



REPUBLIC OF THE PHILIPPINES  
DEPARTMENT OF EDUCATION  
REGION X - NORTHERN MINDANAO  
DIVISION OF LANA O DEL NORTE  
LINAMON DISTRICT



**BOSQUE ELEMENTARY SCHOOL**

**RESULTS-BASED PERFORMANCE  
MANAGEMENT SYSTEM**

# **RPMS PORTFOLIO**

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# KRA 1:

*Content Knowledge  
and  
Pedagogy*



# Objective 1:

*Applied knowledge of content within and across curriculum teaching areas.*

## MOV

**Classroom Observation Tool (COT) rating sheet/s or inter-observer agreement form/s done through onsite/ face-to-face/ in-person classroom observation.**

**If onsite/ face-to-face/ in-person classes are not implemented,**

- through observation of synchronous/ asynchronous teaching in other modalities; or**
- through observation of a demonstration teaching via LAC session**

# Objective 2:

*Used a range of teaching strategies that enhance learner achievement in literacy and numeracy skills.*

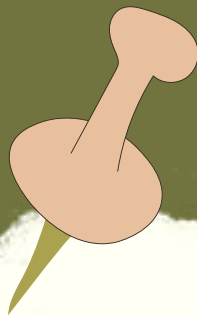


# Objective 3:

Applied a range of teaching strategies to develop critical and creative thinking, as well as other higher-order thinking skills.







**KRA 2:**

*Learning  
Environment and  
Diversity of  
Learners*

# Objective 4:

Managed classroom structure to engage learners, individually or in groups, in meaningful exploration, discovery and hands-on activities within a range of physical learning environments.



# Objective 5:

Managed learner  
behavior constructively  
by applying positive and  
non-violent discipline to  
ensure learning-focused  
environments.





# Objective b:

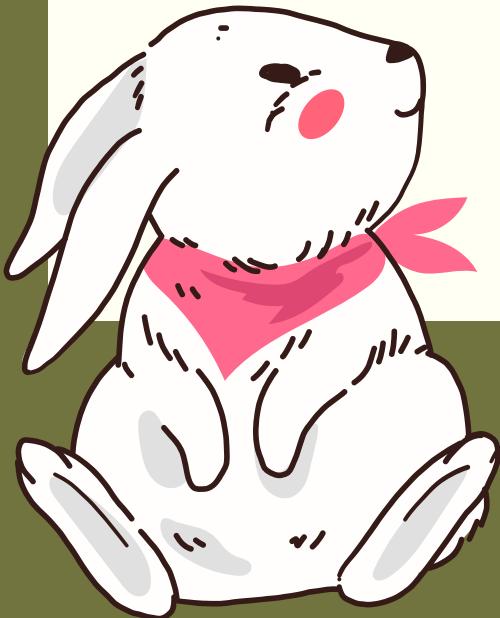
Used differentiated,  
developmentally  
appropriate learning  
experiences to address  
learners' gender, needs,  
strengths, interests and  
experiences.





**KRA 3:**

*Curriculum  
and  
Planning*



# Objective 7:

Planned, managed and  
implemented  
developmentally  
sequenced teaching and  
learning processes to  
meet curriculum  
requirements and varied  
teaching contexts.




# Objective 8:

Participated in collegial discussions that use teacher and learner feedback to enrich teaching practice.



# MOV

- 1. Proof/s of attendance in LAC sessions/ FGDs/ meetings/ other collegial discussions**
  - 2. Minutes of LAC sessions/ FGDs/ meetings/ other collegial discussions on use of teacher and learner feedback to enrich teaching practice**
  - 3. Reflection notes of teaching practices following participation from LAC sessions/ FGDs/ meetings/ other collegial discussions that use teacher and learner feedback to enrich teaching practice, with proof/s of attendance**
  - 4. Any equivalent ALS form/ document that highlights the objective**
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# Objective 9:

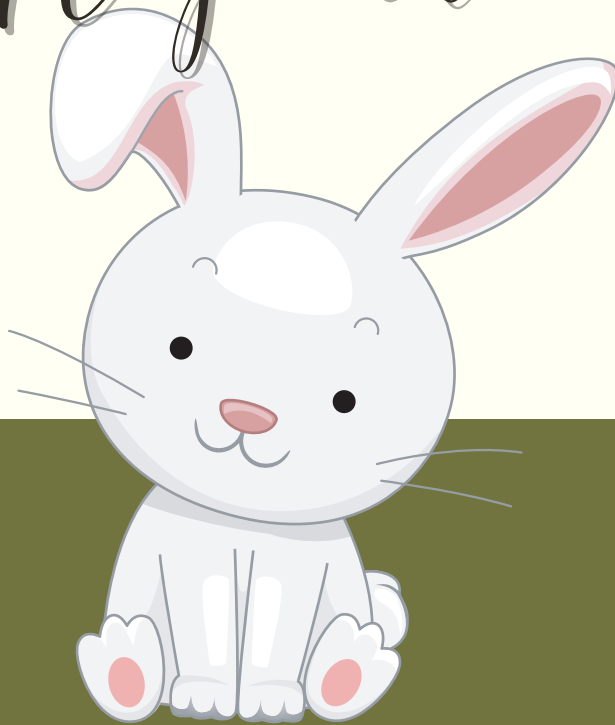
Selected, developed, organized and used appropriate teaching and learning resources, including ICT, to address learning goals.





# KRA 4:

## Assessment and Reporting



# Objective 10:

Designed, selected, organized and used diagnostic, formative and summative assessment strategies consistent with curriculum requirements.



# Objective 11:

*Monitored and evaluated learner progress and achievement using learner attainment data.*



# MOV

**Any one (1) of the following:**

- **Individual Learning Monitoring Plan (ILMP)**
- **Peer assessment data**
- **Sample of learners' output with reflection/ self-assessment**
- **Progress charts/ anecdotal records**
- **Class/ e-class record/ grading sheets**
- **Lesson plans showing index of mastery**
- **Frequency of errors with identified least/ most mastered skills**
- **Any equivalent ALS form/ document that highlights the objective (e.g. Individual Learning Agreement (ILA), ALS Assessment Form 2)**
- **Others**



# Objective 12:

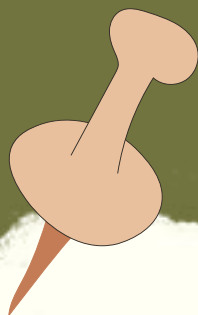
Communicated promptly and clearly the learners' needs, progress and achievement to key stakeholders, including parents / guardians.



# MOV

**Any one (1) of the following:**

- **A sample of corrected test paper of a learner in a learning area with parent's or guardian's signature and date of receipt**
- **Minutes of meetings with key stakeholders (e.g. PTA, SGC. SPT, CPC) with proof of attendance)**
- **Report card with parent's or guardians signature in all quarters supported by minutes of meeting**
- **Communication with key stakeholders (e.g. parents/ guardians, co-teachers, LGU) using various modalities**
- **Anecdotal record showing entries per quarter**
- **Any equivalent ALS form/ document that highlights the objective**
- **Others**



**KRA 5:**

*Personal Growth  
and  
Professional  
Development*

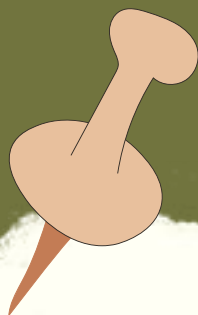
# Objective 13:

Applied a personal philosophy of a teaching that is learner-centered.

## MOV

A reflection/ journal entry that highlights the application of a learner-centered teaching philosophy in the lesson plan or community work





# Plus Factor





# Objective 14:

Set professional  
development goals based  
on the Philippine  
Professional

## MOV

1. Certification from the ICT Coordinator/ School Head/ Focal Person in charge of e-SAT
2. IPCRF-DP
3. Mid-year Review Form (MRF)
4. Updated IPCRF-DP from Phase II

# Objective 15:

Performed various  
related works / activities  
that contribute to the  
teaching-learning  
process.



# MOV

**Any one (1) proof of:**

- **committee involvement;**
  - **involvement as module/ learning material writer/ validator;**
  - **involvement as a resource person/ speaker/ learning facilitator in the RO/ SDO/ school-initiated TV/ radio-based instruction;**
  - **book or journal authorship/ co-authorship/ contributorship;**
  - **advisorship/ coordinatorship/ chairpersonship'**
  - **participation in demonstration teaching;**
  - **participation as research presented in a forum/ conference;**
  - **mentoring of pre-service/ in-service teachers;**
  - **conducted research within the rating period;**
  - **others**
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