



## 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)
ESTRELLA, RANDY N.	Male	45	Forest Ranger SG-4/ 7 years and 3 months	Technical Services Division/Monitoring and Enforcement Section/PENRO Marinduque	NANNETTE M. JOVEN	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
PCO2- IDENTIFICATION OF INTERVENTIONS AND INTEGRATING STRATEGIES ACROSS SECTORS (FOREST, COASTAL, AGRICULTURE, URBAN, AI SPACE) AND ZONING FOR STRATEGIC MANAGEMENT	WEBINAR	Able to know how to allocate and delineate land and marine resources based on their peculiar characteristics for optimum use and minimize risk.	NOVEMBER 2023	Training Certificate/Training Report		
PCO4- RESOURCE MANAGEMENT AND REHABILITATION DEGRADED ECOSYSTEM	WORKSHOP	Able to know the basic knowledge of the protocols and provisions of national and international laws and agreements on biodiversity	APRIL 2024	Training Certificate/Training Report		

PCO6- ENVIRONMENT AND NATURAL RESOURCE ACCOUNTING (ENRA)	WORKSHOP	Able to learn environment and natural resource accounting (ENRA)	DECEMBER 2024	Training Certificate/Training Report		
PC07-STRATEGIES AND SCHEMES FOR FINANCING ENVIRONMENTAL PROJECTS	WORKSHOP	Able to acquire knowledge and apply on strategies and schemes for environmental projects	SEPTEMBER 2024	Training Certificate/Training Report		
PCO10-CLIMATE CHANGE AND ENVIRONMENTAL MANAGEMENT	WORKSHOP	Able to learn strategies, policies, guidelines. Procedure and criteria for application of mitigating measures to climate change.	MAY 2025	Training Certificate/Training Report		
PCO11 INFORMATION, EDUCATION AND COMMUNICATION, SOCIAL MARKETING AND EXTENSION SUPPOT	WORKSHOP	Able to conduct CEPA and known social marketing and extension support.	MARCH 2025	Training Certificate/Training Report		

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: RANDY N. ESTRELLA	Date May 02, 2023	Supervisor Signature: NANNETTE W. JOVEN	Date May 02, 2023
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