



Republic of the Philippines
DEPARTMENT OF EDUCATION
Region XI
DIVISION OF MATI CITY
SIGABOY AGRICULTURAL VOCATIONAL HIGH SCHOOL
Poblacion, Governor Generoso, Davao Oriental
email address: sigaboyAVHS@gmail.com



Individual Performance Commitment and Review Form

Name of Employee : **JOSELITO Q. EDONG**
Position : Teacher – I
Review Period : 2016 – 2017
Division : DepEd – Mati City

Name of Rater : **AMELITA L. CERNA**
Position : Principal – II
Date of Review : April 27, 2017

| MFOS | KRAS | OBJECTIVES | TIMELINE | Weight per KRA | PERFORMANCE INDICATORS | ACTUAL RESULTS | RATING | SCORE |
|--------------------------------------|--------------------------------|--|------------------------|----------------|---|-------------------------------|--------|-------|
| Accurate, functional, updated school | 1. Teaching – Learning Process | 1. Submitted 42 lesson plans / daily log plan / session plan of activities weekly throughout the school year. | JUNE 2016 – MARCH 2017 | 35% | 1.1 All daily lesson plans have 5 parts. Objectives should be SMART. 5 - of all parts of the lesson plan; 4 - of 5 parts; 3 - of 5 parts; 2 - 5 parts; 1 - of 5 parts | DLL has complete parts | 5 | 0.25 |
| | | | JUNE 2016 – MARCH 2017 | | 1.2 Prepared Lesson Plan 5 – 42 and above; 4 – 37 to 41; 3 – 32 to 36; 2 – 16 to 31; 1 – 15 below; | 16 DLLs good for 64 sessions. | 5 | 0.25 |
| | | 2. Prepared/ submitted appropriate / adequate and updated instructional materials and daily accomplishments performance and Students' Output | JUNE 2016 – MARCH 2017 | | 2.1 Prepared Instructional Materials 5 – 42 above; 4 – 37 to 41; 3 – 32 to 36; 2 – 16 to 31; 1 – 15 below; | | 3 | 0.15 |


| | | | | | | | | |
|-----------------------------------|-----------------------|--|---------------------------|-----|--|--|---|------|
| | | | JUNE 2016 – MARCH 2017 | | 2.2 Students' Output 5 – 130% above; 4 – 115% accomplishment; 3 – 100 to 114% accomplishment; 2 – 59 to 99% accomplishment; 1 – 1 to 50% accomplished | | 3 | 0.15 |
| | | 3. Facilitated innovative teaching strategies with at least 20 sessions of Principal Class Observation | JUNE 2016 – MARCH 2017 | | 3 Principal's Observation 5 – 20 and above Observation 4 – 15 – 19 Observation 3 – 11 – 14 Observation 2 – 6 – 10 Observation 1 – 5 below Observation | | 3 | 0.15 |
| | | 4. Implemented 100% of students discipline in accordance with the students' handbook, DepEd Code of Ethics with the Civil Service Commission. | JUNE 2016 – MARCH 2017 | | 5 - no complaint ; 4 - 1 to 3 complaints; 3 - 4 to 7 complaints; 2 - 8 to 12 complaints; 1 - 13 above complaints | | 5 | 0.25 |
| | | 5. Monitored the following areas; a. Students' Attendance b. Classroom Physical Atmosphere, c. Cleanliness, Orderliness and Proper Waste Disposal, d. Assigned Areas | JUNE 2016 – MARCH 2017 | | 5.1. Students Attendance: 5 - 95 to 100% present; 4 - 90 to 94% present; 3 - 85 to 89% present; 2 - 80 to 84% present; 1 - 79% and below present 5.2. Classroom Physical Atmosphere, cleanliness, orderliness and proper waste disposal, assigned areas: 5 - 95 to 100% rating from SSG; 4 - 90 to 94% rating; 3 - 85 to 89% rating; 2 - 80 to 84% rating; 1 - 79% and below rating | | 4 | 0.1 |
| | | | JUNE 2016 – MARCH 2017 | | 5 - 130% and above of the learner's progress; 4 - 115 to 129% accomplished; 3 - 100 to 114 accomplished; 2 - 51 to 99% accomplished; 1 - 50% and below accomplished; | | 4 | 0.4 |
| Competent and productive learners | 2. learners' Outcomes | 1. Monitored/Evaluated, keep and update learners' progress, E-Class Record, Report Card, Anecdotal Record | JUNE 2016 – MARCH 2017 | | 5 – 2% of previous achievement 4 – 1.5% of previous increase 3 – 1% of previous increase 2 - .5% of previous increase 1 – below .5% of previous increase | | 4 | 0.4 |
| | | 3. Increase SCHOOL ACHIEVEMENT TEST | | | | | | |
| | | | | 40% | | | | |


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|--|--|--|---------------------------|-----|---|--|---|------|
| | | 4. On-time submission | JUNE 2016 – MARCH 2017 | | Required Reports 5 - before the deadline 4 - 2 days delayed 3 - 3 days delayed 2 - 4 days delayed 1-5 days delayed | | 5 | 0.25 |
| | | 5. Visited parents of identified students who need academic monitoring/follow-up | JUNE 2016 – MARCH 2017 | | 5 – 100% 4 – 75% 3 – 50% 2 – 25% 1 – 0% | | 5 | 0.25 |
| Harmonious relationship with parents and other stakeholder | 3. Community Involvement | 1. Conducted homeroom PTA meeting/conferences | JUNE 2016 – MARCH 2017 | 10% | 5 - 5 and above meetings; 4 - 4 meetings; 3 - 3 meetings; 2 - 2 meetings; 1 - 1 meeting | | 4 | 0.2 |
| | | 2. Participated in community activities | JUNE 2016 – MARCH 2017 | | 5 - 5 and above participations; 4 - 4 participations; 3 - 3 participations; 2 - 2 participations; 1 - 1 participation | | 4 | 0.2 |
| Compassionate and competent teachers | 4. Professional Growth and Development | 1. Performed demonstrations (school, division, region, national) | JUNE 2016 – MARCH 2017 | 10% | 5 - 5 demonstrations; 4 - 4 demonstrations; 3 - 3 demonstrations; 2 - 2 demonstrations; 1 - 1 demonstration. | | 0 | 0 |
| | | 2. Demonstrated punctuality and attendance in all school undertakings | JUNE 2016 – MARCH 2017 | | 5 - not more than 3 times tardy/under time during the last 6 months 4 - 4-6 tardy and under time 3 - 7-10 tardy and under time 2 - 11-15 times tardy & under time 1 - more than 15 times tardy & under time | | 3 | 0.03 |

| | | | | | |
|----------------|--|------------------------|---|---|------|
| | 3. Participated actively in professional organizations | JUNE 2016 – MARCH 2017 | 5 - 5 or more active memberships; 4 - 4 memberships; 3 - 3 memberships; 2 - 2 memberships; 1 - 1 membership | 2 | 0.02 |
| | 4. Maintained appropriate appearance and decorum at all times | JUNE 2016 – MARCH 2017 | 5 - wearing of proper/prescribed uniform, at all times 4 - 4 times a week 3 - 3 times a week 2 - twice a week 1 - once | 2 | 0.02 |
| | 5. Attended faculty meetings | JUNE 2016 – MARCH 2017 | 5 - 10 and above meetings; 4 - 8-9 meetings; 3 - 6-7 meetings; 2 - 4-5 meetings; 1 - 3 meetings and below | 5 | 0.05 |
| | 6. Attended training/seminar/conference/convention | | 5 - 40 hours and above; 4 - 32 to 39 hours; 3 - 24 to 38 hours; 2 - 16 to 23 hours; 1 - 8 hours | 5 | 0.05 |
| | 7. Maintained appropriate behavior in dealing with learners, peers and superior. | | 5 - no incidents 0 case 4 - 1 case 3 - 2 - 3 cases 2 - 4 - 5 cases 1 - more than 5 cases | 5 | 0.05 |
| | 8. Enrolled in Graduate / Post Graduate Studies | All Year Round | 5 – Doctoral 4 – Full pledge 3 – Comprehensive Exam 2 – 19 to 36 units 1 – 8 – 18 units | 1 | 0.01 |
| | 9. Acquired and Passed the TVET Competency Assessment | | 5 – TM 2 4 – TM 1 3 – NC III 2 – NC II 1 – NC I | 4 | 0.04 |
| 5. Plus Factor | 1. Conducted action research in school | All Year Round | 5 - 2 action research with full documentation 4 - 2 action research with incomplete documentation 3 - 1 action research with documentation 2 - 1 action research with incomplete documentation 1 - 1 unfinished action research | | |
| | | | 5% | | |

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|--|--|--|----------------|--|--|-----------------------------------|--|--|
| | | 2. Consultancy and Speakership | | | 5 – National Level 4 – Regional Level 3 – Division Level 2 – District Level 1 – School Level | | | |
| | | 3. Generation of resources | | | 5 - 5000 and above 4 - 4000 3 - 3000 2 - 2000 1 - 1000 | | | |
| | | 4. Awards Received Municipal/ Provincial / Regional / National | All Year Round | | 5 – National Level 4 – Regional Level 3 – Division Level 2 – District Level 1 – School Level | | | |
| | | | | | | Overall Rating for Accomplishment | | |

***To get the score, the rating is multiplied by the weight assigned**


AMELITA L. CERNA
Rater


JOSELITO Q. EDONG
Ratee

DEPED RPMS form - DEPED RPMS - For Senior Officers (from SG18 up)

Computation

| KRA'S | Weight per KRA | Objectives | Weight per Objectives | Rating | Score |
|-------------|----------------|----------------|-----------------------|--------|-------|
| KRA 1 | 35% | Objectives 1.1 | 5.0% | 5 | 0.25 |
| | | Objective 1.2 | 5.0% | 5 | 0.25 |
| | | Objectives 2.1 | 5.0% | 3 | 0.15 |
| | | Objective 2.2 | 5.0% | 3 | 0.15 |
| | | Objectives 3 | 5.0% | 3 | 0.15 |
| | | Objectives 4 | 5.0% | 5 | 0.25 |
| | | Objective 5.1 | 2.5% | 5 | 0.125 |
| | | Objectives 5.2 | 2.5% | 4 | 0.1 |
| | | Objectives 1 | 10.0% | 4 | 0.4 |
| | | Objectives 3 | 10.0% | 4 | 0.4 |
| KRA 2 | 40% | Objectives 4 | 10.0% | 5 | 0.5 |
| | | Objectives 5 | 10.0% | 5 | 0.5 |
| | | Objectives 1 | 5.0% | 4 | 0.2 |
| | | Objectives 2 | 5.0% | 4 | 0.2 |
| | | Objectives 1 | 2.0% | 0 | 0 |
| KRA 3 | 10% | Objectives 2 | 1.0% | 3 | 0.03 |
| | | Objectives 3 | 1.0% | 2 | 0.02 |
| | | Objectives 4 | 1.0% | 2 | 0.02 |
| | | Objectives 5 | 1.0% | 5 | 0.05 |
| | | Objectives 6 | 1.0% | 5 | 0.05 |
| KRA 4 | 10% | Objectives 7 | 1.0% | 5 | 0.05 |
| | | Objectives 8 | 1.0% | 1 | 0.01 |
| | | Objectives 9 | 1.0% | 4 | 0.04 |
| | | Objectives 1 | 1.5% | 0 | 0 |
| | | Objectives 2 | 1.0% | 0 | 0 |
| Plus Factor | 5% | Objectives 3 | 1.0% | 0 | 0 |
| | | Objectives 4 | 1.5% | 0 | 0 |
| | | TOTAL | | | 3.895 |

RATEE: JOSELITO Q. EDONG

Teacher - I

RATER: AMELITA L. CERNA

Principal - II

SCHOOL PARC MEMBERS

REYMART T. TRINIDAD

EMILIA T. TABANAO

FRANCISCO M. BAJO

EDGARDO O. SANSAET

LESLIE P. PALMA