders | <input type="radio"/> College Research Coordinator |
| <input type="radio"/> Project Leader for Study Leaders | <input type="radio"/> College Research Director |
| <input type="radio"/> Others (Please Indicate) _____ | |

Title of Project: NCRC14-1420.16/Determination of the Mode of Inheritance and Utilization of the Pandan-aroma Gene(s) in the Development of Aromatic Coconut Varieties

Instruction: Please evaluate the faculty using the scale below. Encircle your rating.

| Scale | Descriptive Rating | Qualitative Description |
|-------|--------------------|--|
| 5 | Outstanding | The performance almost always exceeds the job requirements. The Faculty is an exceptional role model |
| 4 | Very Satisfactory | The performance meets and often exceeds the job requirements |
| 3 | Satisfactory | The performance meets job requirements |
| 2 | Fair | The performance needs some development to meet job requirements. |
| 1 | Poor | The faculty fails to meet job requirements |

| Faculty Performance/Output | Scale | | | | |
|---|-------|---|---|---|---|
| 1. Regularly communicates quality output of the research proceeding to colleagues/staff/clientele/ subordinates. | 5 | 4 | 3 | 2 | 1 |
| 2. Manages priorities to get the job done and able to looks for better ways to confronts conflict situations in an honest and direct manner | 5 | 4 | 3 | 2 | 1 |
| 3. Encourage/motivates participation/cooperation of the people evolved in the research proceedings. | 5 | 4 | 3 | 2 | 1 |
| 4. Suggest/introduces strategies that enhanced colleagues/staff/clientele/subordinates' skills and abilities to perform the research activity in a more efficient manner. | 5 | 4 | 3 | 2 | 1 |
| 5. Communicates directly, openly, honestly and shares information with the concerned individual or people involved in their research proceeding | 5 | 4 | 3 | 2 | 1 |

Total Score: _____

Signature of Evaluator

Signature of Witness

Name of Evaluator

Name of Witness

Position of Evaluator

Agency and Position

Date : _____

Date : _____


PERFORMANCE MONITORING FORM
JANUARY TO JUNE 2019

Name of Employee: **JOVANNEMAR P. ANIRE**

| Task No. | Task Description | Expected Output | Date Assigned | Expected Date to Accomplish | Actual Date Accomplished | Quality of Output* | Overall Assessment of Output** | Remarks/ Recommendation |
|----------|--|--|---------------|-----------------------------|--------------------------|--------------------|--------------------------------|-------------------------|
| 1. | Teaches Plant Breeding and Biology subjects | Full time equivalent teaching (15.9) | Jan 2019 | June 2019 | Jan -June 2019 | Very impressive | Outstanding | |
| 2 | Advises students conducting research and fulfilling their academic requirements | Adviser, students conducting research | Jan 2019 | June 2019 | Jan -June 2019 | Very impressive | Outstanding | |
| 3 | Reviews and approves student theses manuscript | Reviews and approves 4 student theses manuscript | Jan 2019 | June 2019 | Jan -June 2019 | Very impressive | Outstanding | |
| 4 | Consultation with student on subject matter and other course-related activities | 150 hours spent for students consultation on subject matter and other course activities | Jan 2019 | June 2019 | Jan -June 2019 | Very impressive | Very Satisfactory | |
| 5 | Present relevant output on research conducted in Annual R&D Review and Planning Meeting and during in-house review | Presents 2 research outputs during Annual Review and Planning Meeting/RDE Inhouse review | Jan 2019 | June 2019 | Jan -June 2019 | Very impressive | Very Satisfactory | |
| 6 | Implements and conducts approved research on coconut varietal improvement | Implements/conducts research projects | Jan 2019 | June 2019 | Jan -June 2019 | Very impressive | Very Satisfactory | |
| 7 | Prepares and submits research proposals to funding agencies | Prepares and submits 1 research proposal | Jan 2019 | June 2019 | Jan -June 2019 | Very impressive | Very Satisfactory | |
| 8 | Permits research proposal approved | 100% percent proposal submitted approved | Jan 2019 | June 2019 | Jan -June 2019 | Very impressive | Very Satisfactory | |
| 9 | Implements/conducts and supervises approved extension projects | Implements/conduct 2 approved extension project | Jan 2019 | June 2019 | Jan -June 2019 | Very impressive | Very Satisfactory | |
| 10 | Supervises distribution of IEC materials to interested clients | Supervises/Distributes 100 materials on coconut production and other IECs | Jan 2019 | June 2019 | Jan -June 2019 | Very impressive | Very Satisfactory | |
| 11 | Increases 10% of IGP project to support university projects | 25% income increase of STF 6.4 project on Makapuno | Jan 2019 | June 2019 | Jan -June 2019 | Very impressive | Very Satisfactory | |
| 12 | Manages and monitors STF project on Makapuno | Manages and monitors 1 STF project | Jan 2019 | June 2019 | Jan -June 2019 | Very impressive | Very Satisfactory | |

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

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


MARIA JULIET C. CENIZA
Center Director

PERFORMANCE MONITORING & COACHING JOURNAL
Rating Period: January to June 2019

| | | |
|---|-----------------|---------------------------------|
| √ | 1 st | Q U A R T E R |
| √ | 2 nd | |
| | 3 rd | |
| | 4 th | |

Name of Officer : JOVANNEMA P. ANIRE
Head of Office : MARIA JULIET C. CENIZA
Number of Personnel: 1

| Activity Monitoring | MECHANISM | | | | Remarks |
|--|------------|-------|------|----------------------|---------|
| | Meeting | | Memo | Others (Pls. Specify | |
| | One-on-One | Group | | | |
| Monitoring Field visits, meetings. | | | | | |
| | √ | √ | | | |
| | | | | | |
| Coaching Consultation / seminars | | | | | |
| | | | | | |
| | √ | √ | | | |

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

MARIA JULIET C. CENIZA
Immediate Supervisor

Noted by:

OTHELLO B. CAPUNO
Next Higher Supervisor

cc: OVPI
ODAHRD
PRPEO

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JOVANNEMAR P. ANIRE

Performance Rating: _____

Aim: To enhance skills and knowledge and for professional development of the employee in research and extension of the coconut varietal improvement section.

Proposed Interventions to Improve Performance:

Date: 4-Jan-19 Target Date: 1st Quarter

First Step:

Scout for potential Universities that offer graduate (Master's Degree) in Plant Science, Plant Breeding and Crop Improvement.

Result:

Shortlist of possible scholarships and Universities that offers the suitable degree for the employee's professional developmentDate: 27-Jun-19 Target Date: next year

Next Step:

Application and Enrolment into the short list of scholarships and Universities.

Outcome: _____

Final Step/Recommendation:

Pursue the chosen and approved graduate study in the following year.

Prepared by:

Conformer:

JOVANNEMAR P. ANIREMARIA JULIET O. CENIZA

Unit Head