



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)
Radovan, Rica Quennie D.	F	25	Forest Ranger- 4 – 1 year	Monitoring and Enforcement Section	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
PCO1- Concept and Application of Integrated Ecosystems Management (IEM)	Training Workshop	Be able to know the basic fundamentals of ecology and different types of Ecosystems	July 2023	Certificate of Completion Report of Completion		
PCO2- Identification of Interventions and Integrating Strategies Across Sectors (Forestry, Coastal, Agriculture, Urban, Air Space) and Zoning for Strategic Management	Training Workshop	Be able to allocate and delineate land and marine resources	September 2023	Certificate of Completion Report of Completion		
PCO3- Characterization of Ecosystem and Use of Planning Tools and Procedures	Training Workshop	Be able to conduct data gathering and interpret situational analysis	November 2023	Certificate of Completion Report of Completion		
PCO4- Resource Management and Restoration/Rehabilitation of Degraded Ecosystems	Training Workshop	Be able to know the interdependencies of different ecosystems	February 2024	Certificate of Completion Report of Completion		

PCO5- Preparation of Natural Resources Management (NRM) Related Plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM)	Training Workshop	Be able to prepare Natural Resources Management (NRM) data and information	April 2024	Certificate of Completion Report of Completion		
PCO6- Environment and Natural Resources Accounting (ENRA)	Training Workshop	Be able to know the Tools, Method and Processess for ENR Accounting	June 2024	Certificate of Completion Report of Completion		
PCO7- Strategies and Schemes for Financing Environmental Projects	Training Workshop	Be able to know the various sources of funds in support of NRM Activities	August 2024	Certificate of Completion Report of Completion		
PCO8- Results Based Monitoring and Evaluation System (RBME) and Environmental Audit for Different ENRM Sites	Training Workshop	Be able to know the protocols and provisions of national and international laws and agreements on biodiversity	October 2024	Certificate of Completion Report of Completion		
PCO10- Climate Change and Environmental Management	Training Workshop	Be able to know the causes and effects of climate change	February 2025	Certificate of Completion Report of Completion		
PCO11- Information, Education and Communication Social Marketing and Extension Support	Training Workshop	Be able to know ENRM Plans and Programs	May 2025	Certificate of Completion Report of Completion		
PCO12- Social Negotiation	Training Workshop	Be able to know the concepts and application of social negotiation in ENR Management	August 2025	Certificate of Completion Report of Completion		
PCO14- Land Disposition and Management	Training Workshop	Be able to identify different public lands for disposition and management	October 2025	Certificate of Completion Report of Completion		
PCO16- Tenure and Rights Assessment	Training Workshop	Be able to know different kinds of tenure and qualifications of holders	November 2025	Certificate of Completion Report of Completion		
PCO17- Tenurial Instruments and Permits for Improved Resource Management	Training Workshop	Be able to know appropriate tenure instruments and permits	December 2025	Certificate of Completion Report of Completion		

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: <i>J Radovan</i>	Date <i>May 05, 2023</i>	Supervisor Signature <i>[Signature]</i>	Date <i>May 05, 2023</i>
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