SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: JOVANNEMAR P. ANIRE

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	4.833	4.833x50%= 2.416	
b. Students (50%)	5.0	5.0x50% = 2.5	
Total for Instruction	30%	4.916	1.474
2. Research			
a. Dept. Head/Center Director (50%)			
Total for Research	40%	4.88	1.95
3. Extension			
a. Dept Head/Center Director (50%)			
Total for Extension	15%	4.925	0.738
4. Administration	15%	5	0.75
TOTAL			4.91

EQUIVALENT NUMERICAL RATING: 4.912
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.912

ADJECTIVAL RATING: Outstanding

Prepared by:

JOVANNEMAR P. ANIRE
Name of Faculty

Reviewed by:

MARISEL A. LEORNA
Center Director

Recommending Approval:

IVY C. EMNACE
Director for Research

Approved:

SANTIAGO T. PEÑA, JR.
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR) - ACCOMPLISHMENTS

I, JOVANNEMAR ANIRE, Faculty Staff of the NATIONAL COCONUT RESEARCH CENTER-Visayas commit to deliver and agree to be rated on the attainment of the following targets in accordance with indicated measures for the period January to June 2024.

JOVANNEMAR P. ANIRE
Ratee
Date: July 1, 2024

MARISEL A. LEORNA
Director, NCRC-V
Date: July 8, 2024

MFO and PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in
UFMO 2: Higher Education Services									
MFO 1. Curriculum Program Management System									
	PI 1: Total FTE monitored	Handles and teaches undergraduate students classes in assigned subjects in Plant Breeding	2	10.5	5	5	5	5	
	PI 8: Number of students advised	Acts as student adviser	5	9	5	5	5	5	
	PI 9: Number of student organizations advised/ assisted	Acts as advisers of student organization	1	1	5	4	5	4.667	
	PI 10: Number of instructional materials developed	Develops/ revises / updates instructional materials	1	1	5	5	4	4.667	
UFMO 3: Research Innovation Services									
	PI 2: Number of research outputs presented in regional/national/ int'l fora/conferences								
	In institutional fora/conferences	Presents research outputs in institutional fora/ conferences	1	1	5	5	4	4.667	
	PI 4: Number of research proposals submitted/endorsed for external funding	Submits/ endorses research proposals for external funding	1	3	5	5	5	5	
	PI 5: Percent of research proposals approved	Follows up approval of research proposals	50%	67%	5	5	5	5	
	PI 8: No. of research-related awards (research conducted by faculty or student w/ faculty)	To receive at least 1 RDEI award	1	1	4	5	5	4.667	
	Output Indicators								

			Col1	Col2	Col3	Col4	Col5	Col6	
	PI 10: Number of research outputs completed within the year		1	2	5	5	5	5	
	Additional Outputs:								
	PI 12: Number of research collaboration/ partnership with LGUs	Forges research collaboration/ partnership with LGUs	1	1	5	5	5	5	
UFMO 4: Extension Services									
	PI 1: Number of person-days trained weighted by length of training	Trains as many clienteles on Plant Breeding (i.e., makapuno embryo culture)	10	45	5	5	5	5	
	PI 2: Number of trainings conducted	Conducts skills trainings on Plant Breeding	3	3	5	5	5	5	
	PI 3: Number of IEC materials/technoguides developed/used	Develops/ revises / updates IEC materials / technoguides	1	1	4	5	5	4.667	
	PI 4: Number of beneficiaries served								
	Groups		1	1	4	5	5	4.667	
	Individuals		50	200	5	5	5	5	
	PI 5: Number of technical/expert services								
	Research Mentoring		1	2	5	5	5	5	
	PI 12: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities		1	1	5	5	5	5	
	Output Indicators								
	PI 13: Number of trainees weighted by the length of training		10	45	5	5	5	5	
	PI 15: Percentage of beneficiaries who rate the training course/s as satisfactory or higher in terms of quality and relevance		75%	100%	5	5	5	5	
	Additional Outputs:								
UFMO 5: Support to Operations (STO)									
MFO 3. Faculty Evaluation Services									
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated	To be an effective educator teaching student-learners with utmost satisfaction	75%	100%	5	5	5	5	

		PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted/attended								
UFMO 6: General Administration and Support Services										
		PI 1: Zero percent complaint from clients served	Serves clients with utmost satisfaction	Zero compl	Zero compl	5	5	5	5	
		Additional Outputs								
		Efficient office management and maintenance								
		Submission of Center's PPMP for the following year	Submits PPMP for the following year within deadline	1	4	5	5	5	5	
		Number of NCRC-V meetings conducted/ attended	Conducts/ attends NCRC-V meetings	6	10	5	5	5	5	
		Number of documents reviewed/evaluated, signed								
		Number of University committees/council meetings	Attend/ participates university committees/ council							
		Number of reports prepared/reviewed/submitted,	Prepares/ reviews/ submits data and other information	1	9	5	5	5	5	
Total Over-all Rating									118.00	
Average Rating (Total overall rating divided by 24)				4.92						
Additional points										
Approved Additional Points (w/ copy of Approval)										
FINAL RATING				4.92						
ADJECTIVAL RATING				Outstanding						

Very dedicated to his work. Recommended for a higher position.

Evaluated & Rated by

MARISEL A. LEORNA
Supervisor
Date: July 8, 2024

Recommending Approval

IVY C. EMNACE
Director for Research\
Date: 8/OC/24

Approved by:

SANTIAGO T. PEÑA
Vice President, OVPREI
Date: 08/08/24

INSTRUCTION AND EVALUATION OFFICE
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Email: odie@vsu.edu.ph
Website: www.vsu.edu.ph

VISAYAS
STATE UNIVERSITY

TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: ANIRE, JOVANNEMAR P.

Department: Dept. of Plant Breeding and Genetics

College: College of Agriculture & Food Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
Biol 22p	PRINCIPLES OF GENETICS	LEC	5.00	Outstanding	100.0%
PBre 115	PLANT GENETICS RES.CONSRVN & UTILITZN	LEC	5.00	Outstanding	100.0%
PBre 114n	BIOTECHNOLOGY IN PLANT IMPROVEMENT	LAB	5.00	Outstanding	100.0%
PBre 115	PLANT GENETICS RES.CONSRVN & UTILITZN	LAB	5.00	Outstanding	100.0%
	Average Rating		5.00	Outstanding	100.00%

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

VANESSA W. NAZAL
TPES in-Charge
Date: __May 02, 2024__

Attested by:

MA. RACHEL KIM L. AURE
Director, Instruction and Evaluation
Date: __May 02, 2024__

Received by:

ANIRE, JOVANNEMAR P.
Name and Signature of Faculty
Date: _____
Distribution of copies: ODIE, 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.

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PERFORMANCE MONITORING & COACHING JOURNAL
January to June 2024

✔	1st	Q
✔	2nd	U A R
	3rd	T E
	4th	R

Name of Office: National Coconut Research Center-Visayas
Head of Office: _____Marisel A. Leorna_____
Number of Personnel: _____47_____
Name of Staff : _____Jovannemar P. Anire_____
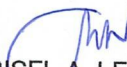
Activity Monitoring	MECHANISM		Memo	Others (Pls. specify)	Remarks
	Meeting				
	One-on-One	Group			
Monitoring Review of on-going projects	✓	✓ Jan 31 – Feb 1, 2024			
Coaching RDEI activities		✓			

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

Conducted by: Noted by:

MARISEL A. LEORNA   **IVY C. EMNACE**
Immediate Supervisor   Next Higher Supervisor

Exhibit I

PERFORMANCE MONITORING FORM
July to December 2023

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 load (10.5)	Jan 2024	June 2024	Jan to June 2024	Very impressive	Outstanding	
2	Advises students conducting research and fulfilling their academic requirements	Adviser, 9 students conducting research	Jan 2024	June 2024	Jan to June 2024	Very impressive	Outstanding	
3	Develop instructional materials	1 instructional material develop						
4	Consultation with student on subject matter and other course-related activities	70 hours spent for students consultation on subject matter and other course activities	Jan 2024	June 2024	Jan to June 2024	Very impressive	Outstanding	
5	Present relevant output on research conducted in Annual R&D Review and Planning Meeting and during in-house review	Present July to December accomplishment for July to December accomplishment					Outstanding	
6	Implements and conducts approved research on coconut varietal improvement	Implements/conducts research projects	Jan 2024	June 2024	Jan to June 2024	Very impressive	Outstanding	
7	Prepares and submits research proposals to funding agencies	Prepares and submits 3 research proposal	Jan 2024	June 2024	Jan to June 2024	Very impressive	Outstanding	
8	Percents research proposal approved	100% percent proposal submitted approved	Jan 2024	June 2024	Jan to June 2024	Very impressive	Outstanding	
9	Supervises distribution of IEC materials to interested clients	Supervises/Distributes 100 materials on coconut production and other IECs	Jan 2024	June 2024	Jan to June 2024	Very impressive	Outstanding	
10	Increases 10% of IGP project to support university projects	Increases 10% of IGP project to support 25% income increase of STF 6.4 project on Makapuno	Jan 2024	June 2024	Jan to June 2024	Very impressive	Outstanding	
11	Manages and monitors STF project on Makapuno	Manages and monitors 1 STF project	Jan 2024	June 2024	Jan to June 2024	Very impressive	Outstanding	

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

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

MARISEL A. LEORNA
Center Director

Exhibit L

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: 1 Mar 24   Target Date: 2nd Quarter

First Step:

Search and apply for training/workshops related to coconut hybridization.

Result:

Invited to attend Coconut R&D Planning and Workshop at DOST-PCAARRD, Los Banos, Laguna

Date: 1 Apr 24   Target Date: .   13 May 24

Next Step:

Participate in the workshop

Outcome:

Final Step/Recommendation:

Calibrate proposal according to the crafted roadmap from the training/workshop on coconut R&D

Conforme: Prepared by:

JOVANNEMAR P. ANIRE   **MARISEL A. LEORNA**
                                                                  Unit Head