

## B. Individual Performance Commitment and Review Form

## INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM

I, Arlene V. Francisco, of the DENR CENRO Goldan, Division of Technical Services commit to deliver and agreed to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 2021.

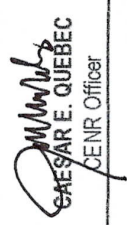
<b>LISD</b>
RECEIVED BY: <u>Arlene V. Francisco</u>
DATE: <u>1/6/21</u> TIME: <u>1:00 PM</u>
RELEASED BY: <u>Arlene V. Francisco</u>
DATE: <u>1/6/21</u> TIME: <u>1:00 PM</u>

Arlene V. Francisco  
Ratee

Date:

Approved by:

Reviewed by:	Date	Approved by:	Date
<u>ALVIN E. SANTOS</u> Chief, CDS		<u>CAESAR E. QUEBEC</u> CENR Officer	
PIA/P's	SUCCESS INDICATOR (targets + measures)	Actual Accomplishments	Rating Q1 E2 T3 A4
NATURAL RESOURCES SUSTAINABLY MANAGED			1 2 3 4
NATURAL MANAGEMENT ARRANGEMENT/ AGREEMENT AND PERMIT ISSUANCE			
-Assessment of CSC's including expired, expiring, outside CBFM	Assists in the assessment of One Hundred Eighty Four (184) Certificate of Stewardship Contracts (CSC) holders with geo-tagged photos and GIS generated maps with categorical recommendations. Report submitted on or before June 30, 2021 with no revision.	Provided assistance on the Assessment of One Hundred Nineteen (119) Certificate of Stewardship Contracts (CSC) with geo-tagged photos and GIS generated maps with categorical recommendation. Reports submitted on March 11, May 10 and June 30, 2021 with minor revision.	2.289 4.000 4.333 3.541
<b>PROTECTION AND CONSERVATION OF WILDLIFE</b>			
<b>b. Population &amp; habitat monitoring and protection of priority threatened species</b>			
<b>b.1 Marine Turtles</b>			
- Population and Habitat monitoring and protection of priority threatened species	Assists in the monitoring of Population and Habitat of Marine turtles with two (2) quarterly report submitted on or before June 30, 2021 with no revision.	Provided assistance during the monitoring of Population and Habitat of Marine turtles with two (2) quarterly reports submitted last March 29 and June 18, 2021 with no revision.	5.000 5.000 5.000

P/IPS	SUCCESS INDICATOR (targets + measures)	Actual Accomplishments	Rating				Remarks
			Q1	E2	T3	A4	
<b>ADAPTIVE CAPACITIES ON HUMAN COMMUNITIES AND NATURAL SYSTEMS IMPROVED</b>							
- Watershed Characterization and Vulnerability Assessment	Assists in the conduct of Watershed Characterization and Vulnerability Assessment of Pagbahan Watershed with report submitted, GIS generated maps on or before November 30, 2021	Provided assistance the conduct of milestone activities: 1. Coordinated with the concerned Local Government Units (LGU's) regarding the conduct of Characterization and Vulnerability Assessment of Pagbahan Watershed, 2. Conducted interviews using the questionnaire in the FMB Technical Bulletin No. 16-A.	1	2	3	4	second semester
<b>Other activities</b>							
Preparation of IPCR	Prepares and submit IPCR accomplishment with rating for the 2nd semester for CY 2020 on January 15, 2021	Prepared and submitted IPCR with rating for 2nd semester CY 2020 on Jan. 05, 2021 using the prescribed format		5.000	5.000	5.000	
Submission of Personal Data Sheet (PDS)	Prepares and submit updated PDS before January 15, 2021 with no revision.	Prepared and submitted updated PDS on January 04, 2021 with minor revision.		4.000	5.000	4.500	
Preparation of SALN	Prepares SALN as of December 31, 2020 and submit SALN on or before January 15, 2021	Prepared and submitted SALN as of December 31, 2020 of January 05, 2021 using the prescribed format to AO		5.000	5.000	5.000	
Submission of DTR	Submission of DTR every 5th day of the month following the prescribed format to AO.	Submitted DTR every 5th day of the following month using the prescribed format to AO.		3.000	3.000	3.000	
Final Average Rating						4.340	
Comment and recommendation for Development Purposes:							
Discussed with:	Date:	Assessed by:	Date:	Final Rating by:		Date:	
ARLENE V. FRANCISCO Employee		ALVIN E. SANCOS Chief, CDS				 CAESAR E. QUEBEC CENR Officer	

IPCR- Legend 1- Quantity 2- Efficiency 3- Timeliness 4-Average