



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)
VILLANUEVA, RODERICK .	M	44	Park Maintenance Foreman	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) (BASIC)	TRAINING, MENTORING, COACHING	Able to know the basic fundamental of ecology and the different types of ecosystem with respect to their structure, function and dynamics.	December 2023	PAMP		
PCO2 - IDENTIFICATION OF INTERVENTIONS AND INTEGRATING STRATEGIES ACROSS SECTORS (FORESTRY, COASTAL, AGRICULTURE, URBAN, AIR SPACE) AND ZONING FOR STRATEGIC MANAGEMENT (BASIC)	TRAINING, MENTORING, COACHING	Able to know how to allocate and delineate land and marine resources based on their peculiar characteristic for optimum use and minimize risk.	December 2023			
PCO4 - RESOURCE MANAGEMENT AND RESTORATION/ REHABILITATION OF DEGRADED ECOSYSTEMS (BASIC)	TRAINING, MENTORING, COACHING	Has knowledge of the invasive plant and animal species in the Philippines.	December 2023			
PCO11 - INFORMATION, EDUCATION AND COMMUNICATION, SOCIAL MARKETING AND EXTENSION SUPPORT (BASIC)	TRAINING, MENTORING, COACHING	Undertakes social marketing initiative for IEM.	December 2023			
PCO15 - FOREST, WATER & WILDLIFE RESOURCES REGULATION (BASIC)	TRAINING, MENTORING, COACHING	Has basic knowledge on the requirements and processes in the issuance of permit/licenses.	December 2023			

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: 	Date
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