



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)
WILSON R. PAEZ	M	26	Forest Technician I / SG6 3 Years and 7 months	Technical Services Division 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
PCO2 – Identification Of Interventions And Integrating Strategies Across Sectors (Forestry, Coastal, Agriculture, Urban, Air Space) And Zoning For Strategic Management	<ul style="list-style-type: none"> Training/Workshop Coaching and mentoring 	Knows the guidelines on zoning strategic management and how to allocate and delineate land and marine resources based on their peculiar characteristics for optimum use and minimize risk.	June,2023	Certification from training/workshop		
PCO5-Preparation of Natural Resources Management (NRM) related plans (FLUP,CRMP,ISWMP,PAMP,IRBM, IWRM)	<ul style="list-style-type: none"> Training/Workshop Coaching and mentoring 	Knows how to operate the drone and mapping software (GIS)	September, 2023	Certification from training/workshop		
PCO13- ENR Law Enforcement	<ul style="list-style-type: none"> Training/Workshop Coaching and mentoring 	Knows the basic knowledge on ENR laws, rules, and regulation	May, 2024	Certification from training/workshop		

		Has basic knowledge on surveillance, patrolling, forest fire/pest & diseases management, data gathering and preparation of spot report				
OC1-Writing Effectively	<ul style="list-style-type: none"> • Training/Workshop • Coaching and mentoring 	Knows and uses basic business writing rules such as sentence structure, rules in grammar and techniques in word use and spelling	October,2024	Certification from training/workshop		
OC4- Project Management	<ul style="list-style-type: none"> • Training/Workshop • Coaching and mentoring 	Has basic knowledge in the preparation of research/project proposal and Knows simple statistical tools needed in program evaluation	July, 2025	Certification from training/workshop		

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: April 28, 2023	Supervisor Signature 	Date 4/28/2023
---	----------------------	--	----------------