

SUMMARY OF INDIVIDUAL RATING OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
Jul to December 2022

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 (100%)	4.89	4.89 x 25%	1.222
2. Research			
A. Dept Head/ Center Director	4.736	4.736 x 40%	1.894
3. Extension			
Dept. Head/Center Director	4.868	4.868 x 35%	1.703
		TOTAL	4.819

EQUIVALENT NUMERICAL RATING: 4.819

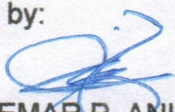
Add: Additional Points, if any:

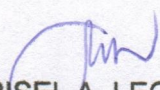
TOTAL NUMERICAL RATING: 4.819

FINAL NUMERICAL RATING 4.819

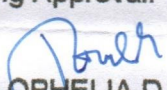
ADJECTIVAL RATING: Outstanding

Prepared by:

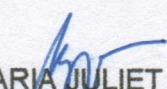

JOVANNEMAR P. ANIRE
Name of Faculty


MARISEL A. LEORNA
Director, NCRC-V

Recommending Approval:


ROSA OPHELIA D. VELARDE
Director for Research

Approved:


MARIA JULIET C. CENIZA
Vice President for Research, Extension & Innovation

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR) - ACCOMPLISHMENT

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 September 16 to December 31, 2022.

JOVANNEMAR P. ANIRE

Instructor I

Date: _____

MARISEL A. LEORNA

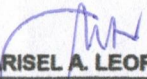
Director, NCRC-V

Date: _____

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Center Target	% of Accomplishment	Details of Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UFMO 2: Higher Education Services										
MFO 1. Curriculum Program Management System										
		PI 1: Total FTE monitored	3	183.33%	5.5	5	5	5	5	
		PI 8: Number of students advised	1	100.00%	1	5	5	4	4.67	
		PI 10: Number of instructional materials developed	1	200.00%	2	5	5	5	5	
		Additional Outputs								
		PI 15:								
UFMO 3: Research Innovation Services										
		PI 2: Number of research outputs presented in regional/national/ int'l fora/conferences								
		In reg'l fora/conferences	1	100.00%	1	5	4	5	4.67	
		PI 3: Number of research projects conducted and/or completed on schedule								
		PI 4: Number of research proposals submitted/endorsed for external funding	1	100.00%	1	5	4	5	4.67	
		PI 5: Percent of research proposals approved	50%	100.00%	50%	5	5	4	4.67	
		PI 7: Amount of research money generated from institutional funding (Thousand PHP)	100,000	168.66%	168659	5	5	5	5	

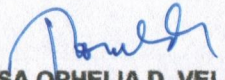
		Outcome Indicator								
		Output Indicators								
		PI 10: Number of research outputs completed within the year	1	100.00%	1	5	4	5	4.67	
UFMO 4: Extension Services										
		PI 4: Number of beneficiaries served								
		Groups	1	100.00%	1	5	5	4	4.67	
		Individuals	10	150.00%	15	5	5	5	5	
		PI 5: Number of technical/expert services								
		Research Mentoring	1	100.00%	1	5	4	5	4.67	
		Resource Persons	1	100.00%	1	5	5	5	5	
		Additional Outputs:								
		PI 21: Number of RDE news and feature articles published	1	100.00%	1	5	5	5	5	
		Total Over-all Rating							4.82	
		Average Rating			Comments and Recommendations for Development Purposes: <i>Hard working!</i>					
		Approved Additional Points (w/ copy of A[proval)								
		FINAL RATING								
		ADJECTIVAL RATING								

Evaluated & Rated by:

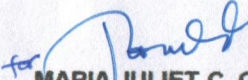

MARISEL A. LEORNA
 Supervisor

Date:

Recommending Approval


ROSA OPHELIA D. VELARDE
 Director for Research
 Date:

Approved by:


MARIA JULIET C. CENIZA o/c
 Vice President, OVPREI
 Date: 1/24/23

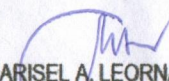
PERFORMANCE MONITORING FORM
SEPTEMBER 16 TO DECEMBER 31, 2022

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 (5.5)	Sept 2022	December 2022	Sept to Dec 2022	Very impressive	Outstanding	
2	Advises students conducting research and fulfilling their academic requirements	Adviser, 1 student conducting research	Sept 2022	December 2022	Sept to Dec 2022	Very impressive	Outstanding	
3	Develop instructional materials	1 instructional material develop	Sept 2022	December 2022	Sept to Dec 2022	Very impressive	Outstanding	
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	Sept 2022	December 2022	Sept to Dec 2022	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 1 research output during Annual Review and Planning Meeting/RDE Inhouse review	Sept 2022	December 2022	Sept to Dec 2022	Very impressive	Very Satisfactory	
6	Implements and conducts approved research on coconut varietal improvement	Implements/conducts research projects	Sept 2022	December 2022	Sept to Dec 2022	Very impressive	Very Satisfactory	
7	Prepares and submits research proposals to funding agencies	Prepares and submits 1 research proposal	Sept 2022	December 2022	Sept to Dec 2022	Very impressive	Very Satisfactory	
8	Permits research proposal approved	100% percent proposal submitted approved	Sept 2022	December 2022	Sept to Dec 2022	Very impressive	Very Satisfactory	
9	Supervises distribution of IEC materials to interested clients	Supervises/Distributes 100 materials on coconut production and other IECs	Sept 2022	December 2022	Sept to Dec 2022	Very impressive	Very Satisfactory	
10	Increases 10% of IGP project to support university projects	25% income increase of STF 6.4 project on Makapuno	Sept 2022	December 2022	Sept to Dec 2022	Very impressive	Very Satisfactory	
11	Manages and monitors STF project on Makapuno	Manages and monitors 1 STF project	Sept 2022	December 2022	Sept to Dec 2022	Very impressive	Very Satisfactory	

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

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


MARISEL A. LEORNA
Center Director

PERFORMANCE MONITORING & COACHING JOURNAL

	1 st	Q U A R T E R
	2 nd	
	3 rd	
✓	4 th	

Name of Officer : JOVANNEMAR P. ANIRE

Head of Office : MARISEL A. LEORNA

Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. Specify)	
	One-on-One	Group			
Monitoring					
Review of On-going projects	✓	✓			
Coaching					
R & D Proposal Writing	✓				

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

Conducted by:

MARISEL A. LEORNA

Immediate Supervisor

Noted by:

ROSA OPHELIA D. VELARDE

Next Higher Supervisor

cc: OVPI

ODAHRD

PRPEO

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JOVANNEMAR P. ANIRE

Performance Rating: _____

Aim: To be effective in delivering quality output even in new normal situation caused by COVID-19 pandemic
in research and extension of the coconut varietal improvement section.

Proposed Interventions to Improve Performance:

Date: 16-Sep-22 Target Date: 4th Quarter

First Step:

Search for potential project site and collaborators for project plan implementation

Result:

Identified project collaborators both from internal (institution) and external (private groups and gov't agency)

Date: 3-Oct-22 Target Date: 12-Dec-22

Next Step:

Crafting of MOA and (re-)submission of project proposals

Outcome: Submitted proposals are under review


Final Step/Recommendation:

Implementation of approved project proposals and (re)submission
of new ones the following year.

Conforme:


JOVANNEMAR P. ANIRE

Prepared by:


MARISEL A. LEORNA
Unit Head