SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS July to December 2023

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	The state of the s		ingente menting and a second and
a. Head/Dean (100%)	4.9166	4.9166 x 50%= 2.458	обествен и в в поможения просед в подости в под
b. Students	5.00% 12.59	5.0 x 50%=2.5	
Total	25%	4.958 x 25%	1.239
2. Research			and the second s
a. Dept Head/Center Director b.	4.866 43/	4.866 x 45% =	2.18
3. Extension			
a. Dept Head/Center Director	4.835 101	4.833 x 30% =	1.449
TOTAL	100%		4.868

EQUIVALENT NUMERICAL RATING:

4.868

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.868

ADJECTIVAL RATING:

Outstanding

Prepared by:

Noted:

JOVANNEMAR P. ANIRE

Name of Faculty

MARISEL A. LEORNA

Director, NCRC-V

Recommending Approval:

ROSA OPHELIA D. VELARDE

Director for Research

Approved:

MARIA HILIET C. CENIZA

Vice President for Research, Extension & Innovation

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 July 1 to December 31, 2023.

JOVANNEMAR P. ANIRE

Instructor

Date: 1-4-24

MARISEL A. LEORNA

Director, NCRC-V

late: 1-5-24

MFO No.	Description	Success/ Performance Indicators (PI)	Center	% of Accom-	Details of	Tomasana	Rating	ating	and otherwise services are proposed provided and	REMARKS (Indicator
	MFO's/PAPs		Target	plishment	Accom- plishment	Quality	Eficiency	Timeliness	Average	in percentage should be supported with numerical values in numerators and
UFMO 2: H	igher Education	Services				-		-		
MFO 1. C	urriculum Prog	ram Management System						1		and the state of t
		PI1: Total FTE monitored	4	412.50%	16.5	5	5	5	5	
		PI 8: Number of students advised	2	600.00%	12	5	5	5	5	
		PI 9: Number of student organizations advised/ assisted	1	100.00%	1	4	5	5	4.67	
		Pl 10: Number of instructional materials developed	2	150.00%	3	5	5	5	5	
		Additional Outputs			A CALONING SECURITION OF THE PROPERTY OF THE P	-			-	
		Pl 15:					eministrinina esis ettekorija (trustava)		The state of the s	
JFMO 3: Re	esearch Innovat	ion Services				and state of the s	der plengelijk skiester dit pengendantansk			Printers and Education recomprised that any development and advantage or supplied on 19th any 19th development and a
		PI 2: Number of research outputs presented in regional/national/ int'l fora/conferences	pad 1860 til fill den krimst fram som men greg et ett på stegte ett på ett på stegte fil som fra fill stegte f	The state of the s	e transpirate frances de dispose de l'Albert (grade de de de americane de l'année de l'Albert (grade de de de a				PE MATERITATION CONTRACTOR (CONTRACTOR)	and the second s
		In int'l fora/conferences		The state of the s	ntantantilings of less divide sing triffer (adjust helijangs anach n _{assen} e				erententa aukussa	Material Massermour and are defectly a sphilar on a statistic for the report on a community
		In nat'l fora/conferences		The second secon	Mind of Mill of Anni Paper (Pilips Paul of Mills (Paper) (Mills (Paper) (Mills (Paper) (Paper))		pica milijira mera Atmus upisa Medica in mo			METER PROPERTY MALE PROPERTY TO THE SE MEMORIAL AND ANALYSIS AND AND ANALYSIS AND A
a Maniparona militari ya pasa hishoniyo yo yo du umi bay sahi ga		In reg'l fora/conferences			Makeuret senerase di deletar professioni del del constituente del constituente del constituente del constituen		activity of the confusion of the construction		To and the section of	general kali kali usami naga usambi kali pilangsan da daga ngga ngga da da daga ngga pangsan da usambu.
- The second difference of the second distribution of the second distributi		In institutional fora/conferences	1	100.00%	1	4	5	5	4.67	magin kali kangunan menangan saba kancu salipasa kangung asa dipunyapat dipungkan dan dipunyapat dan dan kalikan

	PI 3: Number of research projects conducted and/or completed on schedule								
	PI 4: Number of research proposals submitted/endorsed for external funding	1	200.00%	2	5	5	5	5	epidenten Programma, sensentet samp Pros. sidana asali mpris epidkai ipuba
	PI 5: Percent of research proposals approved	50%	100.00%	50%	4	5	5	4.67	norman and the second s
	PI 6: Amount of research money generated from external funding (Thousand PHP)							The state of the s	Metrop militi hasaannaa,jurra ellipti silah di Adquari aan alab silipsid van diserbijah silah di Adquari aan a
	PI 7: Amount of research money generated from institutional funding (Thousand PHP)	100,000	422.13%	422,129.60	5	5	5	5	in television de l'imperimentation de l'imperimenta
	PI 8: No. of research-related awards (research conducted by faculty or student w/ faculty)								Tringar-at-time, with a stifty white grounds to depend and a fine of the professional stifty.
######################################	Outcome Indicator		Antonia in a para per funcio de California (Antonia de California de Cal		aren d'arres i esse française.	- Carlo Coppe de Managaria	-		
	Output Indicators	tris ordin et inner omt det ord statement from an inner ordinate	Market Triberta Bergaria Bergaria		waterfiles inditributed for		1	_	ti militari til försvundi unannanna en först verstärdann vorsväruda og änjärkik kortjust till sälletin.
	PI 10: Number of research outputs completed within the year		market had been been the oppose in considerate was access	n sakat hany etista olikus elejäny elejän elejän kirjain kirja					В том по в температура на применения по в температура на применения по в применения по в применения в применен
	PI 11: Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	ak balan da pangan ang akan da pangan pangan balan da pangan pangan balan da pangan balan da pangan balan da p			oceania (1976) (1986) (Inggara Aria	an weather the state on			akturum tilagum muusa askiri make juleji sarkeel kuu rilgi kaki saga alaadii mu
	Additional Outputs:	NI (manti-filmbio-shefrigition-destal-filmbio-scattan-myors-scattal-filmbio-				AND THE PERSON NAMED IN COLUMN	-		PROTESTATE CONTRACTOR AND
	PI 12: Number of research collaboration/ partnership with LGUs	2	100.00%	2	5	5	5	5	the date of major and wear and wear date; state we also be a part of the date of the state of th
	PI 17: Number of research proposals approved for internal funding								Print halah keunakeunak untuk sudi kada printen da Beraha da Belaha da Belaha da Belaha da Belaha da Belaha da
FMO 4: Extensi	on Services	t Part Congress (since the profit January and sold profit ages	pt to finance from the first player in the state of the s		***************************************	**************************************			larijan katif innysseemisseemin dir 1940 ir 1444 pilvateri anning katifaste af gale af gale inflami i isalib mis
	PI 1: Number of person-days trained weighted by length of training			and the second paracial activities and an activities and activities activities and activities activities activities and activities activities and activities act					Other Service on the contract of the service of the
	PI 2: Number of trainings conducted	2	100.00%	2	5	5	5	5	tron at American musica provincia vanta franza amerikan da dipula a lagunda dipula dipula dipula dipula dipula
	PI 3: Number of IEC materials/technoguides developed/used								ners mel hegyen en suppren ellem relat, elle gegis til skulp hal bleggledgis eller til givit til til bleg
	Pl 4: Number of beneficiaries served		and the miles of an experience of the second section of the section	4 mars desaucement de compet des des des productions productions de la competition de la competition de la comp	eriterii santisaanta				or sear and himselveron, suppose will be a seasy of september by solve and suppose of a villacoustic trans
PARTITION OF THE PROPERTY OF THE CONTRACT OF THE PARTITION OF THE CONTRACT OF	Groups	2	100.00%	2	5	4	5	4.67	artii aanii kaa waxaa walaa diibii aadii qiloo aadiinka aa baqaa bidayah diillaga (iiribii diillaga (iiribii d
	Individuals	30	100.00%	30	5	5	4	4.67	and the state of t
	PI 5: Number of technical/expert services	miller former professional destrictive descentives associatives	inter de material en general de la companya de la c			MAYNONDO PRINCIPINA	and a control of the		eriya kerifirmusu masuu gariya dibati nagatatismus ketingguh kuryangkalan ya gilarya (600 mya

Research Mentoring	1	100.00%	1	5	4	5	4.67	
Peer reviewers/Panelists								
Resource Persons	1	200.00%	2	5	5	5	5	and a supplied to the supplied of the supplied
Convenor/Organizen			rnavimore sinka ilangaranja antihurakisihaka puassi		- minderen european			triorens (in the equation is associated in respect of propriets in the latest expense expelled only in the late
Consultancy	t mellipi makultana ekelikasa dan menentisi miya na	antitional and the complete complete to the complete the plant of the complete compl	O PER E PER ANGER PROTECTO PROPERTY OF THE STATE OF THE S				and consequently of processing the service of the s	
Evaluator	n Aldrick i Halley direkterskip i melovit gen _{erekt} aring diripta eng	AND STATE OF	t bitterforman Mittervill paratistyteila mit obbesti kasti kasti kasti kasti kasti kasti kasti kasti kasti kas	-	- Charles and the Charles and	-	THE PROPERTY OF THE PROPERTY O	
PI 6) Number of extension projects conducted and/or completed on schedule	POTENTIAL STATE (A Manusch Alle State and A Manusch A Ma		n der				a meri dikakan mendulumkan sangkah utradisansipa diserba	the Patrick Management and the state of the
PI 7: Number of extension proposals submitted	ng militir-ame tito gan katega etniga assault troʻllag siy		r Herti Polon vor Steven Polon Hertighalter de Marceja a Stevenska auswerfe		Marie Prince of Best Hills			dh-barilettic
PI 8: Percent of extension proposals approved		Matter State Charge of Elizabeth (State Charge State Char	the state of the s		***************************************	The state of the s		timisterii ilm avuunan kuuvusin ele eliminte kiringitei riivannostanti ole aani elevyt mistiyya ole yrikuna
PI 9: Amount of extension money generated from external funding (Thousand PHP)	en elle til sterrity form politiklik til et pgisses et språktige sen		ninet distribute in the excitate professional and except a first surcessession					
PI 10: Amount of extension money generated from institutional funding (Thousand PHP)	et eller viste eller viste eller					***************************************		Title til Marie vinne sen at det Melle vide år men ett til den årege det gje delge ette en
PI 11: No. of extension-related awards (extr. conducted by faculty or student & faculty)	meritari magalahng pendalahnah digunasan garan dalah segaran		retect frança protection en fair different de est freit est indication au plania, aucum					promot from various and it takes to the department of the departme
Outcome Indicator	and the second s		ridde filolaenid filolaenid galg filolofid filolofid ridde gall er sigeneesse een		art year on the law you of law you shall be			tir til at killinga verstamman starförlir i räste di samma killinga et den sind försynde i julige ski
PI 12: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	2	100.00%	2	5	5	5	5	in traderi flavoren e euser ett erität i retati flavor interetation på eriteta de periode generale
Output Indicators			Martin macanit micro derevit princi asi gili pransjeli elita australina		principle of the specification			AMANTAN yan samuuun ja ta Missi ingarunkan sa daysida dagaya dagiina aksa aksa ah
PI 13: Number of trainees weighted by the length of training	30	100.00%	30	4	5	5	4.67	erekalan kulumana muujata erittiin väätä Alman kattionaal kapitallinilija juli 4 vääja juun
PI 14: Number of extension programs organized and supported consistent with the SUC's mandated and priority programs					geriger-integrape (chilgraph and avea			and Program American Primer State Market and Control and Adolesia and Adolesia and Adolesia and Adolesia and A
PI 15: Percentage of beneficiaries who rate the training course/s as satisfactory or higher in terms of quality and relevance	75%	133.33%	100%	5	5	5	5	mariinta, uurmuusuurma 1946 - 1996 dista saahida niinsa aydisistu dista dis
Additional Outputs:		(Controlled Sept. (Control of Specific Control on Contr	and a second advantage and the second se				a gainnianan minni ina sengaban guinen	
PI 17: Number of extension delivery services conducted/ coordinated/ participated: field demo, agri fair, field/days, agri- exhibit, Techno-forum, Techno-festival	1	100.00%	1	4	5	5	4.67	жент и менен и На менен и мене

	PI 18: Number of clients assisted in agri-fair, walk in clients, training requests, in-house reviews, trainings and related activities								
		20	250.00%	50	5	5	5	5	
INTERPRENERS CHIES DE MESER PRINCIPAL NO PAR	PI 19: Number of product/ technology demonstration conducted	1	100.00%	1	4	5	5	4.67	
THE STATE OF THE PARTY AND THE STATE OF THE	PI 20: Number of clientele served/ registered during Farmers' and Fisherfolks' Day	10	300.00%	30	5	5	5	5	
	PI 21: Number of RDE news and feature articles published								Antonio Milliano de la martino del Principio
VIFO 3. F	aculty Evaluation Services					***************************************			etern resemblery vermen user derligter eram ultuder, milleten de jarpetreption i stelle est de jarpetreption une colonie en est de la colonie de la colonie de jarpetre de la colonie de
Antifero Hallaco Valva Antien consequences	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated	80%	125.00%	100%	5	5	5	5	
	P16: Number of in-house seminars/trainings/ workshops/reviews conducted/attended	2	150.00%	3	5	5	5	5	the control from the first sold and depending any dig area the dependence are now
	Total Over-all Rating			Control of the Contro		Annata Annatana		4.87	
	Average Rating	4.87	Comments and Recommendations for Development Purposes:						
	Approved Additional Points (w/ copy of A[proval)		7						
	FINAL RATING	4.87	Dedicated to his work. His leadership of management skills may be improved through workshops of						
	ADJECTIVAL RATING	Outstand		skill ma	w b.	imp	roved	thony	ch unchelond

Evaluated & Rated by:

Recommending Approval

Approved by:

MARISEL A. LEORNA

Supervisor

Date: 1-5-24

ROSA OPHELIA D. VELARDE

Director for Research

MARIA JULIET C. CENIZA

Vice President, OVPREI Date: 1-13-24

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	Remarks/ Resommendation
1.	Teaches Plant Breeding and Biology subjects	Full time equivalent teaching load (16.5)	July 2023	December 2023	July to December 2023	Very impressive	Output** Outstanding	
	Advises students conducting research and fulfilling their academic requirements	Adviser, 1 student conducting research	July 2023	December 2023	July to December 2023	Very impressive	antermonente estas parestas quanta au primer anterior album Million de Ladia municipalis.	
3	Develop instructional materials	3 instructional material develop	July 2023	December 2023	July to December 2023	Very impressive	Outstanding Outstanding	
	THE PROPERTY OF THE PROPERTY O	70 hours spent for students consultation on subject matter and other course activities	July 2023	December 2023	July to December 2023	Very impressive	Outstanding	The state of the s
	Planning Meeting and during in-house review	Presents 1 research output during Annual Review and Planning Meeting/RDE Inhouse review	July 2023	December 2023	July to December 2023	Very impressive	Outstanding	
	research on coconut varietal improvement	Implements/conducts research projects	July 2023	December 2023	July to December 2023	Very impressive	Outstanding	
	funding agencies	Prepares and submits 1 research proposal	July 2023	rywlereda bourge following religions of general property and	July to December 2023	Very impressive	Outstanding	norma numero miljeti hata 4 da pilu ilminini dap probjeti da kontrak probjeti da probjeti da probjeti da probjeti da
		100% percent proposal submitted approved	July 2023		July to December 2023	Very impressive	Outstanding	
i	nterested clients	Supervises/Distributes 100 materials on coconut production and other IECs	July 2023	nereller mildt bei av set mysel med trot fregste ether uitstiretten sameting and	July to December 2023	Very impressive	Outstanding	
4	university projects	25% income increase of STF 6.4 project on Makapuno	July 2023	December 2023	July to December 2023	Very impressive	Outstanding	
	Manages and monitors STF project on Makapuno	Manages and monitors 1 STF project	July 2023	December 2023	July to December 2023	Very impressive	Outstanding	entre version filled a state of treatment grade and purple design of the propriet in the treatment of the propriet in the

^{*} Either very impressive, impressive, needs improvement, poor, very poor

IARISEL A LEORNA

Center Director

^{**} Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

PERFORMANCE MONITORING & COACHING JOURNAL

-	1st	Q
	2 nd	U
~	3 rd	R
_	4 th	E

Name of Office: JOVANNEMAR P. ANIRE Head of Office: MARISEL A. LEORNA

Number of Personnel: 1

		MECHANIS	SM		
Activity Monitoring	Meetin	g		Others (Pls.	Remarks
	One-on-One	Group	Memo	Specify	
Monitoring					
Review opf 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

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name	of Employee:	JOVANNEMAR P. ANIRE	BRIVIA REAMBRIVATOR	
Perfor	mance Rating:		The form of the fo	
Aim:	To ophonoo ski	lie and knowledge and for profes	ocional dayalanment of the a	malauna in
AIIII.	AND THE PROPERTY OF THE PROPER	lls and knowledge and for profes	MICHIDAL MATERIAL MAT	mpioyee iii
	research and ex	ktension of the coconut varietal i	mprovement section.	
Propo	sed interventions	to Improve Performance:		
Date:	27-Sep-23	Experbace on the sec-	Target Date: 4th Quarter	Date: 273ep-73
First S	,			
Searc	h and apply for tra	aining/workshops related to cocc	onut breeding.	THE TOTAL VIEWS OF STREET
Result	:			
		articipate training in Coconut Var	rietal Identification and Hybri	dization by the Philippine
	nut Authority (PCA		The state of the s	THE PROPERTY WINDS
Data	12-Oct-23		Tomat Data	40.04.22
Date.	12-00(-20		Target Date:	19-Oct-23
Next S	Ston:			
	•			
Partici	pate in the trainin	g		
				SSS had admit the company of the com
Outco	me: Equipped	with sufficient knowledge and s	skills in varietal identification	of coconut
Final S	Step/Recommend	lation:		
Condu	ict a re-echo sem	inar/training in NCRC-V or Region	on VIII.	nevimes etheral Pagapan i
0 1	_			
Confo	rme:	spared by	Prepared by:	- Common
JOVA	NNEMAR P. ANI	RE	MAR	SEL A. LEORNA
	(MMC500)	AND MARKET	***************************************	Unit Head