



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)
VILLAVICENCIO, SHERWIN P.	M		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
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 2025	Conduct of IEC		
PCO4 - RESOURCE MANAGEMENT AND RESTORATION/ REHABILITATION OF DEGRADED ECOSYSTEMS (BASIC)	TRAINING, MENTORING, COACHING	Has basic knowledge of the protocols and provisions of national and international laws and agreements on biodiversity.	December 2025	Conduct of IEC		
PCO9 - ENVIRONMENTAL GOVERNANCE	TRAINING, MENTORING, COACHING	Knows the institutional partnership and networking rules and regulations, and other issuances.	December 2025	Conduct of IEC		
PCO10 - CLIMATE CHANGE AND ENVIRONMENTAL MANAGEMENT (BASIC)	TRAINING, MENTORING, COACHING, SELF-STUDY	Has basic knowledge on international conventions, protocols, and agreements, and national policies and laws to address climate change	December 2025	Conduct of IEC		
PCO17 - TENURIAL INSTRUMENTS AND PERMITS FOR IMPROVED RESOURCE MANAGEMENT (BASIC)	TRAINING, MENTORING, COACHING, SELF-STUDY	Has knowledge of appropriate tenure instruments and permits.	December 2025	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: <i>f h</i>	Date	Supervisor Signature: <i>h h r p t</i>	Date
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