



## INDIVIDUAL DEVELOPMENT PLAN

### A. EMPLOYEE'S PROFILE

Name (Last, First, MI)	Sex M/F	Age	Position and Salary Grade [Year(s) in the position]	Division/Office	Supervisor's Name	Period (3 years)
DONATO, MARICEL C.	F	56	FT II /SG 8/ 8 YEARS	CDS-TSD/PENRO MARINDUQUE	ALETH C. BUNDOC	2023-2025

### B. DEVELOPMENT PLAN

*(Based on the competency assessment conducted and/or the results of the review of performance, please identify the top gaps or weaknesses among the competencies assessed that the employee needs to focus for development, improvement or enhancement. It would be best to prioritize FIVE (5) developmental areas over a three-year period.)*

Development Targets	Developmental Activity	Success Indicators	Planned Completion Date	Means of Verifications	Completed Date	Remarks
PCO1 - CONCEPT AND APPLICATION OF INTEGRATED ECOSYSTEMS MANAGEMENT (IEM)	Training-Workshop-Field Works/Activities	Able to apply Integrated Ecosystem Management (IEM) in target areas such as watershed, protected area, ancestral domain and others; and identify its benefits on dependent communities and ecosystem	November 2023	- Certificate of Completion - Report of Completion		



PCO2 - IDENTIFICATION OF INTERVENTIONS AND INTEGRATING STRATEGIES ACROSS SECTORS (FORESTRY, COASTAL, AGRICULTURE, URBAN, AIR SPACE) AND ZONING FOR STRATEGIC MANAGEMENT	Training-Workshop-Field Works/Activities	Able to identify interventions and integrate strategies across all sectors	November 2023	- Certificate of Completion - Report of Completion		
PCO3 - CHARACTERIZATION OF ECOSYSTEM AND USE OF PLANNING TOOLS AND PROCEDURES	Training-Workshop-Field Works/Activities	Able to acquire knowledge and apply on characterization of ecosystem and use of planning tools and procedures	April 2024	- Certificate of Completion - Report of Completion		
PCO4 - RESOURCE MANAGEMENT AND RESTORATION/ REHABILITATION OF DEGRADED ECOSYSTEMS	Training-Workshop-Field Works/Activities	Able to acquire knowledge and apply on resource management and restoration/ rehabilitation of degraded ecosystems	April 2024	- Certificate of Completion - Report of Completion		
PCO5 - PREPARATION OF NATURAL RESOURCES MANAGEMENT (NRM)-RELATED PLANS (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM)	Training-Workshop-Field Works/Activities	Able to acquire knowledge and apply on preparation of natural resources management and related plans	June 2024	- Certificate of Completion - Report of Completion		

PCO6 - ENVIRONMENT AND NATURAL RESOURCE ACCOUNTING (ENRA)	Training-Workshop-Field Works/Activities	Able to acquire knowledge and apply on Environment and Natural Resource Accounting (ENRA)	September 2024	- Certificate of Completion - Report of Completion		
PCO7 - STRATEGIES AND SCHEMES FOR FINANCING ENVIRONMENTAL PROJECTS	Training-Workshop-Field Works/Activities	Able to acquire knowledge and apply on strategies and schemes for environmental projects	December 2024	- Certificate of Completion - Report of Completion		
PCO8 - RESULTS-BASED MONITORING AND EVALUATION SYSTEM (RBME) AND ENVIRONMENTAL AUDIT FOR DIFFERENT ENRM SITES	Training-Workshop-Field Works/Activities	Able to acquire knowledge and apply on Result-Based Monitoring and Environmental Audit (RBME) and environmental audit for different ENRM sites	June 2025	- Certificate of Completion - Report of Completion		
PCO9 - ENVIRONMENTAL GOVERNANCE	Training-Workshop-Field Works/Activities	Able to acquire knowledge and apply on environmental governance		- Certificate of Completion - Report of Completion		
PCO12 - SOCIAL NEGOTIATION	Training-Workshop-Field Works/Activities	Able to acquire knowledge and apply on social negotiation		- Certificate of Completion - Report of Completion		
PCO14 - LAND DISPOSITION AND MANAGEMENT	Training-Workshop-Field Works/Activities	Able to acquire knowledge and apply on land disposition and management	October 2025	- Certificate of Completion - Report of Completion		
PCO17 - TENURIAL INSTRUMENTS AND	Training-Workshop-Field Works/Activities	Able to acquire knowledge and apply on	December 2024	- Certificate of Completion		



PERMITS FOR IMPROVED RESOURCE MANAGEMENT		tenurial instruments and permits for improved resource management		- Report of Completion		
OC5 - COMPLETED STAFF WORK (CSW)	Training-Workshop- Field Works/Activities	Able to acquire knowledge and apply on Completed Staff Work (CSW)		- Certificate of Completion - Report of Completion		

I acknowledge and understand my individual development plan as discussed with my supervisor. I affirm that the development targets and the corresponding details indicated in my IDP will contribute in the delivery of service excellence in the Department. I, therefore, commit to accomplish the targets in the given period.

Employee Signature:  <b>MARICEL C.DONATO</b>	Date: <i>May 03, 2023</i>	Supervisor Signature:  <b>ALETH C.BUNDOC</b>	Date: <i>05/03/2023</i>
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