



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)
PEREGRIN, ALMER L.	M	58	FOREST RANGER	PAMO	EMETERIO M. RECTO	2023-2025


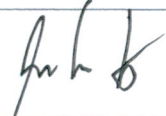
B. DEVELOPMENT PLAN

(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
PCO1 - CONCEPT AND APPLICATION OF INTEGRATED ECOSYSTEMS MANAGEMENT (IEM)	TRAINING, MENTORING, COACHING, SELF-STUDY	Know the basic fundamentals of ecology and the different types of ecosystem with respect to their structure, function and dynamics.	December 2023	Conduct of IEC		
PCO2 - IDENTIFICATION OF INTERVENTIONS AND INTEGRATING STRATEGIES ACROSS SECTORS (FORESTRY, COASTAL, AGRICULTURE, URBAN, AIR SPACE) AND ZONING FOR STRATEGIC MANAGEMENT (BASIC)	TRAINING, MENTORING, COACHING, SELF-STUDY	Able to know how to allocate and delineate land and marine resources bases on their peculiar characteristics for optimum use and minimize risk.	December 2023	Conduct of IEC		
PCO4 - RESOURCE MANAGEMENT AND RESTORATION/	TRAINING, MENTORING, COACHING, SELF-STUDY	Has basic knowledge of the interdependencies of different ecosystem.	December 2023	Conduct of IEC		

REHABILITATION OF DEGRADED ECOSYSTEMS						
PCO10 - CLIMATE CHANGE AND ENVIRONMENTAL MANAGEMENT (BASIC)	TRAINING, MENTORING, COACHING	Has knowledge and understanding of the causes and effects of climate change.	December 2023	Conduct of IEC		
PCO15 - FOREST, WATER & WILDLIFE RESOURCES REGULATION (BASIC)	TRAINING, MENTORING, COACHING, SELF-STUDY	Has basic knowledge of the pertinent laws, rules and regulations on forest and water utilization and wildlife permitting.	December 2023	Conduct of IEC		

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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