



## INDIVIDUAL DEVELOPMENT PLAN

### A. EMPLOYEE'S PROFILE

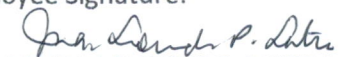
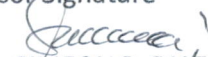
Name (Last, First, MI)	Sex M/F	Age	Position and Salary Grade [Year(s) in the position]	Division/Office	Supervisor's Name	Period (3 years)
Lastra, Maria Lourdes P.	F	46	LMO – II SG 15	Technical Services Division/ PENRO, Mdque	Simeon R. Diaz	2023-2025

### 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
Advance learning on Land Management Law	Formal training and workshop	able to have advanced knowledge about the land management law	January 2024	Training Certificate/ Certificate of completion		
Masteral on Land Management Officers	Formal classroom / Online Education for Graduate School	able to mastered the course for Land Management Officer	Year 2025	Certificate of Diploma for Graduate School		
Integration of learning	Coaching and Mentoring	able advance learning based on Development Plan	June 2024	To provide proper evaluation and report based on fact and accordance to the law		
PCO 6 – ENR Accounting	workshop	Learn more about Environmental Accounting	CY 2024	Certificate of Participation		
PCO 13- ENR law Enforcement	Workshop	Enhanced knowledge about Law Enforcement	CY 2024	Certificate of Participation		

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:  MARIA LOURDES P. LASTRA	Date April 26, 2023	Supervisor Signature  SIMEON R. DIAZ	Date April 26, 2023
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