

## INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, ARLENE V. FRANCISCO, Planning Officer III of the 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 2021 to December 2021.

ARLENE V. FRANCISCO  
Ratee

Reviewed by:		Date:	Approved by:		Date:	
CAESAR E. QUEBEC Immediate Supervisor			CAESAR E. QUEBEC Head Office			
			5-Outstanding 4-Very Satisfactory 3-Satisfactory 2-Unsatisfactory 1-Poor			
P/A/P	SUCCESS INDICATORS (targets + measures)	Actual Accomplishment	Rating			
			Q1	E2	T3	A4
<b>NATURAL RESOURCES ENFORCEMENT AND REGULATORY PROGRAM</b>						
Natural Resources Management Arrangement/Agreement and Permit Issuance						
Assessment of CSC's including expired, expiring, outside CBFM	Assessment of Two hundred thirty-seven (237) Certificate of Stewardship Contracts (CSC) holders with geo-tagged photos and GIS generated maps with categorical recommendations. Report submitted on or before December 31, 2021 with no revision.	Conducted assessment of Three Hundred Four (304) Certificate of Stewardship Contracts (CSC) with geo-tagged photos and GIS generated maps with categorical recommendation. Reports submitted on October 11, October 25, November 2, November 23, December 1, December 13 and December 14, 2021 with minor revision.	4.000	5.000	5.000	4.667
<b>Wildlife Resources Conservation Sub-Program</b>						
b. Population & habitat monitoring and protection of priority threatened species						
b.1 Marine Turtles	Conduct of fourth quarter population & habitat monitoring of marine turtles with report submitted on December 31, 2021 with minor revision	Conducted the fourth quarter population & habitat monitoring of marine turtles with report submitted on December 15, 2021 with no revision	4.000		5.000	4.500
<b>Protected Areas Development and Management</b>						
<b>I. FOR THE REMAINING INITIAL COMPONENTS OF THE NIPAS</b>						
I. Protected Area Suitability Assessment (PASA)	Conduct of Protected Area Suitability Assessment of F.B Harrison Game Refuge and Bird Sanctuary (Phase 2) with quarterly report and Integrated Protected Area Plan (IPAP) submitted before December 31, 2021 with minor revision	Assisted in the conduct of Rapid Biodiversity Assessment at Brgy. Alakaak, Sta. Cruz, Occidental Mindoro and Brgy. Armado, Abra de Ilog, Occidental Mindoro and submitted the final draft of the Protected Area Suitability Assessment (PASA) report to Regional Office thru PENRO last December 20, 2021	4.000		5.000	4.500

**MSI**  
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