



Republic of the Philippines
Department of Education
REGION X – NORTHERN MINDANAO
SCHOOLS DIVISION OF EL SALVADOR CITY

DIVISION MEMORANDUM
NO. 488, S. 2023

26 October 2023

**INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCRF) FOR SY
2023-2024 PHASE I: PERFORMANCE PLANNING & COMMITMENT FOR
SCHOOL-BASED PERSONNEL**

To: **Office of the Assistant Schools Division Superintendent
Chief Education Supervisors, CID/SGOD
Education Program Supervisors
Division Performance Management Team (PMT)
All Public Elementary and Secondary School Heads
All Teaching Personnel
All Others Concerned
This Division**

1. Pursuant to the DepEd Order No.002, s.2015, Re: Guidelines on the Establishment of the Results-Based Performance Planning & Commitment guidelines, this office informs the field of the **Phase I-Performance Planning and Commitment of the IPCRF** from **November 7-27, 2023**. The timeline of activities is enclosed in this memorandum.
2. The performance planning and commitment shall be done prior to the start of the performance cycle where the rater meets with the ratee to discuss and agree on the following:
 - a. The Office Performance Commitment and Review Form (OPCRF) shall be accomplished by the head of office to reflect the Office KRAs, Objectives and Performance Indicators. The head of office, in coordination with the planning team. Shall ensure alignment of the office plans and commitments to the overall organizational outcomes. Please see attached OPCRf tool (newly revised and approved by the PMT).
 - b. The Individual Performance Commitment and Review Form (IPCRF) shall be accomplished by the Individual personnel to reflect the agreed Individual KRAs, Objectives and Performance Indicators.
3. In addition, once the office and individual KRAs, Objectives and Performance Indicators are clearly defined, the rater and the ratee shall commit and reach an agreement by signing the OPCRf and IPCRF. The signed/approved OPCRf and IPCRF shall be basis for monitoring and assessment, which shall take place in Phases II and III, respectively.



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4. The following is the timeline for the performance planning and commitment of IPCRF:

Date	Activities	Person/Committee Responsible
November 6-8, 2023	School Head and teacher establish review schedules and performance milestones	School Heads and Teachers
November 9-15, 2023	School Head and Teacher Accomplish the required forms (OPCR & IPCR Part 1 only, e-SAT and IDP)	School Heads and Teachers
November 16-20, 2023	School-based personnel submits the reviewed forms to google drive	School Heads and Teachers
November 21-23, 2023	PMT Secretariat forwards the google drive link to the ASDS for e-signature for those schools whose approving authority is the SDS	PMT Secretariat, ASDS secretary & ASDS
November 24-27, 2023	ASDS signed the OPCR/IPCR and forwards it to the PMT secretariat for release to the concerned school	PMT secretariat, ASDS secretary & ASDS

5. Kindly find the attached enclosure for the step-by-step procedure for submission. The deadline for the performance planning and commitment will be on **November 20, 2023**. Monitoring and technical assistance shall be conducted by the HRDS on the specified timeline.
6. Further, this office shall adhere to the Equal Opportunity Principle (EEOP), in all steps to be undertaken for this activity. Hence, all decisions and actions shall be based solely on guidelines set forth with no discrimination on the account of age, gender and identity, sexual orientation, civil status, disability, religion, ethnicity, or political affiliation.
7. Immediate and wide dissemination of this memorandum is desired.


RANDOLPH B. TORTOLA
Schools Division Superintendent

Encl:

As stated

Reference:

Division Order 002, s. 2015

To be indicated in the Perpetual Index
under the following subjects:

EMPLOYEES PERFORMANCE MANAGEMENT SYSTEM (IPMS)
SGOD/HRD/MYD

SCHOOLS

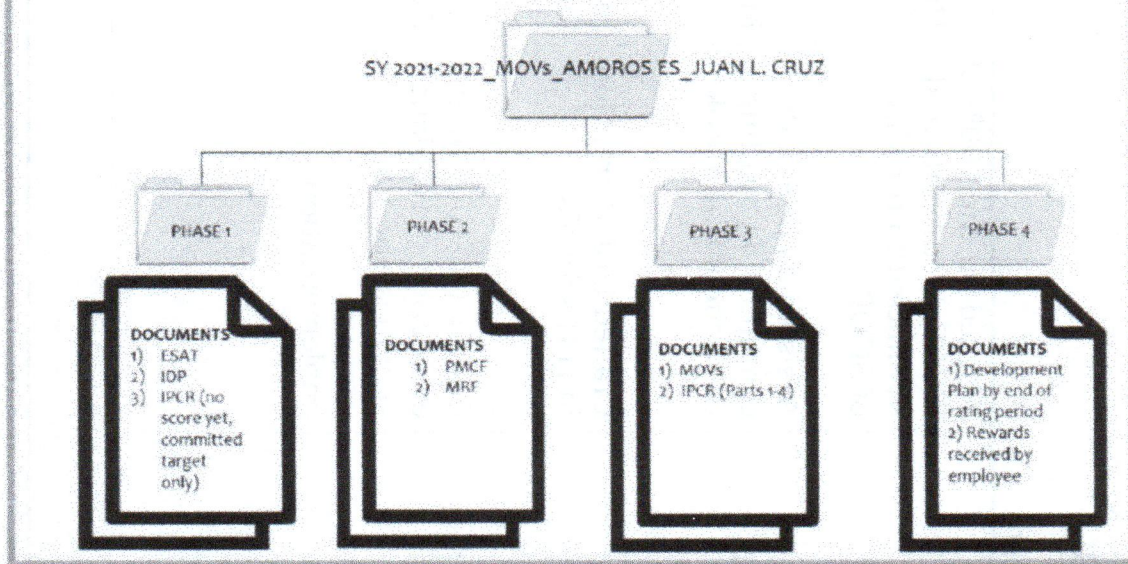


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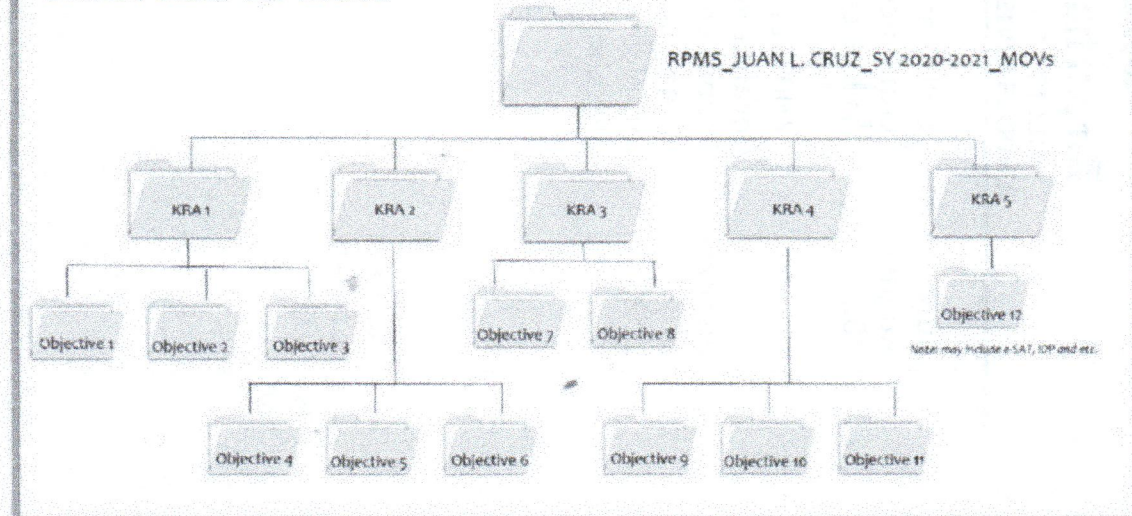
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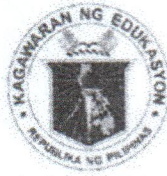
Illustrative example of what should be the contents/documents for each PHASE– SY 2021-2022



Note: MOVs shall be arranged per Key Result Area; One sub-folder shall be allotted per KRA. Under each KRA, there shall be a sub-folder allotted to each objective for easier checking/review by the Rater and the Performance Management Team; Below is a sample illustrative example.

Illustrative example of what should be the contents of the Google Drive Folder for MOVs



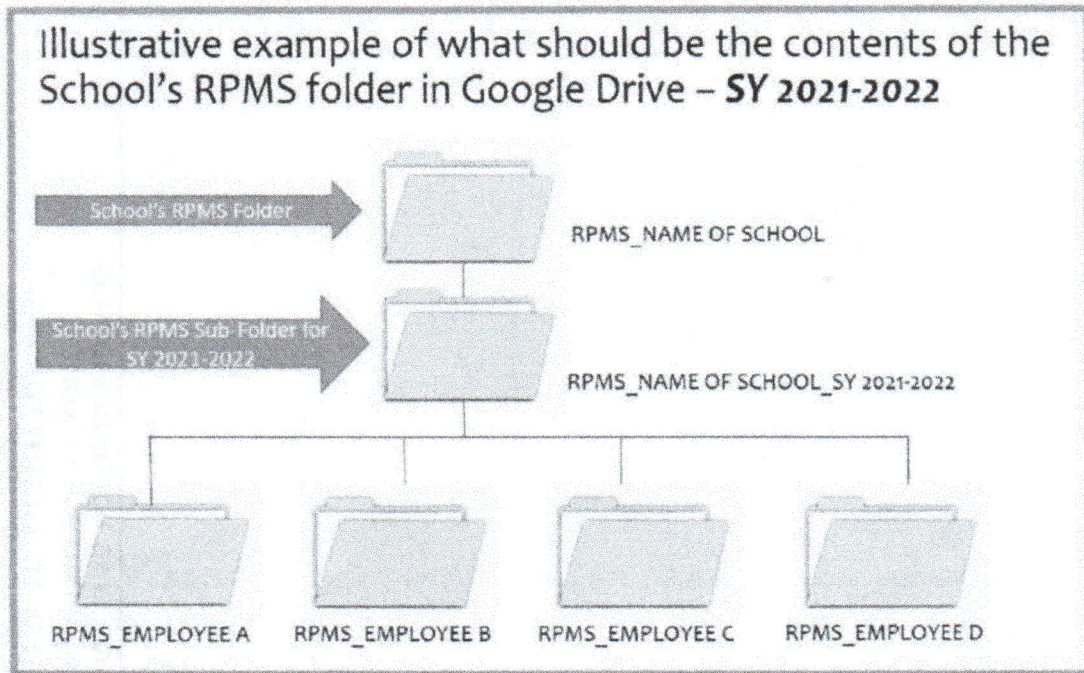


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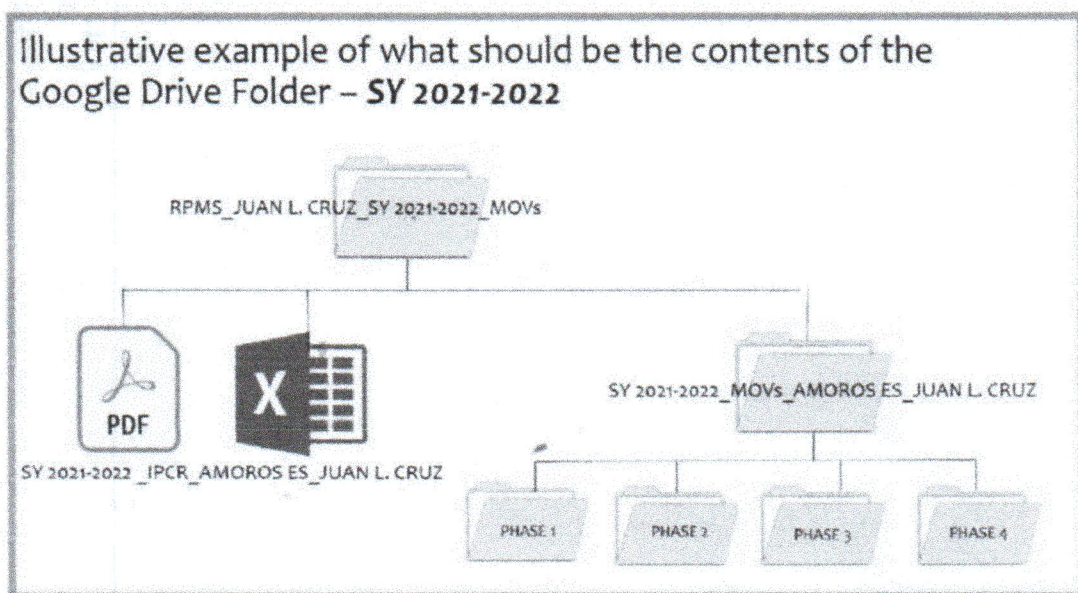
Enclosure No. 1 of Division Memorandum 410, s. 2021

EXPECTED CONTENTS OF THE RPMS FOLDERS FOR SUBMISSION FOR SY 2021-2022

A. School's RPMS Folder



B. Employee's RPMS Folder





REPUBLIC OF THE PHILIPPINES
 Department of Education
 Region X - Northern Mindanao
DIVISION OF EL SALVADOR CITY
 Zone 3, Poblacion, El Salvador City



OFFICE PERFORMANCE COMMITMENT and REVIEW FORM (OPCRF)

Name of Employee: :	NAME OF EMPLOYEE	Name of Rater:	CONNIEBEL C. NISTAL
Position:	Position	Position:	Assistant Schools Division Superintendent
School:	School Year 2023-2024	Date of Review:	August 2024
Rating Period:	TO BE FILLED IN DURING PLANNING		TO BE FILLED DURING EVALUATION

KRAs	OBJECTIVES	TIMELINE	Weight per KRA	PERFORMANCE INDICATORS					Actual Result	RATING				Score	
				QET	Outstanding	Very Satisfactory	Satisfactory	Unsatisfactory		Poor	Q	E	T		Ave
					(5)	(4)	(3)	(2)		(1)					
1. Leading Strategically													20%		
Domain 1. Leading Strategically (25%) 1.1 Instructional Supervision)	1.1.a Implement an appropriate and relevant instructional supervision in the new normal setting to achieve desired learning outcomes and performance standards	August 2022 - July 2023	5%	Quality	2 teachers per week are supervised and provided with technical assistance.	1 teacher per week is supervised and provided with technical assistance.	1 teacher is supervised but with no technical assistance.	Teacher is supervised and provided without technical assistance	No supervision and technical assistance were given.						
				MOVs	1. ISP 2. IS Accomplishment report with teachers signature										
				Efficiency	100% of the identified teachers are given instructional supervision efficiently based on the monthly IS plan	75%-99% of the identified teachers are given instructional supervision efficiently based on the monthly IS plan	50%-74% of the identified teachers are given instructional supervision efficiently based on the IS plan	25%-49% of the identified teachers are given instructional supervision efficiently based on the monthly IS plan	1%-24% of the identified teachers are given instructional supervision efficiently based on the monthly IS plan.						
				Timeliness											
MOVs															
1. Isplan 2. IS accomplishment report with teachers signature															
1.2 School-based review, contextualization and implementation of learning standards	1.2.a Assist teachers in the review, contextualization and implementation of learning standards to make the curriculum relevant for learners.	August 2022 - July 2023	3%	Quality	Teachers are given assistance in 5 indicative activities	Teachers are given assistance in 4 indicative activities	Teachers are given assistance in 3 indicative activities	Teachers are given assistance in 2 indicative activities	Teachers are given assistance in 1 indicative activities						
				Indicative activities	1. Preparation of contextualized/localized lesson plan 2. Utilization of localized LMs 3. Provide support in the reproduction of LMs 4. Conduct performance monitoring and coaching. 5. Conduct LAC session/INSET on curriculum and contextualization etc.										
				Efficiency	95%-100% of the teachers are assisted in the review, contextualization, and implementation of learning standards to make the curriculum relevant for learners.	90%-94% of the teachers are assisted in the review, contextualization, and implementation of learning standards to make the curriculum relevant for learners.	85%-93% of the teachers are assisted in the review, contextualization, and implementation of learning standards to make the curriculum relevant for learners.	84% - 75% of the teachers are assisted in the review, contextualization, and implementation of learning standards to make the curriculum relevant for learners.	74%-below of the teachers are assisted in the review, contextualization, and implementation of learning standards to make the curriculum relevant for learners.						

				Timeliness	Reports are submitted ahead of the deadline.	Reports are submitted on the deadline.	Reports are submitted 1 day after the deadline.	Reports are submitted 2 days after the deadline.	Reports are submitted 3 days after the deadline.					
				MOVs: 1. Technical Assistant Plan (TAP) 2. Technical Assistance Accomplishment Report 3. Proof of Review of Curriculum Implementation/SMEA 4. Proof of Evaluation of contextualized/localized developed LMs 5. Monitoring and Coaching Form, others										
1.3. Teaching standards and pedagogies	1.3.a Engage master teachers in providing technical assistance to teachers on teaching standards and pedagogies within and across learning areas to improve their teaching practice.	August 2022 - July 2023	4%	Quality	Engaged master teachers in providing technical assistance to teachers on content standards and pedagogies within and across learning areas to improve their teaching practice as evidenced by 5 MOVs.	Engaged master teachers in providing technical assistance to teachers on content standards and pedagogies within and across learning areas to improve their teaching practice as evidenced by 4 MOVs.	Engaged master teachers in providing technical assistance to teachers on content standards and pedagogies within and across learning areas to improve their teaching practice as evidenced by 3 MOVs.	Engaged master teachers in providing technical assistance to teachers on content standards and pedagogies within and across learning areas to improve their teaching practice as evidenced by 2 MOVs.	Engaged master teachers in providing technical assistance to teachers on content standards and pedagogies within and across learning areas to improve their teaching practice as evidenced by 1 MOVs.					
				Efficiency	95%-100% of the teachers are assisted in the review, contextualization, and implementation of learning standards to make the curriculum relevant for learners.	90%-94% of the teachers are assisted in the review, contextualization, and implementation of learning standards to make the curriculum relevant for learners.	85%-93% percent of the teachers are assisted in the review, contextualization, and implementation of learning standards to make the curriculum relevant for learners.	84% and below of the teachers are assisted in the review, contextualization, and implementation of learning standards to make the curriculum relevant for learners.	NO acceptable evidence was shown					
				Timeliness	MOVs: 1. Technical Assistance Plan on lesson preparation and teaching learning process. 2. TA Accomplishment Report 3. Observation Notes and COT highlighting the content and pedagogy. 4. Relative data highlighting improved learners' outcomes. 5. Proof of conducting precon and post con...etch									
1.4. Teacher performance feedback	1.4.a Demonstrate understanding of the use of feedback obtained from learners, parents, and other stakeholders to help teachers improve their performance.	August 2022 - July 2023	4%	Quality	Used feedback obtained from the learners, parents, and other stakeholders to help teachers improve their performance as evidenced by the Main MOV and the 5 supporting MOVs	Used feedback obtained from the learners, parents, and other stakeholders to help teachers improve their performance as evidenced by the Main MOV and the 4 supporting MOVs	Used feedback obtained from the learners, parents, and other stakeholders to help teachers improve their performance as evidenced by the Main MOV and the 3 supporting MOVs	Used feedback obtained from the learners, parents, and other stakeholders to help teachers improve their performance as evidenced by the Main MOV and the 2 supporting MOVs	Used feedback obtained from the learners, parents, and other stakeholders to help teachers improve their performance as evidenced by the Main MOV and 0 supporting MOVs.					
				Efficiency	Submitted all 5 of the acceptable MOV	Submitted 4 of the acceptable MOV	Submitted 3 of the acceptable MOV	Submitted 1-2 of the acceptable MOV	NO acceptable evidence was shown					
				Timeliness	MOVs: 1. Summarized feedback result from learners, parents and other stakeholders. 2. COT observation notes/Performance Monitoring and Coaching Form.									

				3. Anecdotal records 4. LAC Session Plan based on the teachers' needs obtained from feedback. 5. Parents-Teachers Conference (PTC) Consolidated Narrative Reports, suggestion box, etc.										
1.5. Learner achievement and other performance indicators	1.5.a Utilize learning outcomes in developing data-based interventions to maintain learner achievement and attain other performance indicators.	August 2022 - July 2023	4%	Quality	Utilized learning outcomes in developing databased interventions to maintain learner achievement and attain other performance indicators as evidenced by the Main MOV and 5 supporting MOVs.	Utilized learning outcomes in developing databased interventions to maintain learner achievement and attain other performance indicators as evidenced by the Main MOV and 4 supporting MOVs.	Utilized learning outcomes in developing databased interventions to maintain learner achievement and attain other performance indicators as evidenced by the Main MOV and 3 supporting MOV.	Utilized learning outcomes in developing databased interventions to maintain learner achievement and attain other performance indicators as evidenced by the Main MOV and 2 supporting MOV.	Utilized learning outcomes in developing databased interventions to maintain learner achievement and attain other performance indicators as evidenced by the Main MOV and 1 supporting MOV.					
				Efficiency	Submitted all 4 of the acceptable Supporting MOV	Submitted 3 of the acceptable Supporting MOV	Submitted 2 of the acceptable Supporting MOV	Submitted 1 of the acceptable Supporting MOV	NO acceptable evidence was shown					
				Timelines										
Main MOV: Supporting MOVs Any document that highlights the utilization of learning outcomes in developing data-based interventions 1. Baseline data used in developing the intervention program. 2. Intervention plan in maintaining learner achievement and key performance indicator. 3. Monitoring and Evaluation report on the conducted intervention and adjustment plan. 4. Individual Learning Monitoring Plan 5. Relative data showing improved learners' outcomes, CISS Analysis, etc.														
1.6. Learning assessment	1.6 a Provide technical assistance to teachers in using learning assessment tools, strategies and results consistent with curriculum requirements to ensure accountability in achieving higher learning outcomes.		5%	Quality	Provided technical assistance to teachers in using learning assessment tools, strategies and results consistent with curriculum requirements to ensure accountability in achieving higher learning outcomes. as evidenced by the 5 MOVs.	Provided technical assistance to teachers in using learning assessment tools, strategies and results consistent with curriculum requirements to ensure accountability in achieving higher learning outcomes as evidenced by the 4 MOVs.	Provided technical assistance to teachers in using learning assessment tools, strategies and results consistent with curriculum requirements to ensure accountability in achieving higher learning outcomes. as evidenced by the 3 MOVs.	Provided technical assistance to teachers in using learning assessment tools, strategies and results consistent with curriculum requirements to ensure accountability in achieving higher learning outcomes. as evidenced by the 2 MOV.	Provided technical assistance to teachers in using learning assessment tools, strategies and results consistent with curriculum requirements to ensure accountability in achieving higher learning outcomes. as evidenced by the 1 MOV.					
				Efficiency	95% – 100% of the teachers are provided with technical assistance in using learning assessment tools, strategies and results consistent with curriculum requirements.	90% – 94% of the teachers are provided with technical assistance in using learning assessment tools, strategies and results consistent with curriculum requirements.	80% – 93% of the teachers are provided with technical assistance in using learning assessment tools, strategies and results consistent with curriculum requirements.	50% – 79% of the teachers are provided with technical assistance in using learning assessment tools, strategies and results consistent with curriculum requirements.	NO acceptable evidence was shown.					
				Timelines										
MOVs: 1. Technical Assistance Plan and TA Accomplishment Report 2. Consolidated data of School Achievement Test/Division Achievement Test 3. Monitoring and Coaching Form														

				4. Learning and Development sessions such as having SLAC/ SMEA/ Orientation on using assessment tools 5. Any document showing that a school head is extending TA in making a test, performance task or portfolio, etc										
Domain 2. Managing School Operations and Resources (SCHOOL LEADERSHIP, MANAGEMENT AND OPERATIONS (20%))				Quality	Zero Audit Observation Memorandum received on the reports submitted.	1 Audit Observation Memorandum received on the reports submitted.	2 Audit Observation Memorandum received on the reports submitted.	3 Audit Observation Memorandum received on the reports submitted.	4 Audit Observation Memorandum received on the reports submitted.					
	2.1 a. Improve fiscal management through updated reporting on fund allocation, procurement, disbursement, and liquidation of funds.	Year-Round	3%	Efficiency	Submitted 100% Accurate Reportorial Requirements to Division Office.	Submitted 95-99% Accurate Reportorial Requirements to Division Office.	Submitted 90-94% Accurate Reportorial Requirements to Division Office.	Submitted 85-89% Accurate Reportorial Requirements to Division Office.	Submitted 0-84% Accurate Reportorial Requirements to Division Office.					
				Timeliness	Submitted Reportorial Requirements to Division Office on the deadline.	Submitted Reportorial Requirements to Division Office 1-2 working days after the deadline	Submitted Reportorial Requirements to Division Office 3-4 working days after the deadline	Submitted Reportorial Requirements to Division Office 5-6 working days after the deadline	Submitted Reportorial Requirements to Division Office 7 and above working days after the deadline					
				MOVs: 1. Liquidation Reports. 2. APP 3. Monitoring and Coaching Form 4. PPMP 5. SOB 6. RAAF 7. Bank Reconciliation 8. Updated Transparency Board 9. AOM 10. Transmittal.										
2.1 Financial Management	2.1 b. Improve fiscal management through judicious utilization of funds	Fiscal Year	1.5%	Quality	Utilized 100% MOOE and Other funds.	Utilized 98-99% MOOE and Other funds.	Utilized 96-97% MOOE and Other funds.	Utilized 94-95% MOOE and Other funds.	Utilized 93-90% MOOE and Other funds.					
				Efficiency	Utilized 100% MOOE and Other funds.	Utilized 95-99% MOOE and Other funds.	Utilized 90-94% MOOE and Other funds.	Utilized 85-89% MOOE and Other funds.	Utilized 0-84% MOOE and Other funds.					
				Timeliness	Submitted Reportorial Requirements to Division Office on the deadline.	Submitted Reportorial Requirements to Division Office 1-2 working days after the deadline	Submitted Reportorial Requirements to Division Office 3-4 working days after the deadline	Submitted Reportorial Requirements to Division Office 5-6 working days after the deadline	Submitted Reportorial Requirements to Division Office 7 and above working days after the deadline					
				MOVs: 1. Status of MOOE downloading 2. Transmittal.										
	2.1 c. Improve fiscal management through judicious utilization of funds	Fiscal Year	1.5%	Quality	Zero Notice of Disallowance received on the reports submitted	95-99% Notice of Disallowance received on the reports submitted.	90-94% Notice of Disallowance received on the reports submitted.	85-89% Notice of Disallowance received on the reports submitted.	0-84% Notice of Disallowance received on the reports submitted					
				Efficiency	Liquidated 100% MOOE and Other funds.	Liquidated 95-99% MOOE and Other funds.	Liquidated 90-94% MOOE and Other funds.	Liquidated 85-89% MOOE and Other funds.	Liquidated 0-84% MOOE and Other funds.					
				Timeliness	Submitted Liquidation reports to Division Office on the deadline.	Submitted Liquidation reports to Division Office 1-2 working days after the deadline	Submitted Liquidation reports to Division Office 3-4 working days after the deadline	Submitted Liquidation reports to Division Office 5-6 working days after the deadline	Submitted Liquidation reports to Division Office 7 and above working days after the deadline					
				MOVs: 1. Status of MOOE downloading 2. Transmittal.										

2.2 Schools Governing Council	2.2 a Establish Schools Governing Council	August 2022-July 2023	3%	Quality	Provided technical assistance to teachers in using learning assessment	Provided technical assistance to teachers in using learning	Provided technical assistance to teachers in using learning	Provided technical assistance to teachers in using learning	NO acceptable evidence was shown						
				Efficiency	95% – 100% of the teachers are provided with technical assistance in using learning assessment tools, strategies and results consistent with curriculum requirements.	90% – 94% of the teachers are provided with technical assistance in using learning assessment tools, strategies and results consistent with curriculum	80% – 93% of the teachers are provided with technical assistance in using learning assessment tools, strategies and results consistent with curriculum	50% – 79% of the teachers are provided with technical assistance in using learning assessment tools, strategies and results consistent with curriculum	NO acceptable evidence was shown.						
				Timeliness											
<p>MOVs:</p> <ol style="list-style-type: none"> SGC Report on the issues / concerns raised during school activities/ events Minutes of Meeting with SPT on SIP / AIP (at least 1 meeting), SGC's Quarterly Progress Report SGC Resolution on access to information (school data and information), SGC's Action Plan on promoting access to information SGC Resolution on the recommendation on ways of improving the quality of SIP, AIP, and other DepEd programs, projects, and activities (at least 1) Copy of the communication / transmittal letter to the School Head reflecting the direction of the SGC Minutes of Meeting with stakeholders on stakeholder-initiated programs and activities (at least 1 meeting), Concept note / Project brief, or similar document (at least 1) SGC Resolution recommending the SIP to LSB; or Any document recommending policy / program to the LSB, based on the SIP SGC Resolution on involving various sectors <p>Main Purpose: Feedback Mechanism FUNCTIONALITY INDICATOR 1 - SGC Report on the issues / concerns raised during school activities/ events</p>															
2.3 Record Management	<p>For SHS 2.3 a Intensify the tracking of SHS graduates For ES/JHS 2.3 b Track grade 6/grade 10 completers' school preference</p>	August 2022-July 2023	2%	Quality	(5) 100% of ES/JHS/SHS completers/graduates are tracked	(4) 90-99% of ES/JHS/SHS completers/graduates are tracked	(3) 80-89% of ES/JHS/SHS completers/graduates are tracked	(2) 70-79% of ES/JHS/SHS completers/graduates are tracked	(1) 69% below of ES/JHS/SHS completers/graduates are tracked						
				Efficiency	(5) Reports are submitted according to the format and specifications provided and not returned to schools upon first submission	(4) Reports are submitted with 1 or 2 deviations from either format or specifications provided and re-submitted for the second time	(3) Reports are submitted with 3 or 4 deviations from either format or specifications provided and re-submitted for the third time	(2) Reports are submitted with 5 or 6 deviations from either format or specifications provided and re-submitted for the fourth time	(1) Reports are submitted with 7 or more deviations from either format or specifications provided and re-submitted for the fifth or more time						
				Timeliness	(5) Submitted a copy of the reports/document needed 5 days before the set deadline	(4) Submitted a copy of the reports/document needed 4 days before the set deadline	(3) Submitted a copy of the reports/document needed 3 days before the set deadline	(2) Submitted a copy of the reports/document needed 2 days before the set deadline	(1) Submitted a copy of the reports/document needed 1 day or on the the set deadline						
2.4 a Manage school				Quality	100% of the school properties (facilities and equipment) are accounted for.	97%-99% of the school properties (facilities and equipment) are accounted for.	94%-96% of the school properties (facilities and equipment) are accounted for.	91%-93% of the school properties (facilities and equipment) are accounted for.	90% and BELOW of the school properties (facilities and equipment) are accounted for.						
				Efficiency	Submitted ANY 5 of the acceptable MOVs.	Submitted ANY 4 of the acceptable MOVs.	Submitted ANY 3 of the acceptable MOVs.	Submitted ANY 2 of the acceptable MOVs.	Submitted 1 of the acceptable MOVs.						

2.4 School facilities and equipment	facilities and equipment in adherence to policies, guidelines and issuances on acquisition, recording, utilization, repair and maintenance, storage and disposal	August 2022-July 2023	3%	<table border="1"> <tr> <td data-bbox="773 190 879 272">Timeliness</td> <td data-bbox="879 190 1072 272">Submitted required reports BEFORE due date.</td> <td data-bbox="1072 190 1231 272">Submitted required reports ON the due date.</td> <td data-bbox="1231 190 1390 272">Submitted required reports 1-2 days after the due date.</td> <td data-bbox="1390 190 1549 272">Submitted required reports 3-5 days after the due date.</td> <td data-bbox="1549 190 1703 272">Submitted required reports beyond 6 days after the due date.</td> </tr> <tr> <td colspan="6" data-bbox="773 272 1703 570"> Main MOV: Approved, Complete and Accurate Annual Property Inventory Report. Supporting MOVs: Any document that highlights managing school facilities and equipment 1. Report on the Physical Count of Property, Plant and Equipment 2. Inspection and Acceptance Report 3. Proof of functional property room or storage room 4. Inventory and Inspection Report of Unserviceable Property/Waste Materials Report 5. Updated delivery Report of learning materials and equipment 6. Report on property/equipment disposal signed by the school disposal team and approved by the SDO. 7. Distribution List of Supplies 8. Inventory Custodian Slip on Equipment, others </td> </tr> </table>	Timeliness	Submitted required reports BEFORE due date.	Submitted required reports ON the due date.	Submitted required reports 1-2 days after the due date.	Submitted required reports 3-5 days after the due date.	Submitted required reports beyond 6 days after the due date.	Main MOV: Approved, Complete and Accurate Annual Property Inventory Report. Supporting MOVs: Any document that highlights managing school facilities and equipment 1. Report on the Physical Count of Property, Plant and Equipment 2. Inspection and Acceptance Report 3. Proof of functional property room or storage room 4. Inventory and Inspection Report of Unserviceable Property/Waste Materials Report 5. Updated delivery Report of learning materials and equipment 6. Report on property/equipment disposal signed by the school disposal team and approved by the SDO. 7. Distribution List of Supplies 8. Inventory Custodian Slip on Equipment, others																							
Timeliness	Submitted required reports BEFORE due date.	Submitted required reports ON the due date.	Submitted required reports 1-2 days after the due date.	Submitted required reports 3-5 days after the due date.	Submitted required reports beyond 6 days after the due date.																													
Main MOV: Approved, Complete and Accurate Annual Property Inventory Report. Supporting MOVs: Any document that highlights managing school facilities and equipment 1. Report on the Physical Count of Property, Plant and Equipment 2. Inspection and Acceptance Report 3. Proof of functional property room or storage room 4. Inventory and Inspection Report of Unserviceable Property/Waste Materials Report 5. Updated delivery Report of learning materials and equipment 6. Report on property/equipment disposal signed by the school disposal team and approved by the SDO. 7. Distribution List of Supplies 8. Inventory Custodian Slip on Equipment, others																																		
2.5 School safety for disaster preparedness, mitigation, and resiliency	2.5 a Manage school safety for disaster preparedness, mitigation and resiliency to ensure continuous delivery of instruction.	August 2022-July 2023	3%	<table border="1"> <tr> <td data-bbox="773 570 879 808" rowspan="2">Quality</td> <td colspan="5" data-bbox="879 570 1703 597">All 5 INDICATORS are 4 INDICATORS are 3 INDICATORS are 2 INDICATORS are Only 1 INDICATOR is</td> </tr> <tr> <td colspan="5" data-bbox="879 597 1703 808"> INDICATORS: Documents submitted relative to general school safety (disaster preparedness, mitigation and resilience) are: 1. Updated 2. Complete 3. Specific 4. Reliable 5. Relevant </td> </tr> <tr> <td data-bbox="773 808 879 891">Efficiency</td> <td data-bbox="879 808 1072 891">Submitted the Main MOV and 5 or more Supporting MOVs.</td> <td data-bbox="1072 808 1231 891">Submitted the Main MOV and 4-5 Supporting MOVs.</td> <td data-bbox="1231 808 1390 891">Submitted the Main MOV and 3-4 Supporting MOVs.</td> <td data-bbox="1390 808 1549 891">Submitted the Main MOV and 2-3 Supporting MOVs.</td> <td data-bbox="1549 808 1703 891">Submitted the Main MOV and 1 Supporting MOVs.</td> </tr> <tr> <td data-bbox="773 891 879 974">Timeliness</td> <td data-bbox="879 891 1072 974">Submitted required reports BEFORE due date.</td> <td data-bbox="1072 891 1231 974">Submitted required reports ON the due date.</td> <td data-bbox="1231 891 1390 974">Submitted required reports 1 day after the due date.</td> <td data-bbox="1390 891 1549 974">Submitted required reports 2 days after the due date.</td> <td data-bbox="1549 891 1703 974">Submitted required reports 3 days and beyond after the due date.</td> </tr> <tr> <td colspan="6" data-bbox="773 974 1703 1380"> Main MOV: - Safety Seal; School DRRM Plan, and - Contingency Plan (COVID-19, Other Infectious Diseases, Dengue, etc.) Supporting MOV: Any document that highlights managing school safety for disaster preparedness, mitigation, and resiliency 1. Any proof of continuous engagement with relevant agencies on DRRM (e.g. minutes of meetings, involvement of relevant agencies in the creation of task force on DRRM) 2. Orientation of DRRM system/fire and earthquake drill with relevant agencies. 3. Any form of communication to relevant agencies requesting for support on school calamity drill and completion activity report. 4. Hazard Identification and Risk Assessment Inventory (HIRA) with School Mapping. 5. Identified Evacuation Area/Plan 6. NSED Quarterly Reports 7. Activity Completion Report (ACR) highlighting the conduct of disaster awareness and resilience campaigns within the wider school community. 8. Activity Completion Report (ACR) highlighting the conduct of Disaster Resiliency Capacity-building program among the stakeholders in 9. Proof of continuous delivery of instruction in times of calamity/disaster, etc. </td> </tr> </table>	Quality	All 5 INDICATORS are 4 INDICATORS are 3 INDICATORS are 2 INDICATORS are Only 1 INDICATOR is					INDICATORS: Documents submitted relative to general school safety (disaster preparedness, mitigation and resilience) are: 1. Updated 2. Complete 3. Specific 4. Reliable 5. Relevant					Efficiency	Submitted the Main MOV and 5 or more Supporting MOVs.	Submitted the Main MOV and 4-5 Supporting MOVs.	Submitted the Main MOV and 3-4 Supporting MOVs.	Submitted the Main MOV and 2-3 Supporting MOVs.	Submitted the Main MOV and 1 Supporting MOVs.	Timeliness	Submitted required reports BEFORE due date.	Submitted required reports ON the due date.	Submitted required reports 1 day after the due date.	Submitted required reports 2 days after the due date.	Submitted required reports 3 days and beyond after the due date.	Main MOV: - Safety Seal; School DRRM Plan, and - Contingency Plan (COVID-19, Other Infectious Diseases, Dengue, etc.) Supporting MOV: Any document that highlights managing school safety for disaster preparedness, mitigation, and resiliency 1. Any proof of continuous engagement with relevant agencies on DRRM (e.g. minutes of meetings, involvement of relevant agencies in the creation of task force on DRRM) 2. Orientation of DRRM system/fire and earthquake drill with relevant agencies. 3. Any form of communication to relevant agencies requesting for support on school calamity drill and completion activity report. 4. Hazard Identification and Risk Assessment Inventory (HIRA) with School Mapping. 5. Identified Evacuation Area/Plan 6. NSED Quarterly Reports 7. Activity Completion Report (ACR) highlighting the conduct of disaster awareness and resilience campaigns within the wider school community. 8. Activity Completion Report (ACR) highlighting the conduct of Disaster Resiliency Capacity-building program among the stakeholders in 9. Proof of continuous delivery of instruction in times of calamity/disaster, etc.						
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2.6 Management of Staff	2.6.a Engage school personnel in maintaining effective management of staff in adherence to laws, policies, guidelines and issuances based on the needs of the school.	August 2022 July 2023	3%	<p>Quality</p> <p>SUSTAINED 95%-100% ENGAGEMENT of school personnel in maintaining effective management of staff in adherence to laws, policies, guidelines and issuances based on the needs of the school.</p>	<p>SUSTAINED 90%-94% ENGAGEMENT of school personnel in maintaining effective management of staff in adherence to laws, policies, guidelines and issuances based on the needs of the school.</p>	<p>SUSTAINED 85%-89% ENGAGEMENT of school personnel in maintaining effective management of staff in adherence to laws, policies, guidelines and issuances based on the needs of the school.</p>	<p>SUSTAINED 80%-84% ENGAGEMENT of school personnel in maintaining effective management of staff in adherence to laws, policies, guidelines and issuances based on the needs of the school.</p>	<p>SUSTAINED 79% AND BELOW of the ENGAGEMENT of school personnel in maintaining effective management of staff in adherence to laws, policies, guidelines and issuances based on the needs of the school.</p>			
				<p>Efficiency</p> <p>Submitted ANY 5 of the acceptable MOVs.</p>	<p>Submitted ANY 4 of the acceptable MOVs.</p>	<p>Submitted ANY 3 of the acceptable MOVs.</p>	<p>Submitted ANY 2 of the acceptable MOVs.</p>	<p>Submitted 1 of the acceptable MOVs.</p>			
				<p>Timeliness</p> <p>Conducted 9-10 conferences (virtual or in-person) for the entire school year.</p>	<p>Conducted 7-8 conferences (virtual or in-person) for the entire school year.</p>	<p>Conducted 5-6 monthly conferences (virtual or in-person) for the entire school year.</p>	<p>Conducted 3-4 conferences (virtual or in-person) for the entire school year.</p>	<p>Conducted BELOW 2 conferences (virtual or in-person) for the entire school year.</p>			
				<p>Main MOV: Monthly Conference Narrative Report</p> <p>Supporting MOVs:</p> <ol style="list-style-type: none"> School Memorandum/Notice of meeting Minutes of Meeting Signed Attendance Sheet Pictures Office Orders School Personnel and Staff Handbook Others 							
Domain 3. Focusing on Teaching and Learning (LEARNING ENVIRONMENT (20%)) 3.1.Learner's Viability	Improve learning outcomes through enhanced performance indicators: 3.1 a Dropout prevention and or reduction	August 2022-July 2023	2%	<p>Quality</p> <p>(5) 0% drop out</p>	<p>(4) .05% drop out</p>	<p>(3) .06% drop out</p>	<p>(2) .07% drop out</p>	<p>(1) .08%-up drop out</p>			
				<p>Efficiency</p> <p>(5) Implemented 5 or more interventions (with TAP's signature) to prevent the reported/potential LARDOs from dropping out</p>	<p>(4) Implemented 3 to 4 interventions (with TAP's signature) to prevent the reported/potential LARDOs from dropping out</p>	<p>(3) Implemented 2 to 3 interventions (with TAP's signature) to prevent the reported/potential LARDOs from dropping out</p>	<p>(2) Implemented 1 to 2 interventions (with TAP's signature) to prevent the reported/potential LARDOs from dropping out</p>	<p>(1) Implemented no interventions to prevent the reported/potential LARDOs from dropping out</p>			
				<p>Timeliness</p> <p>(5)Learners, with no communications sent in various forms and have incurred 3 to 5 consecutive absences is/are reported to Technical Assistance Provider on the 5th day of absence through any verifiable means of communication for intervention</p>	<p>(4)Learners, with no communications sent in various forms and have incurred 3 to 5 consecutive absences is/are reported to Technical Assistance Provider on the 6th day of absence through any verifiable means of communication for intervention</p>	<p>(3)Learners, with no communications sent in various forms and have incurred 3 to 5 consecutive absences is/are reported to Technical Assistance Provider on the 7th day of absence through any verifiable means of communication for intervention</p>	<p>(2)Learners, with no communications sent in various forms and have incurred 3 to 5 consecutive absences is/are reported to Technical Assistance Provider on the 8th day of absence through any verifiable means of communication for intervention</p>	<p>(1)Learners, with no communications sent in various forms and have incurred 3 to 5 consecutive absences is/are reported to Technical Assistance Provider on the 9th day or more of absence through any verifiable means of communication for intervention</p>			
				<p>MOVs:</p> <ol style="list-style-type: none"> *SF4 *Report on Drop Out Count LARDO 							

3.1 b Increase Graduation rate	August 2022 July 2023	2%	Quality	(5) 0% Drop Out	(4) 1% Drop Out	(3) 2% Drop Out	(2) 3% Drop Out	(1) 4% Drop Out					
			Efficiency	(5) Implemented 5 or more interventions (with TAP's signature) to prevent the reported/potential LARDOs from dropping out	(4) Implemented 3 to 4 interventions (with TAP's signature) to prevent the reported/potential LARDOs from dropping out	(3) Implemented 2 to 3 interventions (with TAP's signature) to prevent the reported/potential LARDOs from dropping out	(2) Implemented 1 to 2 interventions (with TAP's signature) to prevent the reported/potential LARDOs from dropping out	(1) Implemented no interventions to prevent the reported/potential LARDOs from dropping out					
			Timeliness	(5)Learners, with no communications sent in various forms and have incurred 3 to 5 consecutive absences is/are reported to Technical Assistance Provider on the 5th day of absence through any verifiable means of communication for intervention	(4)Learners, with no communications sent in various forms and have incurred 3 to 5 consecutive absences is/are reported to Technical Assistance Provider on the 6th day of absence through any verifiable means of communication for intervention	(3)Learners, with no communications sent in various forms and have incurred 3 to 5 consecutive absences is/are reported to Technical Assistance Provider on the 7th day of absence through any verifiable means of communication for intervention	(2)Learners, with no communications sent in various forms and have incurred 3 to 5 consecutive absences is/are reported to Technical Assistance Provider on the 8th day of absence through any verifiable means of communication for intervention	(1)Learners, with no communications sent in various forms and have incurred 3 to 5 consecutive absences is/are reported to Technical Assistance Provider on the 9th day or more of absence through any verifiable means of communication for					
			MOVs: 1. *Report on Computed Graduation Rate										
3.1.c Decrease Repetition Rate(Count of Repeaters)	August 2022 July 2023	2%	Quality	(5) Implemented atleast 5 interventions (with signatures from TAP) for LARDOS (LARDO is the same term used to describe the learners in this context based on the assumption that the LARDOS are the same learners to potentially repeat in the same grade level; The interventions is per learner basis. One LARDO, 5 intervention should be appropriated in order to get 5 points.)	(4) Implemented atleast 4 interventions (with signatures from TAP) for LARDOS	(3) Implemented atleast 3 interventions (with signatures from TAP) for LARDOS	(2) Implemented atleast 2 interventions (with signatures from TAP) for LARDOS	(1) Implemented atleast 1 interventions (with signatures from TAP) for LARDOS					
			Efficiency	(5)Reports are submitted according to the format and specifications provided and not returned to schools upon first submission	(4)Reports are submitted with 1 or 2 deviations from either format or specifications provided and re-submitted for the second time	(3)Reports are submitted with 3 or 4 deviations from either format or specifications provided and re-submitted for the third time	(2)Reports are submitted with 5 or 6 deviations from either format or specifications provided and re-submitted for the fourth time	(1)Reports are submitted with 7 or more deviations from either format or specifications provided and re-submitted for the fifth or more time					
			Timeliness	(5)Submitted a copy of the reports/document needed 5 days before the set deadline	(4)Submitted a copy of the reports/document needed 4 days before the set deadline	(3)Submitted a copy of the reports/document needed 3 days before the set deadline	(2)Submitted a copy of the reports/document needed 2 days before the set deadline	(1)Submitted a copy of the reports/document needed 1 day or on the set deadline					
			MOVs: 1. *Report on Count Repeaters										

4.2 General Welfare of Human Resources	4.2 a Integrate laws, policies, and guidelines and issuances on the rights, privileges, and benefits of school personnel to ensure their general welfare	August 2022-July 2023	4%	Efficiency	1. Disseminated 2. 100% of committees has accomplishment reports 3. Reports have no errors 4. 100% of DTRs, and leaves are submitted	1. 85-99% of memos issued are disseminated 2. 85-99% of committees established has accomplishment reports 3. 85-99% correct data 4. 85-99% employees submitted	1. 70-84% of memos issued are disseminated 2. 70-84% of committees established has accomplishment reports 3. 70-84% correct data 4. 70-84% employees submitted	1. 55-69% memos are issued and disseminated 2. 55-69% committees established 3. 55-69% correct 4. 3.1-5.5% error on format 5.6% or more errors or committees not created							
				Timeliness	1. one day after dissemination 2. on the beginning of the school year 3. before the deadline 4. Submitted before the 2nd day of the following month	1. within the week 2. first qtr of sy 3. on the deadline 4. Submitted on the 2nd day of the following month		1. beyond 7days 2. after 1st qtr of sy 3. after the deadline 4. beyond 2nd day of ff month did not submit							
				MOVs: 1. School Memo on Issuances by the Division/RO/ CO relative to general welfare of employees (e.g. Attendance, AWA, PMS) 2. Minutes on the dissemination of information (may be screenshots in the GC for info dissemination) 3. Committees established for employees' welfare (e.g. Grievance Committee, Learning and Development, Performance Management Team, 4. Designation Order of Personnel/ Memo on establishment of Committees 5. Action Plan and Accomplishment Report of Committees 6. Minutes of meetings w/ Attendance Sheet 7. Status Report from HRMO and HRD Section 8. Submission of MRAU, Service Credits, Leaves, etc											
4.3 Professional reflection and learning	4.3.a Apply professional reflection and learning to improve one's practice.	August 2022-July 2023	1%	Quality	Applied professional reflection and learning to improve one's practice as evidenced by 5 MOVs.	Applied professional reflection and learning to improve one's practice as evidenced by 4 MOVs.	Applied professional reflection and learning to improve one's practice as evidenced by 3 MOVs.	Applied professional reflection and learning to improve one's practice as evidenced by 2 MOVs.	Applied professional reflection and learning to improve one's practice as evidenced by 1 MOV.						
				Efficiency	Professional reflections and learnings are applied and shared to 90.00%-100.00% of teachers	Professional reflections and learnings are applied and shared to 85.00%-89.00% of teachers	Professional reflections and learnings are applied and shared to 80.00%-84.00% of teachers.	Professional reflections and learnings are applied and shared to 75.00%-79.00% of teachers	Professional reflections and learnings are applied to below 75.00% of the targeted audience.						
				Timeliness	1 day after the attendance of a training.	2 days after the attendance of a training.	3 days after the attendance of a training.	4 days after the attendance of a training.	5 days weeks after the attendance of a training.						
				MOVs: 1. Professional Reflections (INSET, Training Workshops attended) 2. Crafted an innovation based on the professional reflections 3. Action Plans 4. M&E Results for the School Activities Conducted such as but not limited to SLAC Sessions, Mid-Year In-Service Training 5. Speakership (Resource Speaker) 6. Other document showing improved learning outcomes											

4.4. Performance Management	4.4 a Monitor and evaluate with school personnel the implementation of the performance management system to ensure career advancement for individual school personnel and to improve office performance.	August 2022 July 2023	4%	Quality Monitored and evaluated the implementation of the performance management system as evidenced by 5 MOVs.	<i>Monitored and evaluated the implementation of the performance management system as evidenced by 4 MOVs.</i>	<i>Monitored and evaluated the implementation of the performance management system as evidenced by 3 MOVs.</i>	<i>Monitored and evaluated the implementation of the performance management system as evidenced by 2 MOVs.</i>	<i>Monitored and evaluated the implementation of the performance management system as evidenced by 1 MOV.</i>		
				Efficiency 90.00% -100.00% of the school personnel have at least VS to Outstanding rating	<i>85.00% -89.00%</i> of the school personnel have at least VS to Outstanding rating	<i>80.00% -84.00%</i> of the school personnel have at least VS to Outstanding rating	<i>75.00% -79.00%</i> of the school personnel have at least VS to Outstanding rating	<i>Below 75.00 %</i> of the school personnel have at least VS to Outstanding rating		
				Timeliness Submitted required reports any time before due date.	<i>Submitted required reports on due date.</i>	<i>Submitted required reports a week after scheduled due date.</i>	<i>Submitted required reports 10 days or more after the scheduled due date.</i>	<i>NO acceptable evidence was shown.</i>		
				MOVs: 1. Performance monitoring and coaching 2. Technical Assistance Plan and Accomplishment Report 3. Summary of RPMS Rating 4. Summary of Approved Action Plans 5. Approved INSET proposal (Midyear Performance Review) 6. Consolidated Teachers' Development Plans (Part 4 of IPCRF) 8. Documentation, etc.						
4.5. Rewards and recognition mechanism	4.5. Implement a school rewards system to recognize and motivate learners, school personnel, and other stakeholders for exemplary performance and/or continued support.	August 2022- July 2023	2%	Quality All of the following suggested activities based on standards are conducted.	<i>4 of the suggested activities based on standards are conducted within the</i>	<i>3 of the suggested activities based on standards are conducted within</i>	<i>2 of the suggested activities based on standards are conducted within</i>	<i>1 of the suggested activities based on standards is conducted in a year</i>		
				Indicators: 1. Organized Awards & Recognition Committee 2. Issued Designation Orders to Committee members 3. Crafted Contextualized Awards and Recognition policy 4. Crafted Guidelines in the selection of awardee 5. Capacitated Awards & Recognition Committee 6. Conducted Awards and Recognition Activities						
				Efficiency 95.00 % to 100.00% of the learners and school personnel are recognized for the exemplary performance and other stakeholders for the continued support .	<i>90.00 % to 94.00%</i> of the learners and school personnel are recognized for the exemplary performance and other stakeholders for the continued support .	<i>85.00 % to 93.00%</i> of the learners and school personnel are recognized for the exemplary performance and other stakeholders for the continued support .	<i>84.00 % and below</i> of the learners and school personnel are recognized for the exemplary performance and other stakeholders for the continued support .	<i>NO acceptable evidence was shown.</i>		
				Timeliness 3 days after each quarter.	<i>5 days after</i> each quarter.	<i>7 days after</i> each quarter.	<i>9 days after</i> each quarter.	<i>12 days after</i> each quarter.		
				MOVs/documents that highlight the implementation of the school-based rewards system which motivate the entire school community 1. Designation Order of the members of the Awards and Recognition Committee 2. Contextualized Rewards and Recognition Policy 3. Narrative/Accomplishment report of the conduct of the activity 4. Guidelines in the selection of awardees 5. Sample Certificates						

Domain 5: Building Connections (PARENTS' INVOLVEMENT AND COMMUNITY PARTNERSHIP-15%)	5.1. Management of diverse relationships	August 2022 July 2023	3%	Quality	SUSTAINED ENGAGEMENT with authorities, colleagues, parents and other stakeholders to foster an enabling and supportive environment for learners as evidenced by 3 MOVs such as Brigada Eskwela, Home Visitation and others.	SECURED COLLABORATION with authorities, colleagues, parents and other stakeholders to foster an enabling and supportive environment for learners as evidenced by 2 MOVs such as Proof of stakeholders' meetings, minutes of meetings with attendance .	COMMUNICATED WITH AND OBTAINED RESPONS from authorities, colleagues, parents and other stakeholders to foster an enabling and supportive environment for learners as evidenced by any form of communication to parents/ stakeholders such as notice of meetings.	COMMUNICATED WITH AUTHORITIES, COLLEAGUES, parents and other stakeholders to foster an enabling and supportive environment for learners as evidenced by any form of communication to parents/ stakeholders such as notice of meetings.	NO acceptable evidence was shown.	
				Efficiency	Submitted 4 of the acceptable MOVs.	Submitted 3 of the acceptable MOVs.	Submitted 2 of the acceptable MOVs.	Submitted 1 of the acceptable MOV.	NO acceptable evidence was shown.	
				Timelines						
	MOVs:									
	1. Proof of implementation of any activity to foster an enabling and supportive environment for learners such as, but not limited to the ff: Brigada									
	2. Proof of stakeholders' meeting (e.g., School Planning Team SPT minutes of meetings with attendance sheet, proof of leadership in the									
	3. Any form of communication to parents/stakeholders (e.g., notice of meeting).									
	4. Proof of program/project Partnership of LGU or Industry partners that support learners' performance, other related documents									
	5.2. Management of school organizations	August 2022 July 2023	3%	Quality	Completed 5 or more	Completed 4 activities	Completed 3 activities	Completed 2 activities	Completed 1 activity	
				Efficiency	Submitted 5 or more of the acceptable MOVs.	Submitted 4 of the acceptable MOVs.	Submitted 3 of the acceptable MOVs.	Submitted 2 of the acceptable MOVs.	Submitted 1 of the acceptable MOVs.	
Timelines				Submitted before the end of 1st quarter.	Submitted before the end of 2nd quarter.	Submitted before the end of 3rd quarter.	Submitted before the end of 4th quarter.	Submitted on the 4th quarter.		
MOVs:										
1. Proof of implementation of any activity with the involvement of stakeholders to foster an enabling and supportive environment for learners such										
2. Adopt-A-School Program Accomplishments										
3. School Clubs Accomplishment Reports										
4. Documented PTA Projects/Accomplishments										
5. Teachers' organization Accomplishment Reports										
				Quality	Evaluated the implementation of programs that promote inclusive practice as evidenced by MOV no. 1.	Completed the implementation of programs that promote inclusive practices as evidenced by MOV	Monitored progress of the implementation of programs that promote inclusive practices as evidenced by MOV	Planned for the implementation of programs that promote inclusive practices as evidenced by MOV no.	NO acceptable evidence was shown.	
				Efficiency	Submitted at least 4 acceptable MOVs.	Submitted at least 3 acceptable MOVs.	Submitted at least 2 acceptable MOVs.	Submitted at least 1 acceptable MOVs.	NO acceptable evidence was shown.	

5.3 Inclusive practice	August 2022- July 2023	2%	Timeliness						
			MOVs: 1. Evaluation report of programs that promote inclusive practices. 2. Monitoring and evaluation report on the implementation of programs that promote inclusive practices. 3. Action Plan on the implementation of programs that promote inclusive practices 4. GAD implementation Plan and activity Completion Report/Accomplishment Report. 5. School program that promotes inclusivity. 6. Accomplished checklist of Child Friendly School System (CFSS) 7. Functional School Child Protection Policy/School Child Protection Committee. 8. School Program to prevent and address matters relative to Child Abuse and Bullying.						
5.4. Communication	August 2022 July 2023	3%	Efficiency	Submitted ANY 5 of the acceptable MOVs.	Submitted ANY 4 of the acceptable MOVs.	Submitted ANY 3 of the acceptable MOVs.	Submitted ANY 2 of the acceptable MOVs.	Submitted ANY 1 of the acceptable MOVs.	
			Timeliness	Thrice a month	Monthly	Quarterly	Semestral	Beyond Semester	
5.5. Community engagement	August 2022 July 2023	4%	Quality	Partnered/linked with at least 5 sectoral stakeholders with MOA/MOU and complete	Partnered/linked with at least 4 sectoral stakeholders with MOA/MOU and	Partnered/linked with at least 3 sectoral stakeholders with MOA/MOU and	Partnered/linked with at least 2 sectoral stakeholders with MOA/MOU and	Partnered/linked with at least 1 sectoral stakeholder with MOA/MOU.	
			Efficiency	Engaged stakeholders and raised Php100,000.00 or more.	Engaged stakeholders and raised Php90,000.00 to 99,999.00.	Engaged stakeholders and raised Php80,000.00 to 89,999.00.	Engaged stakeholders and raised Php70,000.00 to 79,999.00.	Engaged stakeholders and raised Php69,999.00 and below.	
			Timeliness	Submitted required reports any time before due date.	Submitted required reports on due date.	Submitted required reports a week after scheduled due date.	Submitted required reports 8 days or more after the scheduled due date.	NO acceptable evidence was shown.	
6. PLUS Factor			5%	MOVs: 1. Brigada Eskwela Accomplishment Report 2. List of partner-stakeholders 3. Attendance to Barangay Sessions 4. MOA/MOU 5. Deed of Donation/Deed of Acceptance 6. Activity Completion Report, etc. 7. DPDS Submission of Report					
			Quality	Completed 5 or more activities that supported the attainment of institutional goals.	Completed 4 activities that supported the attainment of institutional goals.	Completed 3 activities that supported the attainment of institutional goals.	Completed 2 activities that supported the attainment of institutional goals.	Completed 1 activity that supported the attainment of institutional goals.	
			Activities:						
			Speakership						
			School WINS (Learners and Teachers)						

6.1. Perform various related Speakership, School WINS (Learners and

works/activities that contribute to school management, leadership and operation.

Teachers), School Awards (School Heads / Schools), SBM Level of Practice
 August 2022- July 2023
 5%

	School Awards (School Heads)				
	School Awards (Schools)				
	SBM Level of Practice				
Efficiency	Submitted ANY 5 of the acceptable MOVs.	Submitted ANY 4 of the acceptable MOVs.	Submitted ANY 3 of the acceptable MOVs.	Submitted ANY 2 of the acceptable MOVs.	Submitted ANY 1 of the acceptable MOVs.
Timeliness	Submitted required reports any time before due date.	Submitted required reports on due date.	Submitted required reports a week after scheduled due date.	Submitted required reports 8 days or more after the scheduled due date.	NO acceptable evidence was shown.

ADJECTIVAL RATING EQUIVALENCES	
RANGE	ADJECTIVAL RATING
4.500 - 5.000	Outstanding
3.500 - 4.499	Very Satisfactory
2.500 - 3.499	Satisfactory
1.500 - 2.499	Unsatisfactory
Below 1.499	Poor

OVERALL RATING	5.000
ADJECTIVAL RATING	OUTSTANDING

NAME OF SCHOOL HEAD

School Principal
 Ratee

CONNIEBEL . NISTAL, PhD

Assistant Schools Division Superintendent
 Rater

RANDOLPH B. TORTOLA

Schools Division Superintendent
 Approving Authority

Note: Plus Factor shall be part of the 100% rating.