



My observers have given me a COT rating of NO (Not Observed). What is my RPMS rating?

You will receive an RPMS rating of 1 for Quality since no acceptable evidence was shown.

Also, a COT rating of 3 is given an RPMS rating of 1 for Teachers I-III as the teacher was not able to demonstrate acceptable behavior during observation expected of Teacher I-III.

Similarly, a COT rating of 4 is given an RPMS rating of 1 for Master Teachers I-IV.

Now, are you ready for the RPMS?

Yes! We are now ready! Thank you for your clarifications.

Hello, our dear educators! We understand that you have questions about the RPMS.

Here, we have answered the most frequently asked ones.

RPMS

Frequently Asked Questions



Material prepared by:

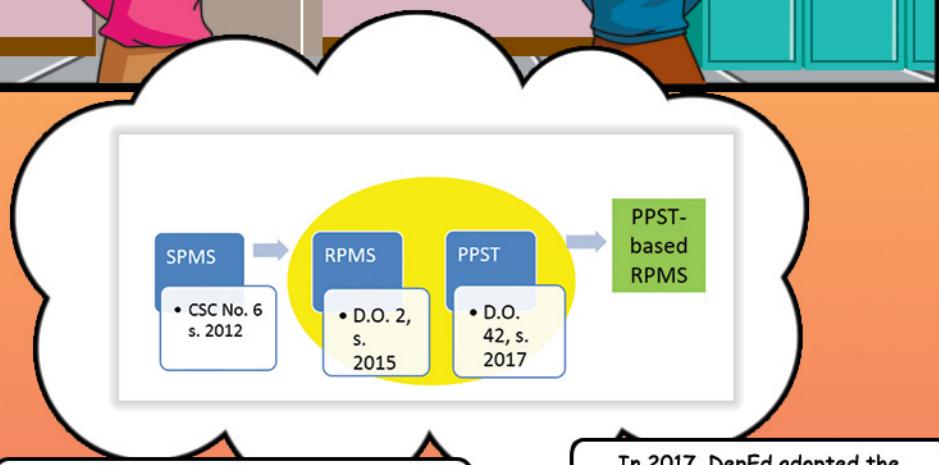
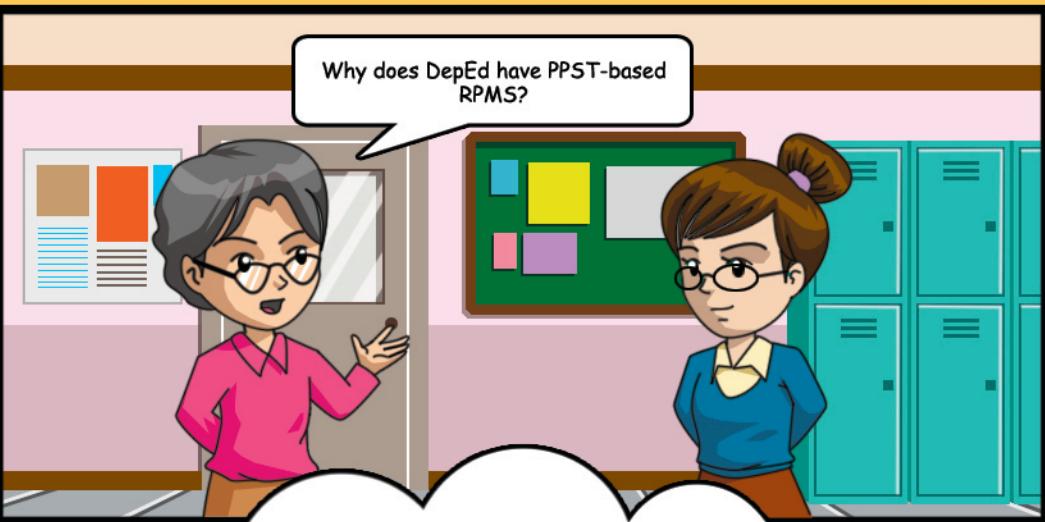
The Department of Education in collaboration with the Philippine National Research Center for Teacher Quality (RCTQ)



Philippine National Research Center for Teacher Quality

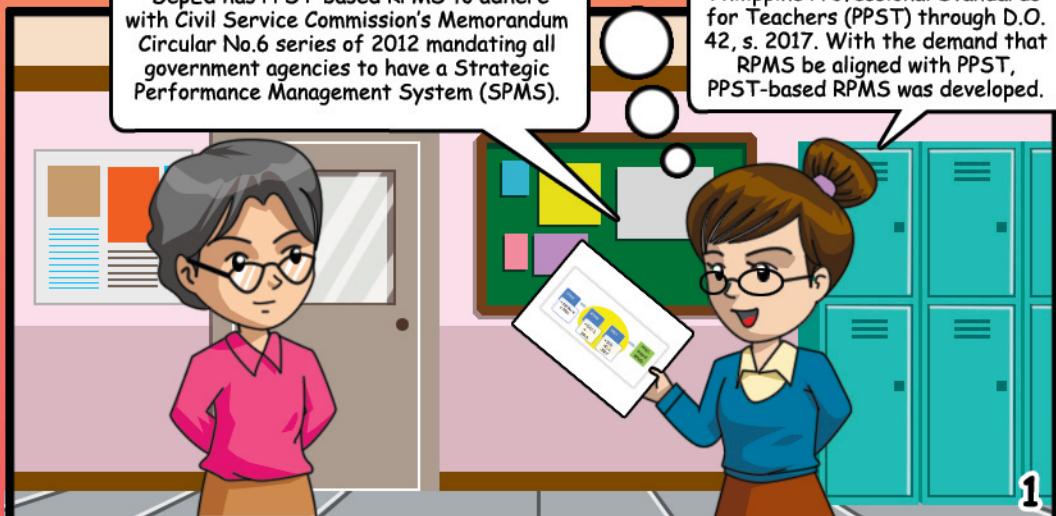


Why does DepEd have PPST-based RPMS?



DepEd has PPST-based RPMS to adhere with Civil Service Commission's Memorandum Circular No.6 series of 2012 mandating all government agencies to have a Strategic Performance Management System (SPMS).

In 2017, DepEd adopted the Philippine Professional Standards for Teachers (PPST) through D.O. 42, s. 2017. With the demand that RPMS be aligned with PPST, PPST-based RPMS was developed.



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Discuss and agree among yourselves what rating to give the observed teacher based on reasoned and consensual judgment. The final ratings should not be the average of the ratings that had been given.



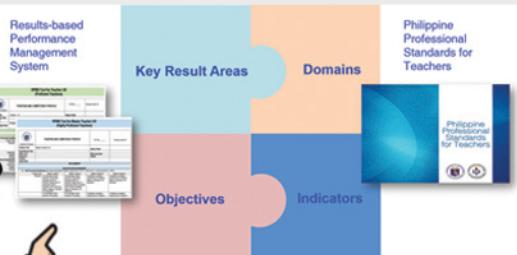
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In a classroom observation, should all indicators in the RPMS be observed?

For each observation, there are different sets of prescribed indicators that have to be evaluated when observing Proficient teachers. Let's take a look at them.

COT Indicator No.	Observation Period	1	2	3	4
1		✓	✓	✓	✓
2		✓	✓	✓	✓
3		✓	✓	✓	✓
4		✓	✓	✓	✓
5		✓	✓	✓	✓
6		✓	✓		
7		✓	✓	✓	✓
8			✓		
9					✓

How can the RPMS help us in our profession?



The RPMS was designed with the intent of improving teacher quality. It aims to align performance targets and accomplishments with the PPST.

As you can see here, in RPMS, teachers are provided with Key Result Areas (KRA), which are the general outputs or outcomes that are expected of them. These KRAs are aligned with the Domains under the PPST.

Furthermore, the objectives under each KRA were based on the indicators of high-quality teaching practices as stated in the PPST.

How about teachers in the Highly Proficient level?

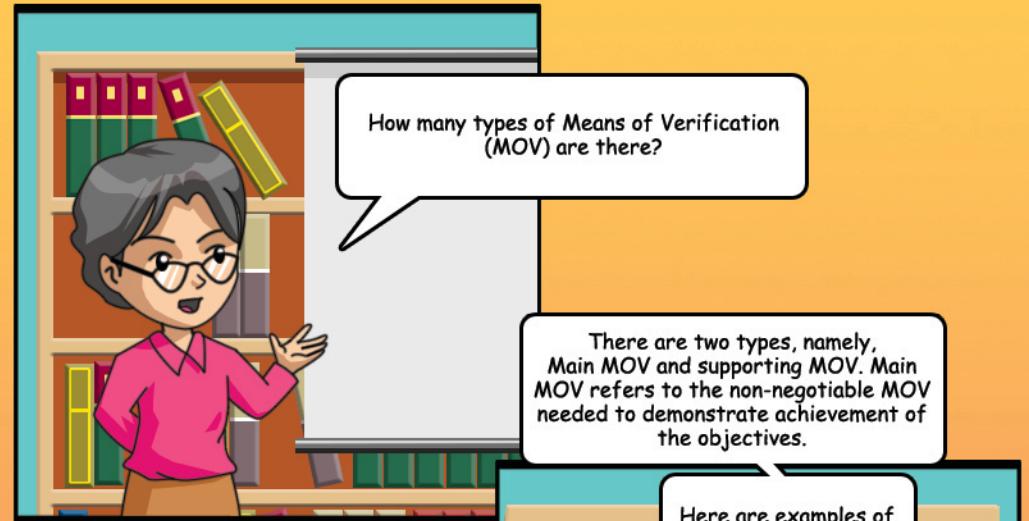
They just have 5 indicators and every indicator is needed to be observed 4 times.

COT Indicator No.	Observation Period	1	2	3	4
1		✓	✓	✓	✓
2		✓	✓	✓	✓
3		✓	✓	✓	✓
4		✓	✓	✓	✓
5		✓	✓	✓	✓

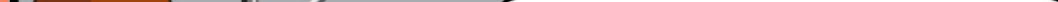
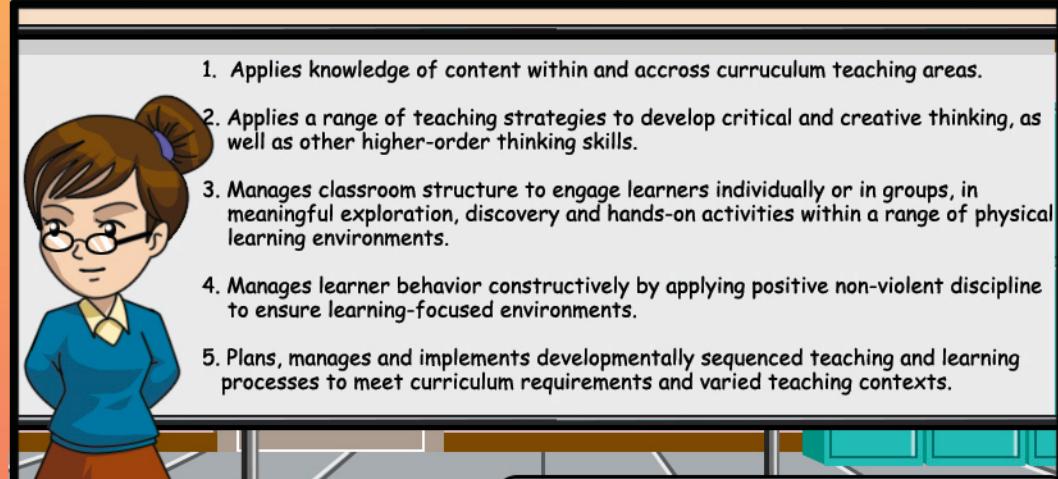
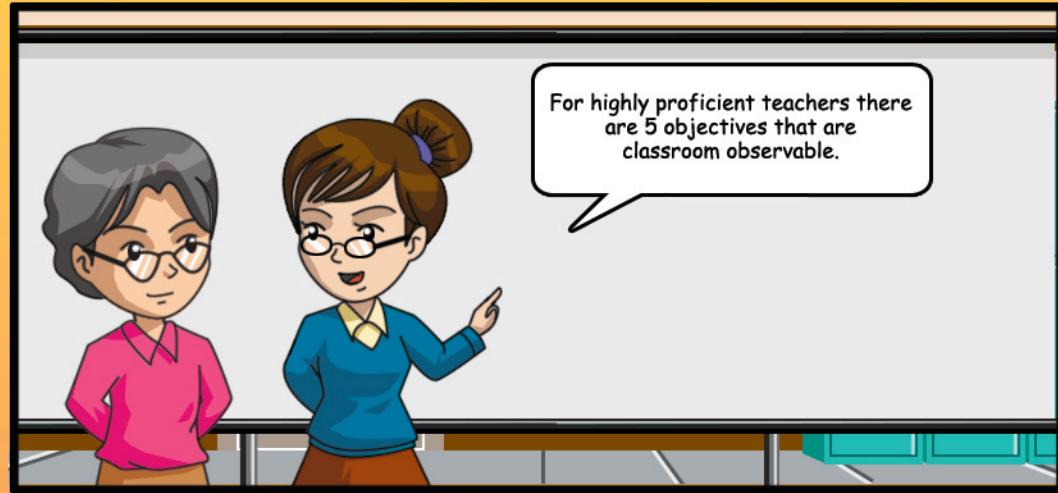
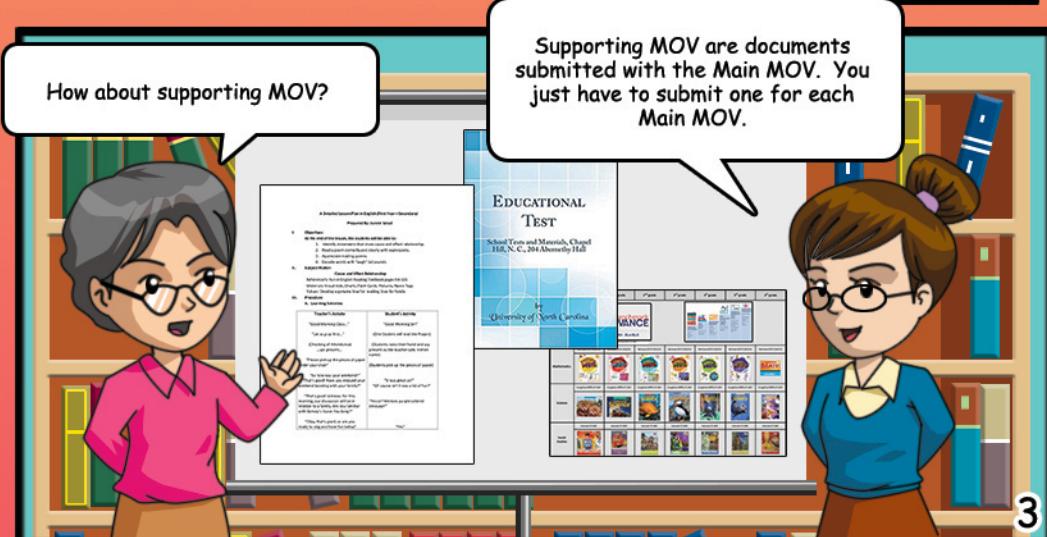
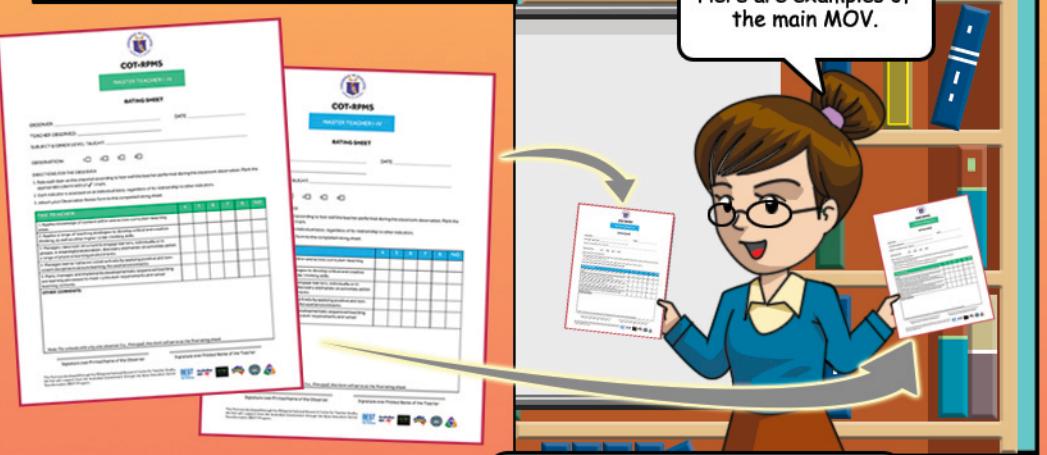
So, let me get this straight... RPMS and PPST are different?



Correct! RPMS is just one of the many DepEd systems that has been aligned with PPST so far. Other HR systems will also be aligned eventually.

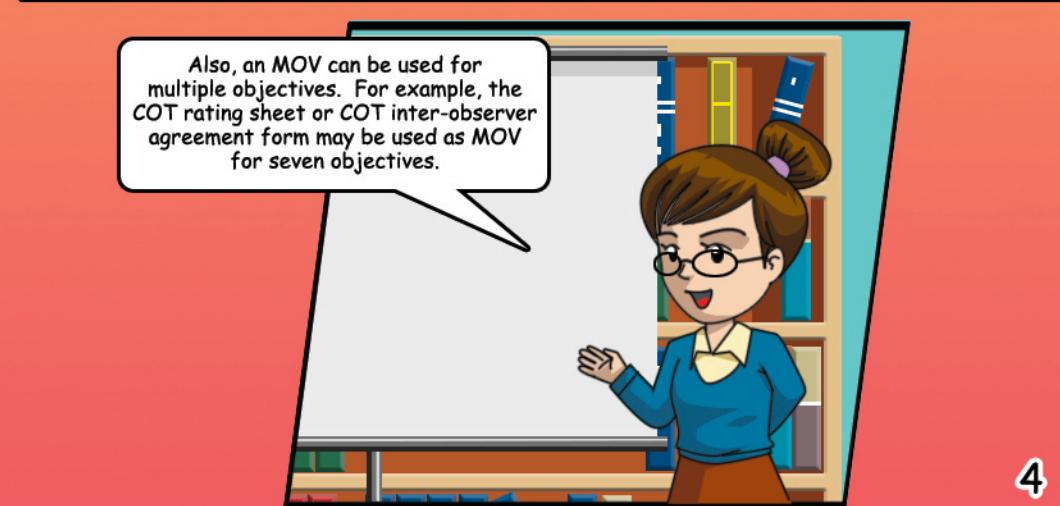
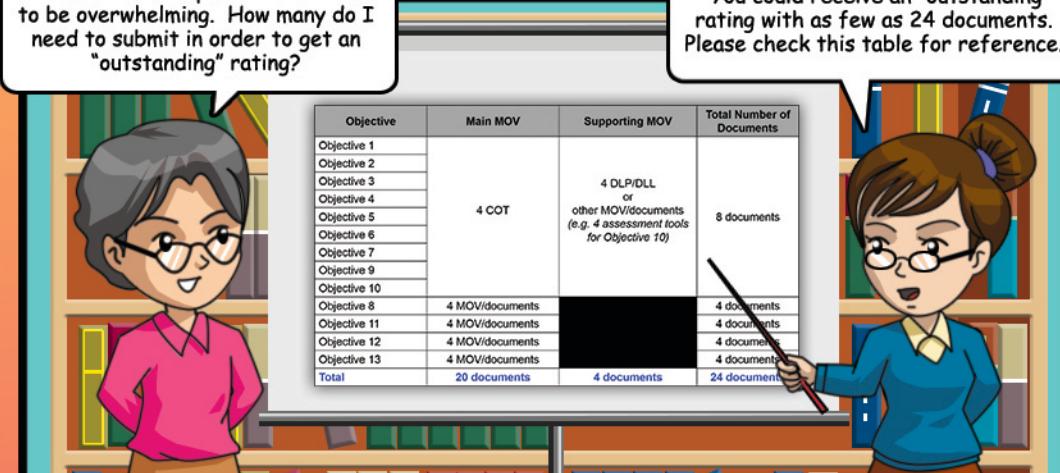
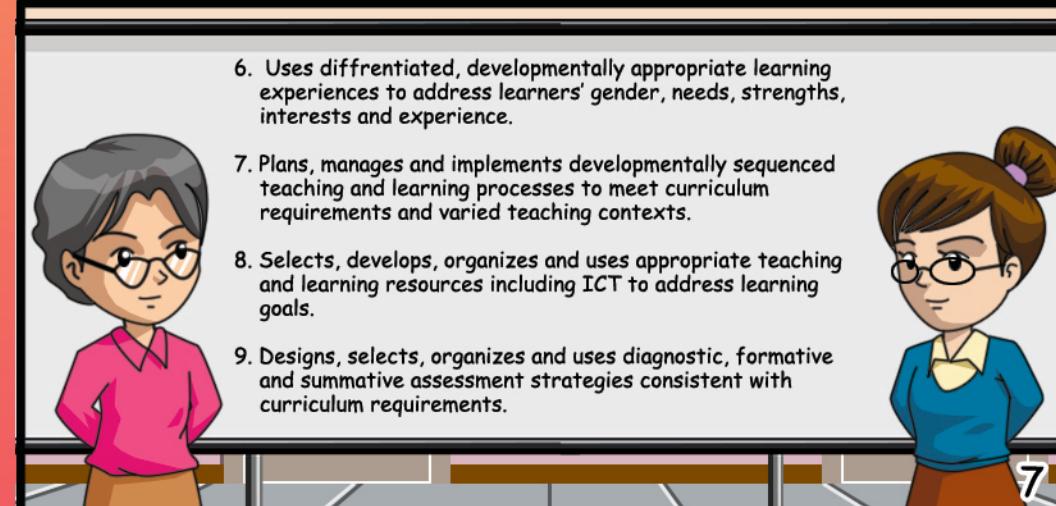
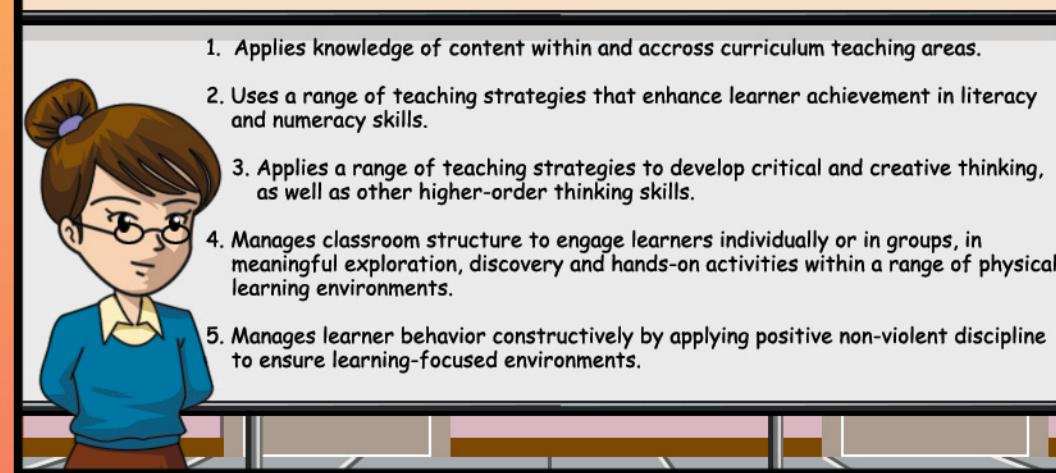
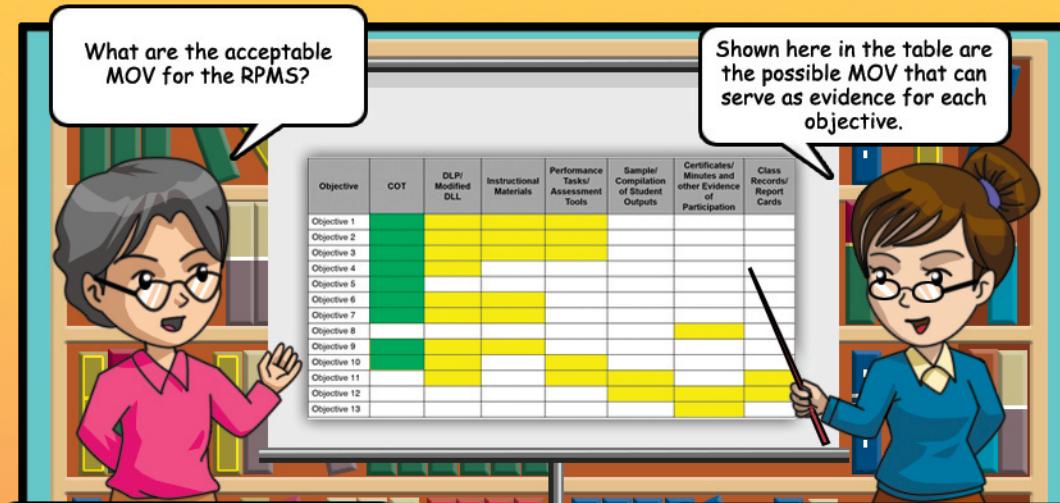
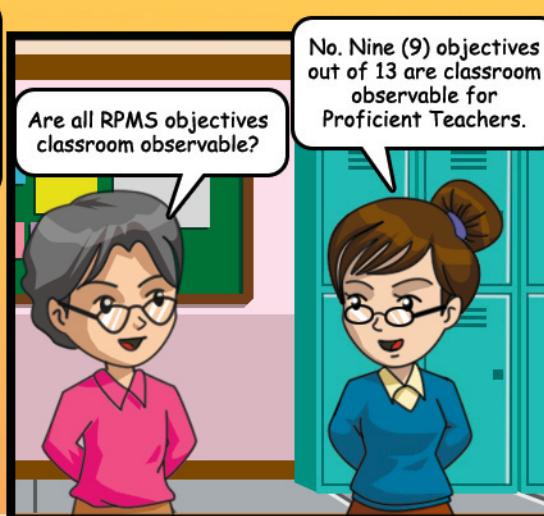
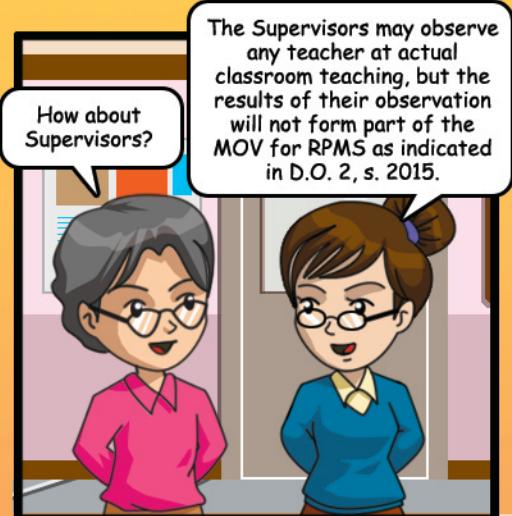


There are two types, namely, Main MOV and supporting MOV. Main MOV refers to the non-negotiable MOV needed to demonstrate achievement of the objectives.



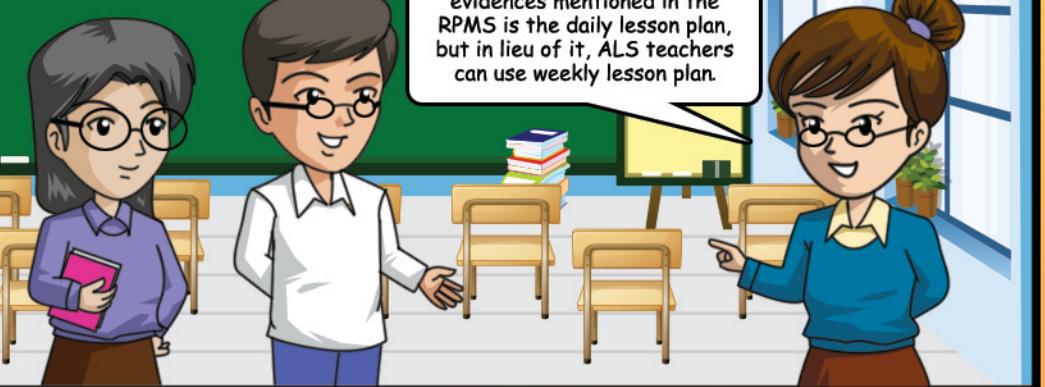
You and your mentor/coach (e.g. School Head, Head Teacher, Department Head, and/or Master Teachers) will come up with a Developmental Plan to improve your performance.





We are ALS and SPED Teachers. Are the MOV also applicable for us?

The MOV listed are generic, and can be adapted for either ALS or SPED teachers. For example, one of the evidences mentioned in the RPMS is the daily lesson plan, but in lieu of it, ALS teachers can use weekly lesson plan.



Can I discuss the result of my self-assessment with the principal or other school heads?

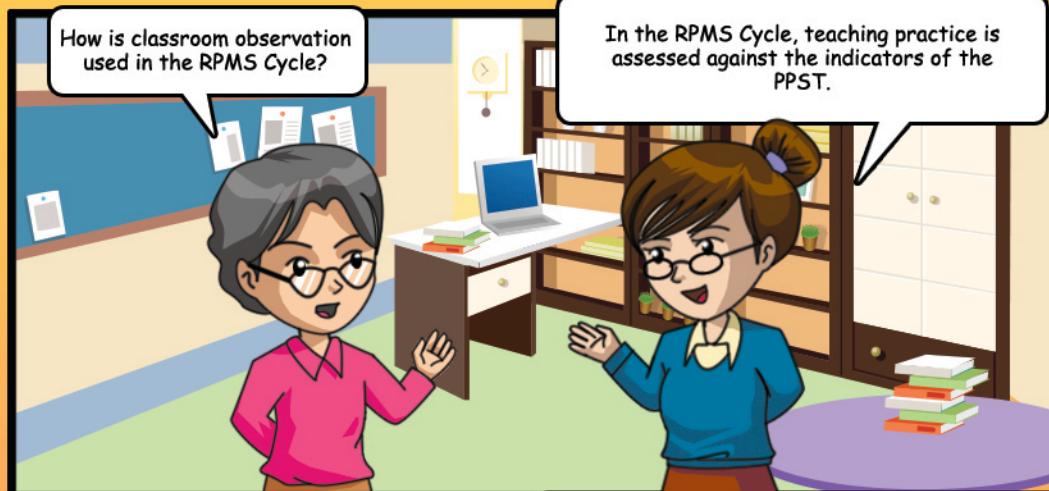


Other people, including the principal, are not allowed to see the result of your self assessment. However, you can discuss with them your Individual Development Plan (IDP) based on the SAT result.



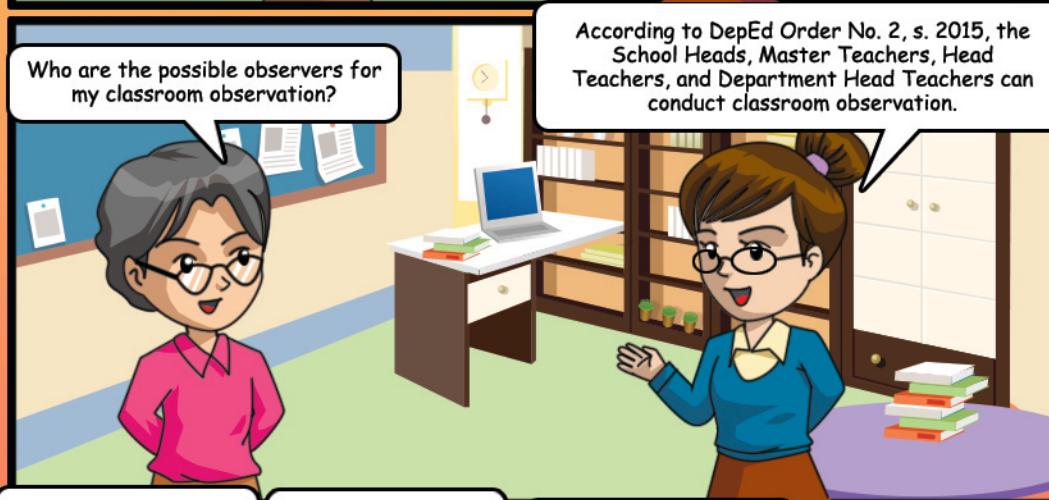
How is classroom observation used in the RPMS Cycle?

In the RPMS Cycle, teaching practice is assessed against the indicators of the PPST.



Who are the possible observers for my classroom observation?

According to DepEd Order No. 2, s. 2015, the School Heads, Master Teachers, Head Teachers, and Department Head Teachers can conduct classroom observation.



Can a Teacher-in-Charge (TIC) also observe my class?

Yes, as long as he/she was officially designated by the Schools Division Superintendent.

Can a TIC observe the class of a teacher whose rank is higher?

Yes, it is included in their roles and responsibilities, as mandated by DepEd.

