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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)
MARANAN, MICHAEL JOSEPH, A	Male	36	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
PCO10 CLIMATE CHANGE AND ENVIRONMENTAL MANAGEMENT	WEBINAR/ WORKSHOP	Able to learn climate change and environmental management	NOVEMBER 2023	Training Certificate/Training Report		
PCO11 INFORMATION, EDUCATION AND COMMUNICATION, SOCIAL MARKETING AND EXTENSION SUPPORT	WORKSHOP	Able to conduct of data gathering and interpret same for situational analysis on a targeted clientele.	MARCH 2024	Individual Learning Report		
PCO14 LAND DISPOSITION AND MANAGEMENT	WORKSHOP	Able to learn land disposition and management	MAY 2023	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: 	Date	Supervisor Signature:  NANNETTE M. JOVEN	Date
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