

VISAYAS STATE UNIVERSITY  
Baybay City, Leyte

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS  
July to December 2019

Name of Faculty Member: **JOVANNEMAR P. ANIRE**

| Program Involvement              | Percentage Weight of Involvement | Numerical Rating (Rating x %) |   |     | Equivalent Numerical Rating |
|----------------------------------|----------------------------------|-------------------------------|---|-----|-----------------------------|
| (1)                              | (2)                              | (3)                           |   |     | (2X3)                       |
| 1. Instruction                   |                                  |                               |   |     |                             |
| a. Head/Dean (50%)               |                                  | 4.88                          | x | 50% | 2.44                        |
| b. Students (50%)                |                                  | 4.00                          | x | 50% | 2.00                        |
| Total Instruction                | 25%                              | 4.44                          |   |     | 1.11                        |
| 2. Research                      |                                  |                               |   |     |                             |
| a. Client/Director for Research  |                                  | 5.00                          | x | 50% | 2.50                        |
| b. Dept. Head/Center Directors   |                                  | 4.78                          | x | 50% | 2.39                        |
| Total for Research               | 50%                              | 4.89                          |   |     | 2.45                        |
| 3. Extension                     |                                  |                               |   |     |                             |
| a. Client/Director for Extension |                                  | 4.40                          | x | 50% | 2.20                        |
| b. Dept. Head/Center Directors   |                                  | 5.00                          | x | 50% | 2.50                        |
| Total for Extension              | 10%                              | 4.70                          |   |     | 0.47                        |
| 4 Production                     | 15%                              | 4.89                          |   |     | 0.73                        |
| TOTAL                            | 100%                             |                               |   |     | 4.759                       |
|                                  |                                  |                               |   |     |                             |
| EQUIVALENT NUMERICAL RATING      |                                  |                               |   |     | 4.759                       |
| Add: Additional Points, if any   |                                  |                               |   |     | -                           |
| TOTAL NUMERICAL RATING           |                                  |                               |   |     | 4.759                       |
|                                  |                                  |                               |   |     |                             |
| ADJECTIVAL RATING                |                                  |                               |   |     | Outstanding                 |

Prepared by:

**JOVANNEMAR P. ANIRE**  
Name of Faculty

Reviewed by:

**MARIA JULIET C. CENIZA**  
Director, NCRC-V

Recommending Approval:

**JOSE L. BACUSMO**  
Director for Research

Approved:

**OTHELLO B. CAPUNO**  
Vice President for Research & Extension



Visayas State University  
NATIONAL COCONUT RESEARCH CENTER - VISAYAS  
Visca, Baybay City, Leyte



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (OPCR) TARGET

I, JOVANNEMAR P. ANIRE, Instructor I of the National Coconut Research Center - Visayas, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December, 2019.

JOVANNEMAR P. ANIRE

Name of Faculty

Date:

1/16/19

MARIA JULIET C. CENIZA

Director, NCRC-V

Date:

| MFO No.                     | MFOs/PAPs   | Success Indicator (SI)  | Persons Responsible            | Task Assigned  | Target | Actual Accomplishment | Rating  |            |            |         | Remark |
|-----------------------------|---|---|--------------------------------|--|--------|-----------------------|---------|------------|------------|---------|--------|
|                             |   |   |                                |  |        |                       | Quality | Efficiency | Timeliness | Average |        |
| Advanced Education Services |   |   |                                |  |        |                       |         |            |            |         |        |
|                             | Higher Education Services   |   |                                |  |        |                       |         |            |            |         |        |
|                             | NCRC MFO 1. Curriculum Program Management   |   |                                |  |        |                       |         |            |            |         |        |
|                             | Total FTE monitored   | Required workload/FTI: units for instruction complied                 | NCRC Core/ Faculty Researchers | Teaching students the assigned subjects in Plant Breeding and Genetics | 3      | 10.20                 | 5       | 5          | 5          | 5.00    |        |
|                             |   |   |                                |  |        |                       |         |            |            |         |        |
|                             | MFO 2. Student Management Services  |   |                                |  |        |                       |         |            |            |         |        |
|                             | Effective instruction delivery services to contribute to the development of human resources | A1. Number of graduates within the prescribed period                  | NCRC Core Faculty Researchers  |  |        |                       |         |            |            |         |        |
|                             |   | A2. Number of instructional materials developed, revised and utilized | NCRC Core Faculty Researchers  |  |        |                       |         |            |            |         |        |

[illegible]

|  |   |  |   |   |     |  |   |   |   |      |       |  |
|--|---|--|---|---|-----|--|---|---|---|------|-------|--|
|  | MFO 6. Income Generating and Production Services                          |  |   |   |     |  |   |   |   |      |       |  |
|  | Sustainable Income generation activities to support University activities | A28. 10% increase of income generated to support university projects | NCRC Core Staff, SRA/Aide, Admin Aide, Laborers |   | 10% | 15%  | 5 | 5 | 5 | 5.00 |       |  |
|  |   | A29. Number of STF/IGP's monitored, supervised and managed           | NCRC Core Staff, SRA/Aide, Admin Aide, Laborers | Manages and monitors STF and Income Generating Projects of the Center | 1   | 1  | 4 | 5 | 5 | 4.67 |       |  |
|  |   | A30. Number of technologies commercialized used by the industry      | NCRC Core Staff, SRA/Aide, Laborers             |   | 1   | 3  | 5 | 5 | 5 | 5.00 |       |  |
|  |   |  |   |   |     |  |   |   |   |      |       |  |
|  |   |  |   |   |     |  |   |   |   |      |       |  |
|  |   |  |   |   |     |  |   |   |   |      | 4.879 |  |
| Average Rating                                   |   |  |   | 4.879   |     | Comments and Recommendations for Development Purpose:<br><i>terminated for graduate studies.</i> |   |   |   |      |       |  |
| Punctuality                                      |   |  |   |   |     |  |   |   |   |      |       |  |
| Approved Additional Points (w/ copy of Approval) |   |  |   |   |     |  |   |   |   |      |       |  |
| FINAL RATING                                     |   |  |   | 4.879   |     |  |   |   |   |      |       |  |
| ADJECTIVAL RATING                                |   |  |   | OUTSTANDING   |     |  |   |   |   |      |       |  |

Evaluated by:

MARIA JULIET C. GENIZA  
Center Director

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

Recommending Approval:

JOSE L. BACUSMO  
Director for Research

Approved:

OTHELLO B. DAPUNO  
Vice President for Research and Extension

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



## TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATINGS

**Second Semester SY 2018-2019**

**Name of Faculty : ANIRE, JOVANNEMAR P.**

**Department: National Coconut Research Center - Visayas**

**College:**

| Course No. & Descriptive Title |                        | lab/lec | Class Schedule |   | No. of Raters | RATING |        | % Evaluation Rating |
|--------------------------------|------------------------|---------|----------------|---|---------------|--------|--------|---------------------|
|                                |                        |         |                |   |               | Num.   | Adjec. |                     |
| Biol 22p                       | Principles f Genetics  | lab     | 10-1           | M | 20            | 4      | VS     | 85.29               |
| Biol 22p                       | Principles of Genetics | lab     | 1-4            | T | 16            | 4      | VS     | 88.82               |
| Average Rating                 |                        |         |                |   |               | 4      | VS     | 87.06               |

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

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:

**NELSIE R. MONDAL**

TPES In-Charge

Date: 10/29/2019

Attested by:

**BEATRIZ S. BELONIAS**

Vice President for Instruction

Date: 10/29/2019

Received by:

**JOVANNEMAR ANIRE**

Name and Signature of Faculty

Date: 11/7/19

Distribution of copies: OVPI, College, Department, Faculty

**APPENDIX G**  
**The QCE of the NBC No. 461 for Extension**  
**Instrument 2: LEADERSHIP**

Rating Period: JULY TO DECEMBER 2019

Name of Faculty: JOVANNEMAR P. ANIRE Academic Rank: INSTRUCTOR

Evaluators: Immediate Supervisor

- ☐ Director for Extension
- ☐ Team/Project leader
- ☐ College Extension Coordinators
- ☐ Others (Please Indicate) \_\_\_\_\_

Title of Project: Promotion of Profitable and Sustainable Coconut-based Technologies as Livelihood Options for PWD Coconut Farmers in Hindang, Leyte

Instruction: Please evaluate the faculty using the scale below. Encircle your rating.

| Scale | Descriptive Rating | Qualitative Description  |
|-------|--------------------|--|
| 5     | Outstanding        | The performance almost always exceeds the job requirements. The Faculty is an exceptional role model |
| 4     | Very Satisfactory  | The performance meets and often exceeds the job requirements   |
| 3     | Satisfactory       | The performance meets job requirements   |
| 2     | Fair               | The performance needs some development to meet job requirements.                                     |
| 1     | Poor               | The faculty fails to meet job requirements   |

| Faculty Performance/Output  | Scale |   |   |   |   |
|---|-------|---|---|---|---|
| 1. Regularly communicates quality output of the extension proceeding to colleagues/staff/clientele/ subordinates.   | 5     | 4 | 3 | 2 | 1 |
| 2. Manages priorities to get the job done and able to looks for better ways to confronts conflict situations in an honest and direct manner                                   | 5     | 4 | 3 | 2 | 1 |
| 3. Encourage/motivates participation/cooperation of the people evolved in the extension activity(s).  | 5     | 4 | 3 | 2 | 1 |
| 4. Suggest/introduces strategies that enhanced colleagues/staff/clientele/subordinates' skills and abilities to perform the extension activity(s) in a more efficient manner. | 5     | 4 | 3 | 2 | 1 |
| 5. Communicates directly, openly, honestly and shares information with the concerned individual or people involved in their extension activity(s)                             | 5     | 4 | 3 | 2 | 1 |

Total Score: \_\_\_\_\_

4.4

Signature of Evaluator  
MOJES NEIL V. SERIND  
 Name of Evaluator

Position of Evaluator

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

Signature of Witness  
 \_\_\_\_\_  
 Name of Witness

Agency and Position

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

## APPENDIX C

### The QCE of the NBC No. 461 for Research Instrument 2: LEADERSHIP

Rating Period: **JULY TO DECEMBER 2019**

Name of Faculty: **JOVANNEMAR P. ANIRE** Academic Rank: **\_INSTRUCTOR**  
Evaluators: The immediate supervisor

- |  |  |
|--|--|
| <input type="radio"/> Program Project Leaders          | <input type="radio"/> College Research Coordinator |
| <input type="radio"/> Project Leader for Study Leaders | <input type="radio"/> College Research Director    |
| <input type="radio"/> Others (Please Indicate) _____   |  |

Title of Project: NCRC14-1420.16/Determination of the Mode of Inheritance and Utilization of the Pandan-aroma Gene(s) in the Development of Aromatic Coconut Varieties

Instruction: Please evaluate the faculty using the scale below. Encircle your rating.

| Scale | Descriptive Rating | Qualitative Description  |
|-------|--------------------|--|
| 5     | Outstanding        | The performance almost always exceeds the job requirements. The Faculty is an exceptional role model |
| 4     | Very Satisfactory  | The performance meets and often exceeds the job requirements   |
| 3     | Satisfactory       | The performance meets job requirements   |
| 2     | Fair               | The performance needs some development to meet job requirements.                                     |
| 1     | Poor               | The faculty fails to meet job requirements   |

| Faculty Performance/Output  | Scale |   |   |   |   |
|---|-------|---|---|---|---|
| 1. Regularly communicates quality output of the research proceeding to colleagues/staff/clientele/ subordinates.  | 5     | 4 | 3 | 2 | 1 |
| 2. Manages priorities to get the job done and able to looks for better ways to confronts conflict situations in an honest and direct manner                               | 5     | 4 | 3 | 2 | 1 |
| 3. Encourage/motivates participation/cooperation of the people evolved in the research proceedings.   | 5     | 4 | 3 | 2 | 1 |
| 4. Suggest/introduces strategies that enhanced colleagues/staff/clientele/subordinates' skills and abilities to perform the research activity in a more efficient manner. | 5     | 4 | 3 | 2 | 1 |
| 5. Communicates directly, openly, honestly and shares information with the concerned individual or people involved in their research proceeding                           | 5     | 4 | 3 | 2 | 1 |

Total Score: \_\_\_\_\_

Signature of Evaluator

Signature of Witness

Name of Evaluator

Name of Witness

Position of Evaluator

Agency and Position

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

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

## APPENDIX C

### The QCE of the NBC No. 461 for **Research** Instrument 2: LEADERSHIP

Rating Period: **JULY TO DECEMBER 2019**

Name of Faculty: **JOVANNEMAR P. ANIRE** Academic Rank: **\_INSTRUCTOR**

Evaluators: The immediate supervisor

- |  |  |
|--|--|
| <input type="radio"/> Program Project Leaders          | <input type="radio"/> College Research Coordinator |
| <input type="radio"/> Project Leader for Study Leaders | <input type="radio"/> College Research Director    |
| <input type="radio"/> Others (Please Indicate) _____   |  |

Title of Project: NCRC15-1115-917/Conservation of Coconut Genetic Resources from Typhoon-damaged Areas in Eastern Visayas for the Development of Typhoon -tolerant Coconut Variety

Instruction: Please evaluate the faculty using the scale below. Encircle your rating.

| Scale | Descriptive Rating | Qualitative Description  |
|-------|--------------------|--|
| 5     | Outstanding        | The performance almost always exceeds the job requirements. The Faculty is an exceptional role model |
| 4     | Very Satisfactory  | The performance meets and often exceeds the job requirements   |
| 3     | Satisfactory       | The performance meets job requirements   |
| 2     | Fair               | The performance needs some development to meet job requirements.                                     |
| 1     | Poor               | The faculty <b>fails to</b> meet job requirements  |

| Faculty Performance/Output  | Scale |   |   |   |   |
|---|-------|---|---|---|---|
| 1. Regularly communicates quality output of the research proceeding to colleagues/staff/clientele/ subordinates.  | 5     | 4 | 3 | 2 | 1 |
| 2. Manages priorities to get the job done and able to looks for better ways to confronts conflict situations in an honest and direct manner                               | 5     | 4 | 3 | 2 | 1 |
| 3. Encourage/motivates participation/cooperation of the people evolved in the research proceedings.   | 5     | 4 | 3 | 2 | 1 |
| 4. Suggest/introduces strategies that enhanced colleagues/staff/clientele/subordinates' skills and abilities to perform the research activity in a more efficient manner. | 5     | 4 | 3 | 2 | 1 |
| 5. Communicates directly, openly, honestly and shares information with the concerned individual or people involved in their research proceeding                           | 5     | 4 | 3 | 2 | 1 |

Total Score: \_\_\_\_\_

Signature of Evaluator

Signature of Witness

Name of Evaluator

Name of Witness

Position of Evaluator

Agency and Position

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

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

## PERFORMANCE MONITORING &amp; COACHING JOURNAL

Rating Period: July to December 2019

|   |                 |                                 |
|---|-----------------|---------------------------------|
|   | 1 <sup>st</sup> | Q<br>U<br>A<br>R<br>T<br>E<br>R |
|   | 2 <sup>nd</sup> |                                 |
| √ | 3 <sup>rd</sup> |                                 |
| √ | 4 <sup>th</sup> |                                 |

Name of Officer : JOVANNEMAR P. ANIRE  
 Head of Section : MARIA JULIET C. CENIZA  
 Number of Personnel: 1

| Activity Monitoring | MECHANISM  |       |      |                       | Remarks |
|---------------------|------------|-------|------|-----------------------|---------|
|                     | Meeting    |       | Memo | Others (Pls. Specify) |         |
|                     | One-on-One | Group |      |                       |         |
| Monitoring          |            |       |      |                       |         |
| Coaching            |            |       |      |                       |         |
|                     | √          | √     |      |                       |         |
|                     |            |       |      |                       |         |

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

Conducted by:

MARIA JULIET C. CENIZA  
 Immediate Supervisor

Noted by:

OTHELLO B. CAPUNO  
 Next Higher Supervisor

cc: OVPI

ODAHRD

PRPEO

## PERFORMANCE MONITORING FORM

July to December 2019

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 Genetics subjects   | Full time equivalent teaching (10.2)   | July 2019     | December 2019               | December 2019            | Very impressive    | Outstanding                    |                         |
| 2        | Advises students conducting research and fulfilling their academic requirements                                    |  |               |                             |                          |                    |                                |                         |
| 3        | Reviews and approves student theses manuscript   |  |               |                             |                          |                    |                                |                         |
| 4        | Consultation with student on subject matter and other course-related activities                                    | 150 hours spent for students consultation on subject matter and other course activities  | July 2019     | December 2019               | December 2019            | 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 outputs during Annual Review and Planning Meeting/RDE Inhouse review | July 2019     | December 2019               | December 2019            | Very impressive    | Very Satisfactory              |                         |
| 6        | Implements and conducts approved research on coconut varietal improvement  | Implements/conducts research projects  | July 2019     | December 2019               | December 2019            | Very impressive    | Very Satisfactory              |                         |
| 7        | Prepares and submits research proposals to funding agencies  | Prepares and submits 1 research proposal   | July 2019     | December 2019               | December 2019            | Very impressive    | Very Satisfactory              |                         |
| 8        | Permits research proposal approved   | 100% percent proposal submitted approved   | July 2019     | December 2019               | December 2019            | Very impressive    | Outstanding                    |                         |
| 9        | Generates VSU funds for the conduct of researches  | Generates 390,000 for the conduct of research (VSU funding)                              | July 2019     | December 2019               | December 2019            | Very impressive    | Very Satisfactory              |                         |
| 10       | Develops technoguides/IEC materials on coconut technologies  | Develops technoguides/IEC materials on Makapuno coconut                                  | July 2019     | December 2019               | December 2019            | Very impressive    | Very Satisfactory              |                         |
| 11       | Serves beneficiaries/Give out Makapuno seedlings/seednuts to interested clients and coconut farmers                | Give out makapuno seedlings and seednuts/seedlings to clients and coconut farmers        | July 2019     | December 2019               | December 2019            | Very impressive    | Very Satisfactory              |                         |
| 12       | Implements/conducts and supervises approved extension projects   | Implements/conduct approved extension project  | July 2019     | December 2019               | December 2019            | Very impressive    | Very Satisfactory              |                         |
| 13       | Increases 10% of IGP project to support university projects  | 15% income increase of STF 6.4 project on Makapuno                                       | July 2019     | December 2019               | December 2019            | Very impressive    | Very Satisfactory              |                         |
| 14       | Manages and monitors STF project on Makapuno   | Manages and monitors 1 STF project   | July 2019     | December 2019               | December 2019            | Very impressive    | Very Satisfactory              |                         |

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

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

  
 MARIA J. IFT C. CERNA  
 Center Director

**EMPLOYEE DEVELOPMENT PLAN**  
**Rating Period: July to December 2019**

**Name of Employee:** JOVANNEMAR P. ANIRE

**Performance Rating:** Outstanding

**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 and/or Competence and Qualification to assume higher responsibilities:**

**Date:** August 1, 2019

**Target Date:** August 24, 2019

**First Step:**

Application for admission and enrolment into the chosen scholarship and University.

**Result:**

Submitted application to suitable scholarship & Universities.

**Date:** September, 2019

**Target Date:** November, 2019

**Next Step:**

Immerse in extension activities, seminars and conferences to gain more professional experience.

**Outcome:**

Conducted several community extension activities around Leyte and attended R&D seminars.

**Final Step/Recommendation:**

- Pursue the chosen and approved graduate study the following year.
- Engage more in trainings, extension & R&D symposium while waiting for official enrolment.

Prepared by:

  
**MARIA JULIET C. CENIZA**  
Unit Head

Conform:

  
JOVANNEMAR P. ANIRE