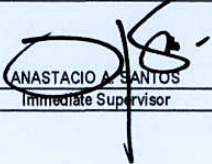
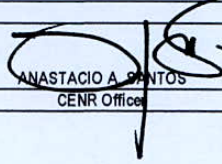
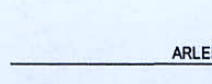


## INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

ARLENE V. FRANCISCO, Planning Officer III/PASu of Mt. Calavite Wildlife Sanctuary 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 July 2022 to December 2022

ARLENE V. FRANCISCO  
Employee

Reviewed by:	Date:	Date:		
 ANASTACIO A. SANTOS Immediate Supervisor	 ANASTACIO A. SANTOS CENR Officer	 ARLENE V. FRANCISCO Employee		
5-Outstanding 4-Very Satisfactory 3-Satisfactory 2-Unsatisfactory 1-Poor		RECEIVED RELEASED DATE: JAN 06 2023 HAMBURAO, OCCIDENTAL MINDORO MSD RECEIVED BY: _____ DATE: 1/13/23 TIME: _____ RELEASED BY: _____ DATE: _____ TIME: _____		
P/A/P	Success Indicator (Targets + Measure)	Actual Accomplishment	Rating	Remarks
			Q <sup>1</sup> E <sup>2</sup> T <sup>3</sup> A <sup>4</sup>	
NATURAL RESOURCES CONSERVATION AND DEVELOPMENT PROGRAM				
Protected Areas, Caves and Wetlands Development and Management Sub-Program				
PROTECTED AREAS DEVELOPMENT AND MANAGEMENT				
2. PA Habitat Protection				
A. Implementation of Biodiversity Monitoring System(BMS)	Supervises the conduct of second semester BMS on two (2) sites located at So. Ulasan and Hinugasan Brgy. Harrison, Paluan, Occidental Mindoro with report submitted to Regional Office thru the CENRO and PENRO on September 30, 2022 with minor revision.	Supervised the conduct of 2nd semester BMS on two (2) BMS sites at So. Ulasan and Hinugasan, Brgy. Harrison, Paluan, Occidental Mindoro with report submitted to the Regional Office thru the CENRO and PENRO on September 19, 2022 with no revision	- 5.000 5.000 5.000	
B. Communication, Education and Public Awareness (CEPA)	Supervises layout preparation of CEPA materials and monitors the installation of two (2) billboards and distribution of 500 brochures with report submitted to Regional Office thru channel on September 30, 2022	Supervised the layout preparation of CEPA materials and monitored the distribution of 500 brochures and installation of two (2) billboards with report submitted to the Regional Office thru the CENRO and PENRO on November 7, 2022	3.000 5.000 1.000 3.000	Upon assumption, we noticed that the layout and design of the CEPA materials are not in accordance with the guidelines, hence, revision were made and eventually presented the final
3. PAMB Operationalization				
A. PAMB Meeting	Facilitates the conduct of two (2) quarter PAMB meetings and checks prepared minutes of meeting including resolution/s for submission to the Regional Office thru the CENRO and PENRO on September 30, 2022 and December 30, 2022, respectively with minor revision.	Checked two (2) minutes of PAMB meetings and prepared resolutions submitted to the Regional Office thru the CENRO and PENRO on September 19, 2022 and December 1, 2022, respectively with no revision	- 5.000 5.000 5.000	
B. Capacity Building	Conducts/Facilitates Training Needs Assessment (TNA) for PAMB Members and PAMO Staff for the preparation of Capacity Building Plan for FY 2023 to 2033 with report submitted to the Regional Office thru the CENRO and PENRO on September 30, 2022	Conducted Training Needs Assessment (TNA) for PAMB Members and PAMO Staff. Consolidated and prepared 10-year Capacity Building Plan submitted to the Regional Office using the prescribed format thru the CENRO and PENRO on August 26, 2022.	3.000 5.000 5.000 4.333	

P/A/P	Success Indicator (Targets + Measure)	Actual Accomplishment	Rating				Remarks
			Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
6. Ecotourism Program	Conducts monitoring of ecotourism facilities (1 Ranger station and 3 monitoring stations) of MCWS with two (2) quarterly report submitted on September 30, 2022 and December 30, 2022, respectively	Conducted monitoring of ecotourism facilities (1 Ranger station and 3 monitoring stations) of MCWS with two (2) quarterly reports submitted on August 22, 2022 and October 24, 2022, respectively.		5.000	5.000	5.000	
7. Inventory of Alienable and Disposable Lands, property and private rights	Supervises the inventory of all Alienable and Disposable Lands, property and private rights within MCWS with report including GIS generated map submitted to the Regional Office thru the CENRO and PENRO on September 30, 2022.	Supervised the inventory of all Alienable and Disposable Lands, property and private rights within MCWS with report including GIS generated map submitted to the Regional Office thru the CENRO and PENRO on November 29, 2022.	3.000	5.000	5.000	4.333	Previously, a report was submitted on June 5, 2022. However, it was returned with several comments instructing the PAMO to complete the required processed as stated in the unit of work measurement to come up with a valid means of verification.
OTHER ACTIVITIES							
Preparation of IPCR with Rating	Preparation and submission of IPCR with Rating from January to June 2022 on July 15, 2022 with no revision.	Prepared and submitted IPCR with rating from July to December 2022 on July 11, 2022 using the prescribed format with minor revision.		4.000	4.354	4.177	
Preparation of IPCR - Commitment	Preparation and submission of IPCR Commitment for the period January 2023 to December 2023 on December 15, 2021 with minor revision.	Prepared and submitted IPCR - Commitment for the period January 2023 to December 2023 on December 7, 2022 with no revision		4.000	5.000	4.500	
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.		-			Compliant
Attendance to Flag Ceremony	Attendance to flag ceremonies every Monday	Attended Flag ceremonies every Monday	-	-	-	-	Compliant
			3.000	4.750	4.419		
Total Overall Rating							
Final Average Rating						4.418	
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		ANASTACIO A. SANTOS CENR Officer	Date

Legend

1 - Quantity

2 - Efficiency

3 - Timeless