

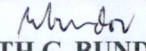
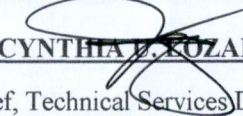
INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, John Andrew M. Magculang in Coastal Resources and Foreshore Management Unit under Conservation Development Section, DENR-PENRO Boac, Marinduque, commit to deliver and agree on the attainment of the following targets in accordance with the indicated measures for the period January to December 2021.


JOHN ANDREW M. MAGCULANG

Forest Technician I (Ratee)

13-Apr-21

Reviewed by	Date	Approved by	Date				
 <u>ALETH C. BUNDOC</u> Chief, Conservation and Development Section	13-Apr-21	 <u>CYNTHIA E. LUZANO</u> Chief, Technical Services Division	13-Apr-21				
Outputs	Performance Indicator (Targets + Measures)	Actual Accomplishments	Rating				Remarks
			Q ¹	E ²	T ³	A ⁴	
OPERATIONS							
OO1: Natural Resources Sustainably Managed							
Natural Resources Conservation and Development Program							
Coastal and Marine Ecosystems Rehabilitation Sub-Program							
Management of Coastal and Marine Resources/Areas							
1. Marine Protected Area Network, Strengthening and Establishment c. Marine Protected Areas networking (NIPAS-locally managed, NIPAS-NIPAS)	<ul style="list-style-type: none">- Coordination with the target MPA/LGU and partner SUC conducted- Monitoring and Assessment Composite team created by the end of May 2021- Monitoring, evaluation and rapid assessment using the prescribed monitoring tool conducted and submit report to RO by the end of December CY 2021<ul style="list-style-type: none">a. coralsb. mangrovesc. seagrass						Scope of coverage: within VIP MOV: quarterly report forwarded to the Chief, CDS for review Dimension to measure: Quality and Timeliness
4. Technical Assistance Component a. TA to LGU on Coastal and Marine related concerns (Assessment, emergency response, facilitation, citizen science, validation and investigation reports/complaints, etc.)	<ul style="list-style-type: none">- LGU/Stakeholders assisted						Scope and Coverage: within VIP MOV: quarterly report forwarded to the Chief, CDS for review Dimension to measure: Quality and Timeliness

6. Social Marketing and Mobilization/Communication, Education and Public Awareness a. Conduct of mobilization/ CEPA activities e.g. Month of the Ocean, CT Day, International Coastal Clean-Up and other environmental events.	<ol style="list-style-type: none"> 1. Team/Committee in the conduct of ICC created <ul style="list-style-type: none"> - Planning in consultation with target audience/key stakeholders conducted by the end of August 2021 2. Coordinated with the target Brgys./local officials prior to the celebration of International Coastal Clean-up by the end of August 2021 3. Programs/activities, materials including invitation letters as well as monitoring of preparatory activities. 4. Actual implementation documentation including photo and video documentation <ul style="list-style-type: none"> - IEC conducted - Conducted photo documentation (geo-tagging) including shots with video of the current and post activities conducted - Post evaluation survey questionnaires distributed 5. Post evaluation/ feedback results collected <ul style="list-style-type: none"> - Collected the disseminated post evaluation forms for inclusion in the preparation of report to be submitted before the 25th of September 2021 						<p>Scope of coverage-Special Events</p> <p>MOV: forwarded to the Chief, CDS for review</p> <p>Dimension to measure: Quantity and Timeliness</p>
7. Monitoring and evaluation of all activities including the CMEMP	<ol style="list-style-type: none"> 1. Coordination with the concern LGU regarding the status of CMEMP component conducted 2. Monitoring of activities conducted and report submitted to RO every 3rd month of the quarter 						<p>Scope and coverage: CMEMP components</p> <p>MOV: quarterly report forwarded to the Chief, CDS for review</p> <p>Dimension to measure: Quality and Timeliness</p>
Natural Resources Enforcement and Regulatory Program							
Permit Issuance and Monitoring of Forest and Forest Resource Use							
2. a. Assessment of CSCs (devolved CSCs)including expired, expiring, outside CBFMA	<ul style="list-style-type: none"> • CSC Areas assessed and development therein indicated in the map (250 CSCs) and report submitted by the end of 2nd and 3rd quarter 						<p>Scope and coverage: Existing and expiring/expired tenure</p> <p>MOV: forwarded to the Chief, MES for review</p> <p>Dimension to measure: Quantity and Timeliness</p>

GENERAL ADMINISTRATION AND SUPPORT SERVICES

Implementation of Good Governance Condition

Attendance to Meetings/workshops/Conferences	<ul style="list-style-type: none"> 100% of meetings/workshops/conferences with reports submitted 					Scope and coverage: 100% of the received documents MOVs: Based on document tracking system, Logbook Dimension to measure: Quality and Timeliness
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Other Activities

Actions on Documents/Requests (From LPDU, mapping for A&D Certification)	<ul style="list-style-type: none"> 100% of documents acted upon - simple docs. - 7 working days upon receipt by the office - complex docs. - 15 work/days upon receipt by the office 					Scope and coverage: 100% of the received documents MOVs: Based on documents tracking system, Logbook Dimension to measure: Quality and Timeliness
	<ul style="list-style-type: none"> SALN submitted to Administrative Section by end of February 2020 					Scope and coverage: 100% of the received documents MOVs: Based on document tracking system, Logbook Dimension to measure: Quality and Timeliness
	<ul style="list-style-type: none"> IPCR commitment based on approved SPMS guidelines submitted to the Administrative Section/Personnel by the end of April 2020 					Scope and coverage: 100% of the received documents MOVs: Based on document tracking system, Logbook Dimension to measure: Quality and Timeliness

Final Over-All Rating Adjective Rating

Comments and Recommendations for Development Purposes

Discussed with	Date	Assessed by	Date	Final Rating by	Date
JOHN ANDREW M. MAGCULANG Forest Technician I		I certify that I discussed my assessment of the performance with the employee. CYNTHIA U. LOZANO Chief, Technical Services Division		IMELDA M. DIAZ OIC-PENR Officer	

Legend : 1 - Quantity 2 - Efficiency 3 - Timeliness 4 - Average