



Republic of the Philippines

SAN AGUSTIN NATIONAL HIGH SCHOOL

Let the SANHS shine!



Results-Based Performance Management System (RPMS)

Portfolio SY 2022-2023

[NAME OF RATEE]
[Ratee's Position]

[NAME OF RATER]
[Rater's Position]

NILO P. SAMPUTON
School Principal

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KRA 1:

CONTENT KNOWLEDGE AND PEDAGOGY

- **Objective 1.** Modeled effective applications of content knowledge within and across curriculum teaching areas. (PPST 1.1.3).

Means of Verification

- ☐ COT Rating Sheet for Quarter 3
- ☐ COT Rating Sheet for Quarter 4

- **Objective 2.** Evaluated with colleagues the effectiveness of teaching strategies that promote learner achievement in literacy and numeracy. (PPST 1.4.3)

Means of Verification (any one of the following, preferably MOV 4, for quarters 3 & 4)

- ☐ **Proof/s of attendance** in LAC sessions / FGDs / meetings / other collegial discussions

- ☐ **Minutes/Notes** of LAC sessions / FGDs / meetings / other collegial discussions on use of teacher and learner feedback to enrich teaching practice

- ☐ **Reflection notes** of teachers on their demonstration 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**

- ☐ Performance Monitoring and Coaching Form (PMCF), with annotations highlighting the objective

- **Objective 3.** Developed and applied effective teaching strategies to promote critical and creative thinking, as well as other higher-order thinking skills. (PPST 1.5.3)

Means of Verification

- ☐ COT Rating Sheet for Quarter 3
- ☐ COT Rating Sheet for Quarter 4

KRA 2:

LEARNING ENVIRONMENT AND DIVERSITY OF LEARNERS

- **Objective 4.** Worked with colleagues to model and shared effective techniques in the management of classroom structure to engage learners, individually or in groups, in meaningful exploration, discovery and hands-on activities within a range of physical learning environments. (PPST 2.3.3)

Means of Verification

☐ COT Rating Sheet for Quarter 3

- **Objective 5.** Exhibited effective and constructive behavior management skills by applying positive and non-violent discipline to ensure learning- focused environments. (PPST 2.6.3)

Means of Verification

☐ COT Rating Sheet for Quarter 3

- **Objective 6.** Worked with colleagues to share differentiated, developmentally appropriate opportunities to address learners' differences in gender, needs, strengths, interests and experiences. (PPST 3.1.3)

Means of Verification

☐ COT Rating Sheet for Quarter 3

KRA 3:

CURRICULUM AND PLANNING

- **Objective 7.** Developed and applied effective strategies in the planning and management of developmentally sequenced teaching and learning process to meet curriculum requirements and varied teaching contexts. (PPST 4.1.3)

Means of Verification

- ☐ COT Rating Sheet for Quarter 4

- **Objective 8.** Reviewed with colleagues, teacher and learner feedback to plan, facilitate, and enrich teaching practice. (PPST 4.4.3)

Means of Verification (any one of the following, preferably MOV 3, for quarters 3 & 4)

- ☐ Approved LAC Plan
- ☐ Minutes of LAC, FGD session, or other collegial discussions, with proof of attendance
- ☐ Performance Monitoring and Coaching Form

- **Objective 9.** Advised and guided colleagues in the selection, organization, development and use of appropriate teaching and learning resources, including ICT, to address specific learning goals. (PPST 4.5.3)

Means of Verification (any three of the following, preferably MOV 4, for quarters 3 & 4)

- ☐ **Proof/s of attendance** in LAC sessions / FGDs / meetings / other collegial discussions
- ☐ **Minutes** of LAC sessions / FGDs / meetings / other collegial discussions on use of teacher and learner feedback to enrich teaching practice
- ☐ **Reflection notes** of teachers on their demonstration 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**
- ☐ Performance Monitoring and Coaching Form (PMCF), with annotations highlighting the objective

Objective 9 MOV for Quarter 4

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KRA 4:

ASSESSMENT AND REPORTING

- **Objective 10.** Worked collaboratively with colleagues to review the design, selection, organization and use of a range of effective diagnostic, formative and summative assessment strategies consistent with curriculum requirements. (PPST 5.1.3).

Means of Verification (any three of the following, preferably MOV 4, for quarters 3 & 4)

☐

Proof/s of attendance in LAC sessions / FGDs / meetings / other collegial discussions

☐

Minutes of LAC sessions / FGDs / meetings / other collegial discussions on use of teacher and learner feedback to enrich teaching practice

☐

Reflection notes of teachers on their demonstration 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**

☐

Performance Monitoring and Coaching Form (PMCF), with annotations highlighting the objective

- **Objective 11.** Interpreted collaboratively monitoring and evaluation strategies of attainment data to support learner progress and achievement. (PPST 5.2.3)

Means of Verification (any three of the following, preferably MOV 5, for quarters 3 & 4)

☐

Approved LAC/FGD Plan

☐

Any proof of communication with colleagues (e.g., text/chat)

☐

Results of collaborative interpretation

☐

Minutes of LAC, FGD session, or other meetings, with proof of attendance

☐

Performance Monitoring and Coaching Form (PMCF), with annotations highlighting interpretation of monitoring and evaluation strategies of attainment data

- **Objective 12.** Applied skills in the effective communication of learner needs, progress and achievement to key stakeholders, including parents / guardians. (PPST 5.4.3)

Means of Verification (any one of the following for quarters 3 & 4)

☐

Sample of learners' test results signed by parents and corresponding evidence of improvement

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Attendance sheet/minutes of parent-teacher conference

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- ☐ Record of dialogue and/or parent-teacher or teacher conferences and corresponding evidence of improvement
- ☐ Anecdotal record communicated to and signed by the learners and/or parents with corresponding evidence of improvement
- ☐ Sample of accomplished rubrics given for performance task and corresponding evidence of improvement
- ☐ Sample agreement for learners at risk signed by parents and corresponding evidence of improvement
- ☐ Signed report cards of students at risk with corresponding evidence of improvement
- ☐ Accomplished home visitation forms signed by the learners and/or parents
- ☐ Proof of communication with wider school –community stakeholders
- ☐ Others (Please specify)

KRA 5:

PERSONAL GROWTH AND PROFESSIONAL DEVELOPMENT

- **Objective 13.** Manifested a learner-centered teaching philosophy in various aspects of practice and support colleagues in enhancing their own learner-centered teaching philosophy. (PPST 7.1.3)

Means of Verification (one per quarters 3 & 4)

A reflection/journal entry in the following documents that highlight the manifestation of learner-centered teaching philosophy in any of the following: 1. Performance Monitoring and Coaching Form 2. Sample lesson plans of colleague/s with annotations about enhancing their learner-centered teaching philosophy 3. Minutes of LAC session/s about enhancing teachers' learner-centered teaching philosophy through lesson planning 4. Approved LAC plan 5. Lesson plan exemplar used during a Learning Action Cell (LAC) session

- **Objective 14.** Reflected on the Philippine Professional Standards for Teachers to plan personal professional development goals and assist colleagues in planning and achieving their own goals. (PPST 7.5.3).

Means of Verification (any one of the following for quarters 3 and 4)

☐ Certification from the ICT Coordinator / School Head / Focal Person in charge of e- SAT ☐ IPCRF-DP ☐ Performance Monitoring and Coaching Form (PMCF) ☐ Mid-year Review Form (MRF) ☐ Updated IPCRF-DP from Phase II

- **Objective 15.** Performed various related works/activities that contribute to the teaching-learning process.

Means of Verification (any three of the following for quarters 3 & 4)

☐ served as facilitator / speaker ☐ served as demonstration teacher ☐ served as a member of the technical working group ☐ served as OIC in the absence of the principal ☐ represented the principal in meetings and conference ☐ observed classes of Teachers I-III ☐ assisted the school selection
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- ☐ committee in the evaluation of credentials when hiring or promoting teachers
- ☐ served in a committee
- ☐ served as adviser to co-curricular activities
- ☐ served as coordinator / chairperson
- ☐ authored / contributed to a book or journal
- ☐ coached and mentored learners in competitions
- ☐ mentored pre-service / in-service teachers
- ☐ conducted research within the rating period;
- ☐ others (please specify) with annotation on how it contributed to the teaching-learning process.

CURRICULUM VITAE

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Education

- **Present | College of Graduate Studies**
Holy Name University, Tagbilaran City
Doctor of Philosophy
- **AY 2018-2020 | Faculty of Information and Communication Studies**
University of the Philippines- Open University, Los Banos, Laguna
Master of Information Systems
- **AY 2015-2018 | College of Advanced Studies**
Bohol Island State University- Clarin, Poblacion Norte, Clarin, Bohol
Master of Arts in Education
- **AY 2002-2006 | College of Education**
Holy Name University, Tagbilaran City
Bachelor of Secondary Education

Affiliation

- Member, National Organization of Professional Teachers
- Member, ICT-4 Bohol

Awards

- **Superintendent's Special Award**
DepEd Bohol Division
January 2021
- **Outstanding Teacher Award**
DepEd Bohol Division
December 2019
- **Outstanding ICT Coordinator Award**
DepEd Bohol Division
December 2018
- **Best ICT Innovation for Teaching and Learning (Learning Management System)**
DepEd Central Office
February 2018
- **Best ICT Innovation for School Governance (School Management Information System)**
DepEd Central Visayas
November 2012