



## 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)
Parañaque, Maria Elena M.	F	49	Forester II, SG 15 (5 years & 4 months)	Technical Services Division (TSD) - Conservation and Development Services (CDS) & Office of the PENRO	<i>Cynthia Leano</i> Imelda M. 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
PCO 2 Identification of Interventions and Integrating Strategies across sectors (Forestry, Coastal, Agriculture, Urban, Air Space) and zoning for Strategic Management	Workshops/Trainings	Able to identify interventions and integrate strategies across sectors of forestry, coastal, agriculture, urban, air space and zoning for strategic management.	CY 2025	Training/Workshop Certificate		
PCO 5 Preparation of Natural Resources Management (NRM)-Related Plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM)	Workshops/Trainings	Able to draft and/or provide technical assistance in the formulation of NRM-related plans identified	CY 2025	Training/Workshop Certificate Draft NRM- related plans		The basic knowledge gained from the trainings/workshops is vital in the preparation of the different plans/ reports.
PCO 6 Environment and Natural Resource Accounting (ENRA)	Formal Classroom Trainings/Workshops	Able to improve knowledge on ENRA	CY 2025	Training/Workshop Certificate		

PCO 7 Strategies and Schemes for Financing Environmental Projects	Formal Classroom Trainings/Workshops	Able to determine the strategies and schemes for financing environmental projects	CY 2025	Training/Workshop Certificate		
PCO 8 Results- Based Monitoring and Evaluation System (RBME) and Environmental Audit for Different ENRM Sites	Formal Classroom Training Workshop	Able to know the protocols and determines the key outputs/indicators in monitoring of biodiversity, forest and forest lands, sustainable financing and among others.	CY 2025	Training Certificate		The learning can be used in monitoring compliance to ENR standards.
PCO 13 ENR Law Enforcement	Formal Classroom Lectures/Workshops	Able to define and differentiate the ENR laws, rules and regulations  Be oriented on surveillance, patrolling, forest fire/pest and diseases management, data gathering and preparation of spot report.	CY 2025	Training Certificate		The basic knowledge acquired from the lectures/ workshops will be useful to be more effective in the execution and achievement of the DENR's priority programs.
PCO 14 Land Disposition and Management	Workshops/Trainings	Be oriented on the pertinent laws, rules and regulations on land resources management	CY 2025	Training Certificate		
PCO 17 Tenorial Instruments and Permits for Improved Resource Management	Formal Classroom Lectures/Workshops	Able to identify the different tenorial instruments and permits	CY 2025	Training Certificate		

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: April 28, 2023
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