

**Exhibit K**

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS  
January to June 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%)	5.00	$5 \times 50\% = 2.5$	
b. Students	5.00	$5.0 \times 50\% = 2.5$	
Total		$5 \times 25\%$	1.25
2. Research			
a. Dept Head/Center Director	4.83	$4.83 \times 45\% =$	2.17
b.			
3. Extension			
a. Dept Head/Center Director	4.67	$4.67 \times 30\% =$	1.40
TOTAL			4.82

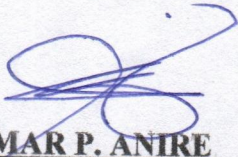
EQUIVALENT NUMERICAL RATING: 4.82

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.82

ADJECTIVAL RATING: Outstanding

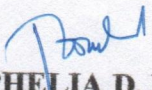
Prepared by:

  
JOVANNEMAR P. ANIRE  
Name of Faculty

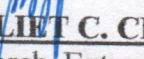
Reviewed by:

  
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 January to June 2023.

**JOVANNEMAR P. ANIRE**

Instructor I

Date: \_\_\_\_\_

**MARISEL A. LEORNA**

Director, NCRC-V

Date: \_\_\_\_\_

**ROSA OPHELIA D. VELARDE**

Director for Research

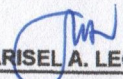
Date: \_\_\_\_\_

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	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	2	937.5	18.75	5	5	5	5	
		PI 8: Number of students advised	1	400	4	5	5	5	5	
		PI 9: Number of student organizations advised/ assisted								
		PI 10: Number of instructional materials developed	1	300	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 institutional fora/conferences	1	100	1	4	5	5	4.667	
		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	2	5	5	5	5	
		Additional Outputs:								
		PI 12: Number of research collaboration/ partnership with LGUs	1	100%	1	5	4	5	4.667	



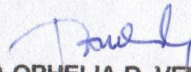
		PI 17: Number of research proposals approved for internal funding	1	200%	2	5	5	5	5	
UFMO 4: Extension Services										
		PI 5: Number of technical/expert services								
		Research Mentoring	1	100%	1	4	5	5	4.667	
MFO 3. Faculty Evaluation Services										
		PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated	75%	100%	100%	5	4	5	4.667	
		PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted/attended								
Total Over-all Rating									4.85	
Average Rating			4.85	Comments and Recommendations for Development Purposes: <i>He can be relied upon by team members</i>						
Approved Additional Points (w/ copy of Approval)										
FINAL RATING			4.85							
ADJECTIVAL RATING			Outstanding							

Evaluated & Rated by:

  
**MARISEL A. LEORNA**  
 Supervisor

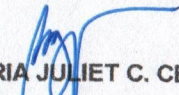
Date:

Recommending Approval

  
**ROSA OPHELIA D. VELARDE**  
 Director for Research\

Date:

Approved by:

  
**MARIA JULIET C. CENIZA**  
 Vice President, OVPREI

Date:



## PERFORMANCE MONITORING FORM

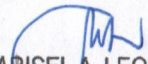
Jan to June 2023

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 (5.5)	Jan 2023	June 2023	Jan to Jun 2023	Very impressive	Outstanding	
2	Advises students conducting research and fulfilling their academic requirements	Adviser, 1 student conducting research	Jan 2023	June 2023	Jan to Jun 2023	Very impressive	Outstanding	
3	Develop instructional materials	1 instructional material develop	Jan 2023	June 2023	Jan to Jun 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	Jan 2023	June 2023	Jan to Jun 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	Jan 2023	June 2023	Jan to Jun 2023	Very impressive	Outstanding	
6	Implements and conducts approved research on coconut varietal improvement	Implements/conducts research projects	Jan 2023	June 2023	Jan to Jun 2023	Very impressive	Outstanding	
7	Prepares and submits research proposals to funding agencies	Prepares and submits 1 research proposal	Jan 2023	June 2023	Jan to Jun 2023	Very impressive	Outstanding	
8	Percents research proposal approved	100% percent proposal submitted approved	Jan 2023	June 2023	Jan to Jun 2023	Very impressive	Outstanding	
9	Supervises distribution of IEC materials to interested clients	Supervises/Distributes 100 materials on coconut production and other IECs	Jan 2023	June 2023	Jan to Jun 2023	Very impressive	Outstanding	
10	Increases 10% of IGP project to support university projects	25% income increase of STF 6.4 project on Makapuno	Jan 2023	June 2023	Jan to Jun 2023	Very impressive	Outstanding	
11	Manages and monitors STF project on Makapuno	Manages and monitors 1 STF project	Jan 2023	June 2023	Jan to Jun 2023	Very impressive	Outstanding	

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

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

  
**MARISELA A. LEORNA**  
 Center Director



## PERFORMANCE MONITORING &amp; COACHING JOURNAL

✓	1 <sup>st</sup>	Q U A R T E R
✓	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4 <sup>th</sup>	

Name of Officer : JOVANNEMAR P. ANIRE


Head of Office : MARISEL A. LEORNA

Number of Personnel: 1

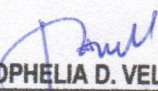
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. Specify)	
	One-on-One	Group			
Monitoring					
Review opf On-going projects	✓	✓			
Coaching					
R & D Proposal Writing	✓				

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

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 research and extension of the coconut varietal improvement section.

Proposed Interventions to Improve Performance:

Date: 11-Jan-23 Target Date: 20-Jan-23

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: 1-Feb-23 Target Date: 13-Feb-23

Next Step:

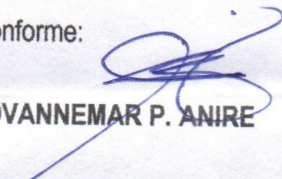
Crafting of MOA and (re-)submission of project proposals

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