

PPST-Aligned RPMS: A Guide for Teachers by Teachers (Press Release)

PASIG CITY, September 22, 2018 – The Department of Education (DepEd) reaffirmed that the alignment of the Results-Based Performance Management System (RPMS) with the Philippine Professional Standards for Teachers (PPST) is the result of the Focus Group Workshops conducted between March and April 2015 across 17 regions in the country.

The participants in the workshop expressed the need for teachers to focus on teaching, and therefore recommended for the immediate alignment of the RPMS and PPST.

To respond to these demands from the field, the Philippine National Research Center for Teacher Quality (RCTQ), in coordination with the Bureau of Human Resource and Organizational Development (BHROD), National Educators Academy of the Philippines (NEAP), Teacher's Education Council (TEC) and the Basic Education Sector Transformation (BEST) program, conducted a two-phase project on the development and validation of the RPMS Tools.

This led to the development of the RPMS Manual for Teachers and School Heads that is aligned with PPST. This contains the RPMS Tools and its associated tools –Classroom Observation Tools (COT) and Self-Assessment Tools (SAT) – and performance appraisals forms such as Individual Performance Commitment and Review Form (IPCRF), Midyear Review Form, and Performance Monitoring and Coaching Form.

The Manual provides school heads and other raters a detailed reference to help in the understanding of the tools and the different phases of assessment within the various cycles of RPMS, ensuring that mechanisms are in place to support teacher performance. The Manual also guides the teachers through the basics in preparing, organizing and completing the Portfolio/RPMS documents, and introduces the concept of annotations to guide teachers through critical reflection of their practices for their continuous improvement.

Over 400 teachers, master teachers, principals, supervisors, DepEd regional directors and other educators across all regions in the country were involved in the development and validation of the RPMS Tools and Manual over three years. It can also be noted that the PPST was developed and validated by over 10,000 pre- and in-service teachers, principals, supervisors, regional directors and other educators, and representatives from government agencies and non-government organizations.

PPST-aligned RPMS tools

The RPMS tools pertain to the two different teacher performance assessment instruments, one for Teacher I to III (Proficient Teachers) and another for Master Teacher I to IV (Highly Proficient Teachers).

Each tool describes the duties and responsibilities of teachers across career stages, the Key Result Areas (KRAs) for the realization of those duties, and the specific objectives to attain the KRAs. It further presents in detail the various Means of Verification (MOV) that serve as proof of the attainment of specific objectives alongside performance indicators, from outstanding to poor performance.

IPCRF-ready

These tools are practical to use, give preference to quality over quantity, ensure teacher effectiveness, and motivate professional growth and development. This set of RPMS tools were made by and for the teachers, resolving the issues of teachers having difficulty coming up with their IPCRF and compiling irrelevant and voluminous MOVs, and ensuring that their performance and practice of teaching are measured through standardized and objective manner.

It is important to note that with the development of these tools, teachers shall no longer craft/develop their own Individual Performance and Commitment Review Form (IPCRF) in view of the developed RPMS tools in the Manual allowing them to focus on teaching.

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