

Department of Education Region III

SCHOOLS DIVISION OF BULACAN Capitol Compound, Broy, Guinhawa, City of Malolos, Bulac



November 12, 2018

To: Elementary and Secondary School Principals/Heads

Please be informed of the attached Suggested Template and the List of Means of Verification per Objective to be used in the IPCRF of school heads in the RPMS implementation.

For reference.

ZENIA G. MOSTOLES, Ed.D., CESO V Schools Division Superintendent

DIVISION LETTER No. 445, s. 2018

Individual Performance Commitment and Review Form (IPCRF)

Name of Employee: Position:							Name of Rater: Position:	[NAME OF ASDS] Assistant Schools Division Superintendent			
Division:	Bulacan						Date of Review:	November 9, 2018			
District							Rating Period:	May 2018 to April 2018			
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MEDS	KRA	Weight	OB FEOTRACE	-			PERFORMANCE INDICATORS		-	RATING	\dashv
1	NVG	KP W	OBECINES	Objective	IMELINE	Quelly	Efficiency	Timeliness	ACTUAL RESULTS	٥	
	1. INSTRUCTIONAL LEADERSHIP	30%	1.1 Conducted (total number of leachers × 4) class observations with post conference on (total number of teachers) leachers by EO SY 2018-2019	10%	June 2018 - April 2019	Conducted to(97% to 100% of the no. of teachers multiplied by 4) observation of classes with post conference evidenced by accomplished COTs	 Class observation calendariplen indicating (97% to 100% of the no. of teachers) schedules of class observation 				
						4 Conducted to (85% to 95%) observation of classes with post conference evidenced by accomplished COTs	Class observation calendariplan indicating (86% to 96%) schedules of class observation				
						Conducted to (75% to 85%) observation of classes with post conference evidenced by accomplished COTs	 Class observation calendar/plan indicating (75% to 85%) schedules of class observation 				
						Conducted to (51% to 74%) observation of classes with post conference evidenced by accomplished COTs	Class observation calendar/plan indicating(51% to 74%) schedules of class observation				
						Conducted to (50% and below) observation of classes with post conference endenced by accomplished COTs	Class observation calendar/plan indicating (50% and below) schedules of class observation				
			1.2 Checked/Inspected 100% of DLP/DLL every week	10% E	Every Week	Checkedinspected(97% to 100% of the no. of teachers) DLP/DLL Checkedinspected(88% to 96% of the no. of teachers)	5 Schedule of dheating milkeding (87% to 100% of financi. 5 DUPOLL are checkeding-pocted weekly of bachward pLPPDL to be checked in 1965% to 95% of financia. 5 DUPOLL are checkeding-pocted weekly of 5 Schedule of checking milkeding (85% to 95% of financia. 5 DUPOLL are checkeding-pocted every of 5 Schedule of checking milkeding.	DLPIDLL are checkedfirespected weekly DLPIDLL are checkedfirespected every other week			
						3 Checked/inspected(75% to 85% of the no. of teachers) DLP/DLL	3 Schedule of checking reflecting (75% to 85% of the no. of teachers) DLP/DLL to be checked	3 DLP/DLL are checked/inspected every three weeks			
						2 Chacked/inspected(\$1% to 74% of the no. of teachers) DLP/DLL	 Schedule of checking reflecting(51% to 74% of the no. of teachers) DLP/DLL to be checked 	2 DLP/DLL are checked/inspected monthly			
					_	Chacked/inspected(50% and below of the no. of teachers) DLP/DLL	1 Schedule of checking reflecting(50% and below of the no. of teachers) DLP/DLL to be checked	DLP/DLL are checked/inspected fewer than monthly			
			 Improved the Academic Performance of the students by 1% in the General School Average; from(SY 2017-2018) to(SY 2018-2019) through the 	5%	June 2018 - April 2019	5 0.97% and above increase in GSA (toin GSA)	5 Conducted at least five (5) intervention strategies	a.			
	18		following intervention strategies:			(to in GSA)					
			a. Remedial Instruction (Individual/Group) b. Strategic Intervention Materials			3 0.75% to 0.85% increase in GSA (3 Conducted at least three (3) intervention strategies		-		
	-		c. Self-Learning Kit d. Improvisation of Materials			Base in GSA	2 Conducted at least two (2) intervention strategies				
			Continuous lirprovement Program Continuous lirprovement Program Continuous hiprovement Program Continuous with Parents h. Others		****	rease in GSA	1 Conducted at least one (1) intervention strategy				
			1.4 Conducted one action/applied research by EO SY 2018. 2019 with the following required processes: Appropriat of Processian	5% Z >	May 2018 - March 2019	5 Four (4) research processes completed	5 Four (4) research processes were implemented as planned in the Research Plan and Timeline			>	_
			-Implementation -Validation			Three (3) research processes completed	4 Three (3) research processes were implemented as planned in the RPT				
29			-Acceptance			3 Two (2) research processes completed	 Two (2) research processes were implemented as planned in the RPT 				
						2 One (1) research process completed	2 One (1) research process was implemented as planned in the RPT				
						1 No research process completed	1 No research process was implemented	2			

EBSORANCE INDICATIONS EBSORANCE PROPRINT and projects were Nucleical and properly discident properly discident (wherein a factor 50% of the Mark's were presented) 5 10 and above programs and projects were functional and properly discident	20,000				10 BE FILLED IN DURING PLANNING			O DE LITTED IN COLUMN CANTONIO	-
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1. Ensured supply of chains and backboards in Collections. 3. Maintained class and sufficient control control control. 5. Maintained class and an advised emission. 5. Maintained class and advised emission. 6. Implementable of the advised spragnes. 7. Control control and interfaced perimetric from be return safely of abolets which in compan. 7. Control code of RRIA Moderation Plan. 8. Instituted class RRIA Moderation Plan. 9. Entherood school feeding program. 10. Alemande Dakway Modera. 11. Maintained a functional School Cinic class and interface and projects were implemented. 12. Sectional Code of RRIA Moderation Plan. 13. Maintained a ward for a maintained and projects. 14. Maintained a functional School Cinic class and interface and projects were implemented. 15. Maintained and projects were implemented. 16. Projected with a subject to control. 17. Conducted of the first and projects were implemented. 18. Enterood school feeding program. 19. Enterood school feeding program. 10. Alemande Dakway Mode. 11. Maintained a ward manager. 12. Maintained a ward manager. 13. Maintained and projects were implemented. 14. Maintained and projects were implemented. 15. Alemanded and projects were implemented. 16. Projects were implemented. 17. Conducted and projects were implemented. 18. Projects distributed and projects were implemented. 19. Maintained and projects were implemented. 19. Maintained and projects were implemented. 19. And below program and projects w		Institutionalized child protection mechanism Provided functional laboratories			4 8 to 9 programs and projects were implemented	4 8 to 9 programs and projects were functional and properly utilized (wherein at least 50% of the NeO's were presented)			
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Conducted 8 SLAC sessions are implemented by stood of sessions and projects were implemented by stood of statement while in campus 8. Instanced end maintained perimeter ferce to enture safety of students while in campus 8. Instanced even PRIM Medication Plan 10. Alternative belowey Medication of Plan 11. Maintained a functional School Clinic 12. Specialized Program 13. Maintained a functional School Clinic 14. Maintained a functional School Clinic 15. Provided a functional School Clinic 16. Provided a functional school school clinic 17. Conducted 8 SLAC sessions, sessions with 100% attendance, by EO SY 2018-2019 31. Conducted 8 SLAC sessions 32. Conducted 8 SLAC sessions 33. Conducted 8 SLAC sessions 34. Conducted 8 SLAC sessions 35. District of teachers conductinentized for the entire school year as evidenced menticing afterdance checklist. 36. District of the school clinic 32. Conducted 8 SLAC sessions 33. Conducted 8 SLAC sessions 34. Conducted 8 SLAC sessions 35. District of teachers conductinentized for the entire school year as evidenced menticing afterdance checklist. 36. District of teachers conductinentized for the entire school year as evidenced menticing afterdance checklist. 35. Sessions 36. District of teachers conductinentized for the entire school year as evidenced menticing afterdance checklist. 37. District of teachers conductinentized for the entire school year as evidenced menticing afterdance checklist. 36. Sessions 37. Sessions 38. District of teachers conductinentized for the entire school year as evidenced menticing afterdance checklist. 39. Sessions 39. District of teachers conducted the district school year as evidenced menticing afterdance checklist. 39. Sessions of the school of the entire school year as evidenced menticing afterdance checklist. 39. Sessions of the school of the entire school year as evidenced menticing afterdance checklist. 39. Sessions of the school of the entire school year as evidenced menticing afterdance checklist.		 Maintained clean and sufficient comfort rooms Maintain clean, well-lighted and well-ventilated 				utilized (wherein at least 50% of the McVs were presented)			
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4 85 to 96% of Teaches coachedimentored for the entire solicol year as evidenced mentioning attendance checklet. 3 75 to 55% of Teaches coachedimentored for the entire solicol year as evidenced mentioning attendance checklet. 2 51 to 74% of Teaches coachedimentored for the entire solicol year as evidenced mentioning attendance checklet. 5 50% and below of Teaches coachedimentored for the entire solicol year as evidenced mentioning attendance checklet.	¥	Conducted (to)	5%	May 2018 - April 2019			*		
2 5 to 55% of Teachers coached/mentored for the entire school year as evidenced mentoring attendance checklet. evidenced by coaching/line 2 51 to 74% of Teachers coached/mentored for the entire school year as evidenced mentoring attendance checklet. 2 Formulated/Utilizad/melan in coached/mentored for the entire school year as evidenced mentoring attendance checklet. (1) Formulated/Utilizad/mplan school year as evidenced mentoring attendance checklet. (1) Formulated/Utilizad/mplan school year as evidenced mentoring attendance checklet. (1) Formulated/Utilizad/mplan school year as evidenced mentoring attendance checklet.									
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MFOs KRAS	Weig		ECTIVES				PERFORMANCE INDICATORS	
	KRA PE		OBJECTIVES	Objective	WELINE	Quality	Efficiency	Timeliness
		3.3 Resolved conflicts, is 2018-2019	Resolved conflicts, issues and complaints by EO SY 2018-2019	5%	May 2018 - April 2019	5 97 to 100% of conflicts, issues and complaints resolved evidenced by case resolution reports OR other evidences that no conflicts/issues/complaints received or filed.	 Formulated or implemented 5 approaches/strategles/interventions to address conflicts, issues addres completing supported by narrative reports on approaches/strategles/interventions used. 	 Conflicts, issues and complaints resolved within regionentary period.
						4 88 to 98% of conflicts, issues and complaints resolved evidenced by case resolution reports.	4 Formulated or implemented 4 approaches strategisel fearwentons to address conflicts, issues and/or complaints supported by narrative reports.	Conflicts, issues and complaints resolved one day beyond reglementary period.
						3 75 to 85% of conflicts, issues and complaints reached evidenced by case resolution reports.	Formulated or implemented 3 approaches/strategies/interventions to address conflicts, issues and/or complaints supported by narrative reports.	 Conflicts, issues and complaints reached two days beyond reglementary period.
						2 51 to 74% of conflicts, issues and complaints resolved evidenced by case resolution reports.	Formulated or implemented 2 approaches/strategise/freeventions to address conflicts, issues and/or compleints supported by nameline reports.	 Conflicts, issues and complaints resolved three days beyond regismmentary period.
						50% and below of corificits, issues and complaints resolved evidenced by case resolution reports.	Formulated or implemented 1 approaches/strategisel/neventions to address conflicts, issues and/or complaints supported by narrailve reports.	Conflicts, issues and complaints resolved more than three days beyond reglementary period.
4. PARENTS INVOLVEMENT AND	ND 15%	_	4.1 Convened 5 PTA assemblies/meetings with more than 50% attendance of parents by EO SY 2018-2019	5% N	May 2018 - April 2019	5 5 or more PTA assemblies/meetings were conducted	5 PTA assemblies/meetings were conducted with more than 50% attendance of parents	 PTA assemblies/meetings were conducted on a bi-monthly basis
PARTNERSHIP						4 4 PTA assemblies/meetings were conducted	PTA assembles/meetings were conducted with 41% to 50% 4 PTA assembles/meetings were conducted on a quarterly attendance of parents	4 PTA assemblies/meetings were conducted on a quarterly basis
			,			3 3 PTA assemblies/meetings were conducted	3 PTA assemblies/meetings were conducted with 31% to 40% attendance of parents	 PTA assemblies/meetings were conducted every three months
						2 2PTA assemblies/meetings were conducted	2 PTA assemblies/meetings were conducted with 21% to 30% attendance of parents	 PTA assemblies/meetings were conducted on a semi-annual basis
						1 1 PTA assembly/meeting was conducted	1 PTA assemblies/meetings were conducted with 20% or below attendance of parents	PTA assemblies/meetings were conducted on an annual basis
		4.2 Spearheaded the gen resources from staket	Spearheaded the generation and utilization of Php resources from stakeholders, records of utilization	7.5% N	May 2018 - April 2018	5 97% and above of the target amount generated	5 5 modes of dissemination of funds generation and utilization	
		disseminated by EO S following modes:	disseminated by EO SY 2018-2019 through the following modes:			4 86% to 96% of the target amount generaled	4 4 modes of dissemination of funds generation and utilization	
		a. School Report Card b. Transparency Board				3 75% to 85% of the target amount generated	3 3 modes of dissemination of funds generation and utilization	
		 c. PTA Meetings d. Reports Submitted e. Annual Implementation Plan 	tion Plan			2 51% to 74% of the target amount generated	2 2 modes of dissernination of funds generation and utilization	
						1 50% and below of the target amount generated	1 1 modes of dissemination of funds generation and utilization	

Objectives Color Objective	MFOs KRAs W						5. SCHOOL 2	MANAGEMENT AND	Crervilono								
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Cueffy Care Care	7																
Efficiency FERFORMACE INTENTIONS Efficiency Participated in 5 community activities Participated in 2 community activities Participated in 1 community activities Participated in 2 community activities Participated in 3 community activities Participated in 2 community activities Participated in 3 community activities Participated in 4 activities implemented Participated in 4 activities implemented Evidence of the 3 activities implemented Evidence of the 2 activities implemented Evidence of the 1 activities implemented Evidence of the 1 activities implemented	ELINE	, 2018 - ril 2019											5				
	Quality						pearheaded the conduct of strategic planning accomplishing to 10 indicators with documents		peerheaded the conduct of strategic planning accomplishing to 8 indicators with documents				ionibred the implementation of the drop-out reduction chirities resulting to 2% decrease compared to Drop-out tate last school year	tonitored the implementation of the drop-out reduction crivities resulting to 1.5% decrease compared to Drop-out tate text school year	critored the implementation of the drop-out reduction chiridee resulting to 1% decrease compared to Drop-out tate last school year	chitched the implementation of the drop-out reduction crivities resulting to 0.75% decrease compared to Drop-out rate last school year	Rate
	PERFORMANCE INDICATORS:	5 Participated in 5 community activities	4 Perticipated in 4 community activities	Participated in 3 commun	2 Participated in 2 community activities	Participated in 1 commun	Spearheaded the conduct of strategic planning with 97% and shows percental involved.		4 Spearheaded the conduct of strategic planning with 86% to 96% personnel involved	3 Spearheaded the conduct of strategic planning with 75% to 85% personnel involved	Spearheaded the conduct of strategic planning with 51% to 74% personnel involved	Spearheaded the conduct of strategic planning with 50% and below personnel involved					
	Tmeliness																
ACTIVIL RESULTS	٥																
	RATING																

	2			- Separation	TO BE FILLED IN DURING PLANNING			70 BE I	ELLTED II	UDURIN	TO BE FILLED IN DURING EVALUATION
MFOs KRAs	Weight	OB IECTIVES		1		PERFORMANCE INDICATORS		ACTUAL DECIMAN		RATING	ดี
2 4 2 5	KRA		Objective		Quality	Efficiency	Timeliness	ACIONE RESOLUTION	٥	m	Ave
	5.3	Managed fiscal activities with 100% fiquidation of funds by March, 2019	7.5% 4	April 2018 - March 2019	5 Liquidated 100% of downloaded MOOE and SBFP funds	 Nenaged fiscal activities with 100% liquidation of funds with all indicators were evident 	5 Managed fiscal activities with 100% liquidation of funds by end of March, 2019			\dashv	
		Completed monthly MODE downloading and liquidation; Implemented clear fiscal management system for the school thru reports, logs, transparency board and bank books.			4 Liquidated 86% to 99% of downloaded IMODE and SBFP funds	Nanaged facal activities with 100% Equidation of funds with 4 indicators were encland.	 Nenegad fiscal activities with 100% liquidation of funds on or before April 5, 2019 				
		c. Allocated funds for school program, projects or activities based on the priority needs as indicated on the AIP/SIP with proper reporting and figuidation			3 Liquidated 75% to 85% of downloaded MOOE and SBFP funds	Managed fecal activities with 100% liquidation of funds with 3 indicators were evident	 Manuaged facal activities with 100% liquidation of funds on or before April 12,2019 				
		 neported sources and uses or lunds order man MODE on sent-annual basis hittelsed and facilitated resource mobilization from stakeholders with proper reporting. 			 Liquidated 51% to 74% of downloaded MODE and SBFP funds 	Managed fiscal activities with 100% liquidation of funds with 2 indicators were evident	 Managed fiscal activities with 100% liquidation of funds on or before April 26,2019 			-	
***************************************					1 Liquidated 50% of downloaded MOOE and SBFP funds	Managed fiscal activities with 100% liquidation of funds with 1 indicator was evident	Managed fiscal activities with 100% liquidation of funds by end of April, 2019				
	5.4	Facilitated and monitored the establishment and activities of the school organizations / learns / committees such as but not limited to the following by EO SY 2019-2019:	2.5%	May 2018 - April 2019	5 Facilitated and monitored the establishment and activities of 9 and above School organizations/earn/committee were established and monitored	5 9 and up School organizations/learn/committee were established and monitored (based on 50% presented MoVs)	5 Facilitated and monitored the establishment and activities of the achool organizations / teams / committees by end of March, 2019				
		Subject area clubs SSG			monitored the establishment and activities of rganizations/team/committee were established	4 7 to 8 School organizations/teen/committee were established and monitored (based on 50% presented MoVs)	Facilitated and monitored the establishment and activities of the school organizations / teams / committees on or before				
		4. STEP / TLE Club					April 3, 2018				
		6. PTA				im/committee were established and	3 Facilitated and monitored the establishment and activities of				
		7. Faculty and Employee Association 8. Research Committee / CI Team			monitored	months freezes of or a breastern text of	April 12, 2019				
		9. LRMOS Team									
		11. BAC				established	Facilitated and monitored the establishment and activities of the school constitutions / teams / committees on a charge.				
		12. Inspectorate Team			and monitored	and manifest (nesses of any se present many)	April 26, 2019			-	
		14. SBM Teem									
		15. SBRM Team and Other School Committee				e established	1 Facilitated and monitored the establishment and activities of				
					and monitored	and instituted (master on 2017 brestering works)	2019				

MFOS PLUS FACTOR KRAs Special Assignments/Designations
 Foreign (Special Programs like GAD, ADM, etc.)
 Foreign (Special Programs like GAD, ADM, etc.)
 Special Collector, Awards and Recognition (such as but not limited to Brigoda Echweia, Sports, Festival of Talents, Pross Conference, Bey souch, etc.)
 Conference, Bey souch, etc.)
 Collever similar DepEd initiated or supported activities 4. Innovation (School Level and up auch as CIP)
5. Evaluation of Program and Learning Mesenate (LRMDS)
(ED0IS, Division, Regional Levels)
(ED0IS, Division, Regional Levels)
6. Advisorable (Learning Areas for Elementary)
7. Coordinatorable (ED0IS Claimman, Audominics, Sports)
8. Election or appointive positions in DepEd Accredited
Company Control . Resource Speakership (District/or Minimum of three austered schools, EDDIS, Division, Regional, National, nternational) Hosting of Events/Meetings/Contests/Trainings and other spEd similar and supported activities OBJECTIVES Weight per TIMELINE 5% May 2018 -April 2019 TO BE FILLED IN DURING PLANNING Accomplished 2 tasks with complete MOVs, either same or combination thereof Accomplished 3 tasks with complete MOVs, either same or combination thereof 1 Accomplished 1 task with complete MOVs 4 Accomplished 4 tasks with complete MOVs, either same or combination thereof 5 Accomplished 5 and above tasks with complete MOVs, either same or combination thereof PERFORMANCE INDICATORS Efficiency Overall Rating for Accomplishments ACTUAL RESULTS Q E T Ave TO BE FILLED IN DURING EVALUATIO RATING

[NAME OF PRINCIPAL] School Principal I

[NAME OF ASDS]
Assistant Schools Division Superintendent
Rater

ZENIA G. MOSTOLES, Ed.D., CESO V Schools Division Superintendent Approving Authority

PART II: COMPETENCIES

	Achieves results with optimal use of time and resources most of the time. Achieves results with optimal use of time and resources most of the time. Avoids rework, mistakes and wastage through effective work methods by placing organizational needs before personal needs. Delivers error-free outputs most of the time by conforming to standard operating procedures correctly and consistently. Able to produce very satisfactory quality of work in terms of usefulness/acceptability and completeness with no supervision required. Expresses a desire to do better and may express frustration at waste or inefficiency. May focus on new or more precise ways of meeting goals set. Makes specific changes in the system or in own work methods to improve performance. Examples may include doing something better, faster, at a lower cost, more efficiently; or improving quality, costumer satisfaction, morale, without setting any specific goal.	Professionalism and Ethics Demonstrates the values and behavior enshrined in the Norms of Conduct and Ethical A standards for public officials and employee (RA 6713). Practices ethical and professional behavior and conduct taking into account the impact of this/her actions and decisions. Maintains professional image: being trustworthy, regularity of attendance and punctuality, good grooming and communication. Makes personal sacrifices to meet the organization's needs. Acts with a sense of urgency and responsibility to meet the organization's needs, improves systems and help others improve their effectiveness.	CORE BEHAVIORAL COMPETENCIES Self-Management Self-Management Sets personal goals and direction, needs and development. Undertakes personal goals and olives congruent to that of the organization. Displays emotional maturity and enthusiasm for and is challenged by higher goals. Prioritize work tasks and schedules (through Gantt charts, checklists, etc.) to achieve goals. Sets high quality, challenging, realistic goals for self and others
	Examines the root cause of problems and suggests effective solutions. Fosters new ideas, processes, and suggests better ways to do things (cost and/or operational efficiency). Demonstrates an ability to think "beyond the box". Continuously focuses on improving personal productivity to create higher value and results. Promotes a creative climate and inspires co-workers to develop original ideas or solutions. Translates creative thinking into tangible changes and solutions that improve the work unit and organization. Uses ingenious methods to accomplish responsibilities, Demonstrates resourcefulness and the ability to succeed with minimal resources.	Service Orientation Can explain and articulate organizational directions, issues and problems. Takes personal responsibility for dealing with and/or correcting costumer service issues and concerns and concerns Initiates activities that promotes advocacy for men and women empowerment. Participates in updating of office vision, mission, mandates & strategies based on DepEd strategies and directions. Develops and adopts service improvement programs through simplified procedures that will further enhance service delivery.	Willingly does his/her share of responsibility.
OVERALL COMPETENCY RATINGS CORE BEHAVIORAL COMPETENCIES LEADERSHIP COMPETENCIES 4.0 OVERALL RATING	4 States performance expectations clearly and checks understanding and commitment. 4 Performs all the stages of Results-based Performance Management System supported 4 by evidence and required documents/forms. People Development Improves the skills and effectiveness of individuals through employing a range of development strategies. Facilitates workforce effectiveness through coaching and motivating/developing people within a work environment that promotes mutual trust and respect. Conceptualizes and implements learning interventions to meet identified training needs. Does long-term coaching or training by arranging appropriate and helpful assignments, formal training, or other experiences for the purpose of supporting a person's learning and development. Cultivates a learning environment by structuring interactive experiences such as looking for the future opportunities that are in support of achieving individual career goals.	People Performance Management Makes specific changes in the performance management system or in own work methods to improve performance (e.g., does something better, faster, at lower cost, more efficiently; improves quality, costumer satisfaction, morale, revenues). Sets performance standards and measures progress of employees based on office and department targets. Provides feedback and technical assistance such as coaching for performance improvement and action planning.	Leading People

PART III: SUMMARY OF RATINGS FOR DISCUSSION

Accomplishments of KRAs and Objectives	Final Performance Results
000.0	Rating

Rater-Ratee Agreement

The signatures below confirm that the employee and his/her superior have agreed on content of this performance as captured in this form.

Name of Ratee: [NAME OF SCHOOL PRINCIPAL]	Name of Rater: [NAME OF ASDS]
Signature:	Signature:
Date: [Date]	Date: [Date]

PART IV: DEVELOPMENT PLANS

	Strengths
	Development Needs
	Action Plan (Recommended Developmental Intervention)
	Timeline
	Resources Needed

[NAME OF SCHOOL PRINCIPAL]

School Principal I Ratee

[NAME OF ASDS]

Assistant Schools Division Superintendent

ZENIA G. MOSTOLES, Ed.D., CESO V

Schools Division Superintendent Approving Authority

	MFOs	
LEADERSHIP .	KRAS	
	KRA KRA	Weight
observations with post conference on (ICSE) number of translaters is exactive to by EO SY 2018-2019 1.2 Checked finapected 100% of OLPDLL every week 1.3 Improved the Academic Performance of the autoients by 1% in the General School Aweage; from(SY 2017-2016) to(SY 2018-2019) through the following intervention strategies: by 1% of the General School Aweage; from(SY 2017-2016) to(SY 2018-2019) through the following intervention strategies: a. Remedial instruction plankful and County by b. Strategic intervention (Autorities a. Conditionation and Alterialis c. Self-Learning Kill d. Improvement Proyerm 1. Conference with Parents 1. Oncertains wit	OBJECTIVES 1.1 Conducted (total number of teachers × 4) class	
5%	Objective	
April 2019 Every Week Lure 2018 - April 2019	TIMELINE	
	Quality Compilation of COTs accomplished by the SH	
Schedule of Checking of DUPDLL reflecting total number of DL1s to be checked every schedule DL1s to be checked every schedule a. Activity Completion Report b. Sample of IS Materials. c. CIP Documentation/Certificate	Efficiency Calendar/Plan/Schedule of Class observation	MEANS OF VERIFICATION
Date of Checking indicated in Summary of checked DUPCOL.	Tmeknoss	
Previous GSA 89 Current GSA 90.01 Percent of Increases	ACTUAL RESULTS	
	m	-
I I	1-1	RATING
	+	

MFOs												
KRAs 2. LEARNING ENVIRONMENT	ENVIRONMENT		1									
15%	 ប្											
OBJECTIVES 2.1 Ensured provision of safe and child-friendly fearning environment by EO SY 2019-2019 by implementing		Provided functional laboratories Ensured supply of chairs and blackboards in classrooms Maintained clean and sufficient comfort rooms Maintained clean and sufficient comfort rooms	Maintain clean, well-lighted and well-ventilated classrooms equipped with safety signages	Implemented effective solid waste management program Constructed and maintained perimeter fence to	8. Instituted clear DRRM Nobilization Plan	9. Enhanced school feeding program	10. Alternative Delivery Mode	11. Maintained a functional School Clinic	12. Specialized Programs	13. Maintained a functional Guidance Office	14. Maintained and updated a functional library	15. Maintained a well-managed, clean and tidy school cardisen 18. Provided utility workers for the maintanance of school facilities and cleanliness of the school surroundings.
Objective 15%			S									
May 2018 - March 2019	March 2019											
Quality												
Efficiency 1. CPP Manual, CPP Committee Structure, Narrative/ACR (Activity Completion Reports)	Cuchin Completon Regards) Log book on utilization, Action plan, Maintenance schedule and regort International Completon Regords Internation Integration opports Alternation phospeciation Reports and ACR Alternation phospeciation Reports and ACR Alternation phospeciation Reports and ACR Alternation Property and ACR Alternation Property and ACR Alternation Property Proper	4. Alvantimightspection Reports and ACR 5. Mentimightspection Reports and ACR 8. MET records, ACR or programs, Francial reports 7. ACR 8. DRSM Mobilization reports 9. ACR Methiologisation re	ACR, Nutritional status (Base line and End line reports of beneficiaries) In School Mapping reports, ACR II. ACR, Logbooks, Inventibles I.ACR, Psychological Test records, Errolment reports,	Moritaining tool 13.Logbook, ACR, Anecdatal records 14. Logbook, program of sponsorship, inventory of books, ACR	16. Contract of Service/Payroll				2			
1 1												
Tirneliness												
Timeliness ACTUM, RESIATS												
ACTIVAL RESULTS Q E												
ACTUAL RESULTS Q												

MFOs			
KRAs	3. HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT		
KP P			
	2.7	33	33
OBJECTIVES	Conducted 8 SLAC sessions, sessions with 100% attendance, by EO SY 2019-2019	3.2 Conducted (brain number of leachers) coaching and/or mentoring of leachers by EO SY 2018-2019 3.3 Resolved conflicts, issues and complaints by EO SY 2018-2019 3.5 Resolved conflicts, issues and complaints by EO SY 2018-2019 3.6 Resolved conflicts, issues and complaints by EO SY 2018-2019	Resolved corificts, issues and complaints by EO SY 2018-2019
Objective O	5%	5%	
TIMELINE	June 2018 - April 2019	May 2018 - April 2019 - April 2	May 2018 - April 2019
Quality	LAC Plans Attendance Attendance Cocumental & Narrative Report	Resolution reports or other evidences that no conflictal assess complaints received or field.	
Efficiency		Narrative Report on approaches/strate/giss-interventions used to address conflicts, issues and/or complaints.	Namaise Report on approaches/strateges/interventions used to address conflicts, issues and/or complaints.
Timeliness			
ACTUAL RESULTS			
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KRAs			4. PARENTS INVOLVEMENT AND COMMUNITY PARTNERSHIP					*			,
Weight	KR.		15%								
OBJECTIVES			 Convened 5 PTA assembles/meetings with more than 50% attendance of parents by EO SY 2018-2019 		Speatheaded the generation and utilization of Php	a. School Report Card b. Transparency Board	c. PTA Meetings d. Reports Submitted	e, Arnus implementation Plan	Participated in at least 5 community activities by EO SY 2018-2019; with at least 2 basic evidences such as Communication Letter for the Activity Attendance	Program Proposo Propos	
Weight per			5%		7.5%				2.5%	×	
TIMELINE			May 2018 - April 2019		May 2018 - April 2018				May 2018 - April 2019		
	(man)		Narrative reports of PTA assembles/meeting		Summary of Donations Received Localized Deed of Donation and Deed of Acceptance				9		
	name of the state		Attendance of PTA assembles/meeting		Sohool Report Card Pratures of the Transparency Board Mnutes of PTA Meetings				At least 2 basic evidences such as Communication Letter for the Activity -Atlandance -Program Device/communities	-PhotoSocuraentation -Others	22
Teathan											
ACTUAL RESULTS				-				2 -			
D											
-		9									
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000				 				-			

MFOS																						
KRAs	200	5. SCHOOL LEADERSHIP,	OPERATIONS																		=	
Weight	-	25%																				
OBJECTIVES		5.1 Spearheaded the conduct of strategic planning with (Total number of sphool personnel) personnel	a. SIP/AIP	b. EBEIS	c. Class Program	d. Teachers Program	e, Review of Teachers' Portlolio	f. Accomplished SF 1-6	g. School Report Cards	h. Department Action Plan	i, Grade Level Action Plan	j. Review of SBM Implementation	5.2 Monitored the implementation of the following dropout reduction archites to [Target Decrease in Dropout Rain)% reduction from [Previous Dropout Rain)% of Dropout Rain last School year to [Current Dropout Rain) to 18 Dropout Rain last School year to [Current Dropout Rain) to 18 Dropout Rain last School year to [Current Dropout Rain)% Do rain this SY 2018-2019.	a. one-on-one parent-leacher conference	b. counselling learners at risk of dropping out	c, home visitation	d. remediation / intervention classes	 e. referral to appropriate agencies/organizations for support 	*	5.3 Managed fiscal activities with 100% liquidation of funds by March, 2019	 a. Completed morthly MOOE downloading and figuridation; 	
Weight per	Objective	5%											5%							7.5%		
TIMELINE		May 2018 - April 2019											May 2018 - April 2019							April 2018 - March 2019		
		Given Indicators											I. Iniciator stp, drop-out prevention form, picture; Logbook; Shome visitation form, picture; A schedule of remediation intervention classes, pictures; S. referral form.							Cartificate of MOOE Utilization from Division Accountant		,
MEANS OF VERIFICATION	Efficiency	Committee Members (if applicable) Attendance Sheet																		a. Certificate of MOOE Utilization from Division Accountant b. Subsidiary Ledger c. SOB	a SRC	
Theilean	Timeliness																					
ACTUAL RESULTS	+																					
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	m									10												
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Note that the interpret spen he had been been been been been been been bee	MFOs																			
A higher and class to the stand management option for the stand for the morth option for the stand of the morth option for the stand of the morth option for the stand for the morth option of the stand for the stand f	KRAs																			
Openine Thichite Coally Efficancy on 2.5% May 2019 List of Officer/Teams/Committee Occurrentation for every Organization/Team/Committee Occurrentation for every Organization/Team/Committee ON 2.5% May 2019 List of Officer/Teams/Committee Occurrentation for every Organization/Team/Committee Occurrentation for every Organization for every Organization/Team/Committee Occurrentation for every Organization for every Or	Weight														 					
Weight of Tulculate Copierts Copie	OBJECTIVES	 b. Implemented clear fiscal management system for the school thu reports, logs, transparency board and bank books; 	c. Alocated funds for school program, projects or activities based on the priority needs as indicated on the AIP/SIP with proper reporting and liquidation	d. Reported sources and uses of funds other than MOOE on semi-annual basis	 initiated and facilitated resource mobilization from stakeholders with proper reporting. 	5.4 Facilitated and monitored the establishment and activities of the school organizations / teams / committees such as but not limited to the following by EO SY 2018-2019:	1. Subject area clubs	2. SSG	3. YES-O Club	4. STEP / TLE Club	5. Child Protection Committee	6. PTA	7. Faculty and Employee Association	8. Research Committee / Cl Team	10. SDRRM Team	11. BAC	12 Inspectorate Team	13. Grievance Committee	14. SBM Team	15. SBRM Team and Other School Committee
TABLINE Doally Efficiency Efficiency Occumentation for every Organization/ fram/Committee April 2019 List of Officers/Teams/Committees Occumentation for every Organization/ fram/Committee	Weight per Objective					2.5%														-
Ouelly Efficiency Efficiency Use of Officers/Teams/Committees Documentation for every Organization/Teams/Committee	TIMELINE					May 2018 - April 2019														
	Outsilv					List of Officers/Teams/Committees														
Tinefress	Efficiency					Documentation for every Organization Feam/Committee														
	Timeliness																			
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m	AW .																			