



Republic of the Philippines
Department of Education
Region IV-A CALABARZON
Division of Quezon
_____ District

School
Logo

Bagong Pag-Asa Elementary School

RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM

RPMS Portfolio

SY 2022-2023



KRA 1



KRA 2



KRA 3



KRA 4



KRA 5

JUAN DELA CRUZ

Teacher I, Ratee

JUANA DELA CRUZ

Principal I, Rater

KRA 1

Content Knowledge and Pedagogy

Objective 1

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

KRA 1: Content Knowledge and Pedagogy

MOV 1

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.*

KRA 1: Content Knowledge and Pedagogy

MOV 1

KRA 1: Content Knowledge and Pedagogy

Objective 2

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

KRA 1: Content Knowledge and Pedagogy

MOV 2

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KRA 1: Content Knowledge and Pedagogy

MOV 2

KRA 1: Content Knowledge and Pedagogy

Objective 3

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

KRA 1: Content Knowledge and Pedagogy

MOV 3

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

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KRA 1: Content Knowledge and Pedagogy

MOV 3

KRA 1: Content Knowledge and Pedagogy

KRA 2

Learning Environment & 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

MOV 4

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KRA 2: Learning Environment & Diversity of Learners

MOV 4

KRA 2: Learning Environment & Diversity of Learners

Objective 5

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

KRA 2: Learning Environment & Diversity of Learners

MOV 5

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

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KRA 2: Learning Environment & Diversity of Learners

MOV 5

Objective 6

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

MOV 6

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KRA 2: Learning Environment & Diversity of Learners

MOV 6

KRA 2: Learning Environment & Diversity of Learners

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

KRA 3: Curriculum and Planning

MOV 7

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

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KRA 3: Curriculum and Planning

MOV 7

KRA 3: Curriculum and Planning

Objective 8

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

KRA 3: Curriculum and Planning

MOV 8

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 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**
4. Any equivalent ALS form/document that highlights the objective

KRA 3: Curriculum and Planning

MOV 8

KRA 3: Curriculum and Planning

Objective 9

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

KRA 3: Curriculum and Planning

MOV 9

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KRA 3: Curriculum and Planning

MOV 9

KRA 3: Curriculum and Planning

KRA 4

Assessment and Reporting

Objective 10

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

KRA 4: Assessment and Reporting

MOV 10

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

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KRA 4: Assessment and Reporting

MOV 10

KRA 4: Assessment and Reporting

Objective 11

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

KRA 4: Assessment and Reporting

MOV 11

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 (Please specify and provide annotations)

KRA 4: Assessment and Reporting

MOV 11

KRA 4: Assessment and Reporting

Objective 12

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

KRA 4: Assessment and Reporting

MOV 12

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 guardian's 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 (Please specify and provide annotations)

MOV 12

KRA 4: Assessment and Reporting

KRA 5

Personal Growth and Professional Development

Objective 13

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

KRA 5: Personal Growth and Professional Development

MOV 13

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

KRA 5: Personal Growth and Professional Development

MOV 13

KRA 5: Personal Growth and Professional Development

Objective 14

**Set professional
development goals
based on the Philippine
Professional Standards
for Teachers**

KRA 5: Personal Growth and Professional Development

MOV 14

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

KRA 5: Personal Growth and Professional Development

MOV 14

KRA 5: Personal Growth and Professional Development

PLUS FACTOR

Objective 15

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

PLUS FACTOR

MOV 15

Any one (1) proof of:

- committee involvement;
- involvement as module/learning material writer/validator;
- involvement as a resource person/speaker/learning facilitator in 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 presenter in a forum/conference;
- mentoring of 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.

PLUS FACTOR

MOV 15

PLUS FACTOR