

Exhibit K

**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			
a. Head/Dean (100%)	4.9166 12.5%	4.9166 x 50% = 2.458	
b. Students	5.00 12.5%	5.0 x 50% = 2.5	
Total	25%	4.958 x 25%	1.239
2. Research			
a. Dept Head/Center Director	4.866 45%	4.866 x 45% =	2.18
b.			
3. Extension			
a. Dept Head/Center Director	4.833 30%	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 JULIET 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 I

Date: 1-4-24

MARISAL LEORNA

Director, NCRC-V

Date: 1-5-24

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
						Quality	Efficacy	Timeliness	Average	
UFMO 2: Higher Education Services										
MFO 1. Curriculum Program Management System										
		PI 1: 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	
		PI 10: Number of instructional materials developed	2	150.00%	3	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 int'l fora/conferences								
		In nat'l fora/conferences								
		In reg'l fora/conferences								
		In institutional fora/conferences	1	100.00%	1	4	5	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	200.00%	2	5	5	5	5	
		PI 5: Percent of research proposals approved	50%	100.00%	50%	4	5	5	4.67	
		PI 6: Amount of research money generated from external funding (Thousand PHP)								
		PI 7: Amount of research money generated from institutional funding (Thousand PHP)	100,000	422.13%	422,129.60	5	5	5	5	
		PI 8: No. of research-related awards (research conducted by faculty or student w/ faculty)								
		Outcome Indicator								
		Output Indicators								
		PI 10: Number of research outputs completed within the year								
		PI 11: Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year								
		Additional Outputs:								
		PI 12: Number of research collaboration/ partnership with LGUs	2	100.00%	2	5	5	5	5	
		PI 17: Number of research proposals approved for internal funding								
UFMO 4: Extension Services										
		PI 1: Number of person-days trained weighted by length of training								
		PI 2: Number of trainings conducted	2	100.00%	2	5	5	5	5	
		PI 3: Number of IEC materials/technoguides developed/used								
		PI 4: Number of beneficiaries served								
		Groups	2	100.00%	2	5	4	5	4.67	
		Individuals	30	100.00%	30	5	5	4	4.67	
		PI 5: Number of technical/expert services								

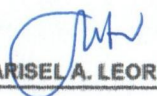
		Research Mentoring	1	100.00%	1	5	4	5	4.67	
		Peer reviewers/Panelists								
		Resource Persons	1	200.00%	2	5	5	5	5	
		Convenor/Organizer								
		Consultancy								
		Evaluator								
		PI 6: Number of extension projects conducted and/or completed on schedule								
		PI 7: Number of extension proposals submitted								
		PI 8: Percent of extension proposals approved								
		PI 9: Amount of extension money generated from external funding (Thousand PHP)								
		PI 10: Amount of extension money generated from institutional funding (Thousand PHP)								
		PI 11: No. of extension-related awards (extn. conducted by faculty or student & faculty)								
		Outcome Indicator								
		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	
		Output Indicators								
		PI 13: Number of trainees weighted by the length of training	30	100.00%	30	4	5	5	4.67	
		PI 14: Number of extension programs organized and supported consistent with the SUC's mandated and priority programs								
		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	
		Additional Outputs:								
		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	

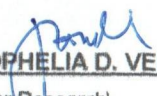
		PI 18: Number of clients assisted in agri-fair, walk in clients, training requests, in-house reviews, trainings and related activities	20	250.00%	50	5	5	5	5	
		PI 19: Number of product/ technology demonstration conducted	1	100.00%	1	4	5	5	4.67	
		PI 20: Number of clientele served/ registered during Farmers' and Fisherfolks' Day	10	300.00%	30	5	5	5	5	
		PI 21: Number of RDE news and feature articles published								
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	80%	125.00%	100%	5	5	5	5	
		PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted/attended	2	150.00%	3	5	5	5	5	
	Total Over-all Rating								4.87	
	Average Rating		4.87	Comments and Recommendations for Development Purposes: Dedicated to his work. His leadership & management skills may be improved through workshops & training.						
	Approved Additional Points (w/ copy of Approval)									
	FINAL RATING		4.87							
	ADJECTIVAL RATING		Outstandi							

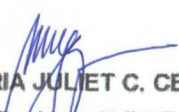
Evaluated & Rated by:

Recommending Approval

Approved by:


MARISEL A. LEORNA
 Supervisor
 Date: 1-5-24


ROSA OPHELIA D. VELARDE
 Director for Research
 Date: 1-11-24


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 Output**	Remarks/ Recommendation
1.	Teaches Plant Breeding and Biology subjects	Full time equivalent teaching load (16.5)	July 2023	December 2023	July to December 2023	Very impressive	Outstanding	
2	Advises students conducting research and fulfilling their academic requirements	Adviser, 1 student conducting research	July 2023	December 2023	July to December 2023	Very impressive	Outstanding	
3	Develop instructional materials	3 instructional material develop	July 2023	December 2023	July to December 2023	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	July 2023	December 2023	July to December 2023	Very impressive	Outstanding	
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	July 2023	December 2023	July to December 2023	Very impressive	Outstanding	
6	Implements and conducts approved research on coconut varietal improvement	Implements/conducts research projects	July 2023	December 2023	July to December 2023	Very impressive	Outstanding	
7	Prepares and submits research proposals to funding agencies	Prepares and submits 1 research proposal	July 2023	December 2023	July to December 2023	Very impressive	Outstanding	
8	Permits research proposal approved	100% percent proposal submitted approved	July 2023	December 2023	July to December 2023	Very impressive	Outstanding	
9	Supervises distribution of IEC materials to interested clients	Supervises/Distributes 100 materials on coconut production and other IECs	July 2023	December 2023	July to December 2023	Very impressive	Outstanding	
10	Increases 10% of IGP project to support university projects	25% income increase of STF 6.4 project on Makapuno	July 2023	December 2023	July to December 2023	Very impressive	Outstanding	
11	Manages and monitors STF project on Makapuno	Manages and monitors 1 STF project	July 2023	December 2023	July to December 2023	Very impressive	Outstanding	

* 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 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

ODABRD

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: 27-Sep-23 Target Date: 4th Quarter

First Step:

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

Result:

Submitted request to participate training in Coconut Varietal Identification and Hybridization by the Philippine Coconut Authority (PCA)

Date: 12-Oct-23 Target Date: 19-Oct-23

Next Step:

Participate in the training

Outcome: Equipped with sufficient knowledge and skills in varietal identification of coconut

Final Step/Recommendation:

Conduct a re-echo seminar/training in NCRC-V or Region VIII.

Conforme:

JOVANNEMAR P. ANIRE

Prepared by:

MARISAL A. LEORNA

Unit Head