

Annex F1

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I ARLENE V. FRANCISCO, Planning Officer III/Protected Area Superintendent of Mt. Calavite Wildlife Sanctuary Protected Area Management Office under DENR-CENRO Sablayan commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January 2023 to June 2023

Supone
ARLENE V. FRANCISCO
Employee




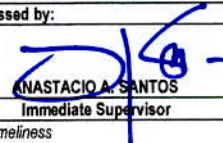

Reviewed by:	Date:	Approved by:	Date:
<i>[Signature]</i> ANASTACIO A. SANTOS Immediate Supervisor		<i>[Signature]</i> ANASTACIO A. SANTOS CENR Officer	

5-Outstanding
4-Very Satisfactory
3-Satisfactory
2-Unsatisfactory
1-Poor

P/A/P	Success Indicator (Targets + Measure)	Actual Accomplishment	Rating				Remarks
			Q ¹	E ²	T ³	A ⁴	
NATURAL RESOURCES SUSTAINABLY MANAGED							
PROTECTED AREAS DEVELOPMENT AND MANAGEMENT							
II. FOR PROCLAIMED AND LEGISLATED PAs							
1.Demarcation of Boundaries for Legislated PAs							
a. Monitoring and Maintenance of Monuments	Supervise the monitoring and maintenance of seven (7) defective concrete monuments with report submitted to the Regional Office thru the CENRO and PENRO on June 30, 2023	Supervised the monitoring and maintenance of eight (8) defective concrete monuments with report submitted to the Regional office thru the PENRO on June 21, 2023 with no revision	3.990	5.000	5.000	4.663	
b. Monitoring and Maintenance of Signages	Supervise the monitoring of 206 signages installed in 2020 with report submitted to the Regional Office thru the CENRO and PENRO on June 30, 2023	Supervised the monitoring of two-hundred six (206) signages installed in 2020 with report submitted to the Regional office thru the PENRO on June 21, 2023 with no revision	3.000	5.000	5.000	4.333	
2. Monitoring of Tenured Migrants using SEAMS tool	Supervise the monitoring of 107 tenured migrants using SEAMS tool with progress report submitted to the Regional Office thru the CENRO and PENRO on June 30, 2023	Supervised the monitoring of 160 tenured migrants using SEAMS tool with progress report submitted to Regional Office thru the CENRO and PENRO on March 28, 2023, April 28, 2023 May 19, 2023 and June 19, 2023, respectively with no revision	5.000	5.000	5.000	5.000	
3. PA Management Planning							
A. Biodiversity Assessment and Monitoring System (BAMS)	Supervise the monitoring of fauna representing dry season in the established 2-Ha Permanent Biodiversity Monitoring Area (PBMA) with report submitted to the Regional Office thru the CENRO and PENRO on June 30, 2023	Supervised the conduct of fauna monitoring representing the dry season on March 24-28, 2023 with report submitted on April 20, 2023 with no revision	3.000	5.000	5.000	4.333	
4. PA Habitat Protection							
A. Implementation of Biodiversity Monitoring System	Supervise the conduct of one (1) semestral Biodiversity Monitoring System (BMS) with report submitted to the Regional Office thru the CENRO and PENRO on March 30, 2023	Supervised the conduct of one (1) Biodiversity Monitoring System for first semester of two (2) BMS sites located at So. Ulasan and Hinugasan, Brgy. Harrison, Paluan, Occidental Mindoro submitted to the Regional Office thru the CENRO and PENRO on February 23, 2023 with no revision	-	5.000	5.000	5.000	

B. Communication, Education and Public Awareness (CEPA)							
1. Installation of Interpretive Signages	Supervise the production and installation of four (4) interpretive signs showcasing some faunal species and ecotourism sites of MCWS with report submitted to the Regional Office thru the CENRO and PENRO on June 30, 2023	Supervised the production and installation of four (4) interpretive signages showcasing some faunal species and ecotourism sites of Mt. Calavite Wildlife Sanctuary with report submitted on June 27, 2023 with no revision	3.000	5.000	3.778	3.926	
2. Consultation/building awareness with Ips (i.e PA mgt & IP zoning)	Facilitate the conduct of six (6) consultation/building awareness with the IP communities of MCWS regarding PA management and management zoning with report submitted to the Regional Office thru the CENRO and PENRO on June 30, 2023	Facilitated the conduct of eight (8) consultation/building awareness with the IP communities of MCWS regarding PA management and management zoning with report submitted on May 19, 2023 and June 7, 2023 with no revision	5.000	5.000	5.000	5.000	
5. PAMB Operationalization							
A. Capacity Building	Facilitate the conduct of one (1) capacity building to PAMB Members and PAMO Staff with training report submitted to the Regional Office thru the CENRO and PENRO on June 30, 2023	Facilitated the conduct of one (1) capacity building entitled Learning Event for PAMO Staff and PAMB Members of MCWS on Republic Act No. 11038 also known as Expanded National Integrated Protected Areas System (ENIPAS) Act of 2018 as amended and its implementing rules and regulations held on June 14-16, 2023 at Apartelle de Francesca, Brgy. San Isidro, Puerto Galera, Oriental Mindoro with report submitted on June 19, 2023 with no revision	3.000	5.000	5.000	4.333	
B. PAMB Meetings	Facilitate the conduct of two (2) quarterly PAMB meetings with minutes including two (2) resolutions submitted to the Regional Office thru the CENRO and PENRO on March 30, 2023 and June 30, 2023, respectively with minor revision	Facilitated the conduct of two (2) quarterly PAMB meetings with minutes including two (2) resolutions submitted to the Regional Office thru the CENRO and PENRO on March 3, 2023 and May 26, 2023 respectively, with no revision	-	5.000	5.000	5.000	
6. Protected Area Management Office (PAMO)	Hiring of eight (8) Park Rangers and one (1) EMS with approved Contracts of Service for first semester to be submitted on January 2023	Hired seven (7) Park Rangers with approved contracts on January 6, 2023, one (1) Park Ranger with approved contract on April 3, 2023 and one (1) EMS I with approved contract on February 14, 2023, respectively with no revision	3.000	5.000	2.763	3.588	
	Supervise the preparation of two (2) quarterly reports for the hiring of eight (8) Park Rangers and one (1) EMS I to be submitted to the Regional Office thru the CENRO and PENRO on March 30 2023 and June 30, 2023 respectively	Supervised the preparation of two (2) quarterly reports for the hiring of eight (8) Park Rangers and one (1) EMS I submitted to the Regional Office thru the CENRO and PENRO on March 29, 2023 and June 22, 2023 respectively with no revision	-	5.000	5.000	5.000	
8. Ecotourism Development Program	Repair and maintenance of (1) Ranger Station and three (3) monitoring stations with quarterly report submitted to the Regional Office thru the CENRO and PENRO on March 30, 2023 and June 30, 2023	Supervised the repair and maintenance of one (1) Ranger Station and three (3) monitoring stations with quarterly report submitted on March 29, 2023 and June 22, 2023, respectively with no revision	-	5.000	5.000	5.000	
13. Inventory of tenurial instruments, contracts, agreements, and issuances of permits for resource use within the protected area	Conduct 100% inventory of tenurial instruments, contracts, agreements and issuances of permits for resource use within MCWS with report and GIS generated map submitted to the Regional Office thru the CENRO and PENRO on June 30, 2023	-	-	-	-	-	Milestone report was submitted on June 19, 2023; Catch-up plan submitted on June 27, 2023
IV. Conservation of Inland Wetland Inside PAs							
1. Inland Wetland Profiling	Supervise the profiling of Igmanukan Lake with report to be submitted the Regional Office thru the CENRO and PENRO on September 30, 2023	-	-	-	-	-	Progress report was submitted on June 21, 2023; Second semester target
OTHER ACTIVITIES							
Attendance to Flag Raising Ceremony	Attendance to twenty-five (25) flag raising every Monday at 8AM and flag lowering every Friday at 5PM	Attended twenty-five (25) flag raising and lowering every Monday	3.000	-	3.000	3.000	

Attendance to Training/s	100% Trainings/ Workshop and Seminars attended	Attended the Orientation-Training on Enhanced Biodiversity Assessment and Monitoring System (e-BAMS) and Enhanced Socio Economic Assessment and Monitoring System (e-SEAMS) on March 6-10, 2023	-	-	-		Compliant
		Orientation-Training on Enhanced Biodiversity Assessment and Monitoring System (e-BAMS) and Enhanced Socio Economic Assessment and Monitoring System (e-SEAMS) on March 13-17, 2023	-	-	-		
Preparation of IPCR with Rating	Preparation and submission of IPCR with Rating from July 2022 to December 2022 to CENR Officer on January 15, 2023	Prepared and submitted IPCR with rating from July 2022 to December 2022 on January 6, 2023 using the prescribed format with minor revision.	-	4.000	5.000	4.500	
Submission of Personal Data Sheet (PDS)	Preparation and submission of updated PDS before January 15, 2023	Prepared and submitted updated PDS on January 4, 2023 using the prescribed format with no revision	-	5.000	5.000	5.000	
Submission of DTR	Submission of DTR every 5th of the following month using the prescribed format to AO.	Submission of DTR every 5th of the following month using the prescribed format to AO.	3.000	-	3.000	3.000	
Preparation of SALN	Preparation and submission of SALN as of December 31, 2022 on January 15, 2023 using the prescribed format with no revision.	Prepared and submitted SALN as of December 31, 2022 on January 10, 2023 using the prescribed format to AO with minor revision	-	4.000	5.000	4.500	
Total Overall Rating							
Final Average Rating						4.478	
Adjectival Rating						VS	
Comments and Recommendation for Development purposes:							

Discussed with:		Assessed by:		Final Rating by:	
 ARLENE V. FRANCISCO Employee	Date	 ANASTACIO A. SANTOS Immediate Supervisor	Date	 ANASTACIO A. SANTOS CENR Office	Date
Legend	1 - Quality	2 - Efficiency	3 - Timeliness	4 - Average	