

**Results-based Performance
Management System
(RPMS)**

Portfolio

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JUAN DELA CRUZ

Teacher II

JESSAMAE ZAPANTA

Principal

KRA

Content
Knowledge
and Pedagogy

Objective

Applied knowledge
of content within
and across
curriculum
teaching areas

MOV

Classroom observation tool
(COT) rating sheet
and/or inter-observer
agreement form about
knowledge of content within
and across curriculum
teaching areas with a rating of
at least level 6

MOV

Lesson plans/modified DLLs
developed

highlighting integration of
content knowledge within
and across subject areas

MOV

Instructional materials
highlighting mastery of
content and its integration in
other subject areas

MOV

Performance tasks/test
material(s) highlighting
integration of content
knowledge within and across
subject areas

Objective

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

MOV

Classroom observation tool
(COT) rating sheet
and/or inter-observer
agreement form about
teaching strategies that
enhance learner
achievement in literacy and
numeracy skills with a
rating of at least level 6

MOV

Lesson plans/modified DLLs
used in teaching
highlighting learner-centered
strategies that
promote literacy and/or
numeracy skills

MOV

Instructional materials
highlighting learner centered
strategies that promote literacy
and/or
numeracy skills

MOV

Performance tasks/test
material(s) used in
teaching

MOV

Results of assessment used in
teaching

Objective

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

MOV

Classroom observation tool
(COT) rating sheet
and/or inter-observer
agreement form about
teaching strategies to develop
critical and creative
thinking, as well as other
higher-order thinking
skills with a rating of at least
level 6

MOV

Lesson plans/modified DLLs
used in teaching
highlighting different teaching
strategies that
develop critical and creative
thinking and/or other
HOTS

MOV

Instructional materials
highlighting different
teaching strategies that develop
critical and
creative thinking and/or other
HOTS

MOV

Performance tasks/test
material(s) used in
demonstration teaching

MOV

Results of assessment used in
teaching

KRA

Learning
Environment
and Diversity
of Learners

Objective

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

Classroom observation tool
(COT) rating sheet
and/or inter-observer
agreement form about
managing classroom structure
that engages
learners in various activities
with a rating of at
least level 6

MOV

Lesson plans/modified DLLs
highlighting various
classroom management
strategies that engage
learners in activities/tasks in
different physical
learning environments

Objective

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

MOV

Classroom observation tool (COT) rating sheet and/or inter-observer agreement form (with a rating of at least level 6) about teacher management of learner behavior using the following strategies:

1. Providing motivation
2. Praising the learners/Giving positive feedback
3. Setting house rules/guidelines
4. Ensuring learners' active participation
5. Allowing learners to express their ideas/opinions
6. Giving equal opportunities to learners
7. Encouraging learners to ask questions
8. Others (Please specify and provide annotations)

Objective

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

MOV

Classroom observation tool
(COT) rating sheet
and/or inter-observer
agreement form about using
differentiated, developmentally
appropriate
learning experiences with a
rating of at least level

MOV

Lesson plans/modified DLLs
developed
highlighting differentiation in
content, product,
process, learning environment
or others according
to learners' gender, needs,
strengths, interests
and experiences

MOV

Instructional materials
developed highlighting
differentiation in content,
product, process,
learning environment or others
according to
learners' gender, needs,
strengths, interests and
experiences

KRA

Curriculum
and
Planning

Objective

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

MOV

Classroom observation tool
(COT) rating sheet
and/or inter-observer
agreement form about using
developmentally sequenced
teaching and learning
process with a rating at least
level 6

MOV

Lesson plans/modified DLLs
highlighting
developmentally sequenced
instruction that meet
curriculum goals and varied
teaching contexts

MOV

Instructional materials used to
implement
developmentally sequenced
teaching and learning
process to meet curriculum
requirements and varied
teaching contexts

Objective

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

MOV

Personal notes of teachers on
LACs/FGDs/meetings with proof
of attendance

MOV

Minutes of LAC/FGD sessions on
use of teacher
and learner feedback to enrich
teaching practice
with proof of attendance

Objective

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

MOV

Classroom observation tool (COT) rating sheet and/or inter-observer agreement form about using appropriate teaching and learning resources, including ICT with a rating of at least level 6

Examples:

- Activity sheets/task sheets/work sheets
- PowerPoint presentations
- Video clips
- Module
- SIMs-Strategic Intervention Materials
- Others

MOV

Lesson plans/modified DLLs
with appropriate
instructional materials
appended

KRA

Assessment
and
Reporting

Objective

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

MOV

Prepared lesson plans/modified
DLLs highlighting
appropriate use of formative
assessment
strategies

MOV

Developed diagnostic tests: (a) with TOS reviewed by superior; (b) with sample accomplished questionnaire/answer sheets

MOV

Developed summative tests: (a) with TOS reviewed by superior; (b) with sample accomplished questionnaire/answer sheets

MOV

Developed performance tasks:
(a) with rubrics reviewed by superior; (b) with sample accomplished rubrics

Objective

Monitored and
evaluated
learner
progress and
achievement
using
learner
attainment data

MOV

Compilation of a learner's
written work with
summary of results and with
signature of parents

MOV

Formative/summative
assessment tools with TOS
and frequency of errors with
identified least
mastered skills

MOV

Class records/grading sheets

MOV

Lesson plans/modified DLLs
showing index of
mastery

Objective

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

MOV

At least 3 samples of corrected test papers of the same 3 learners in the same learning area with parents' or guardians' signature and date of receipt

MOV

Minutes of PTA meetings or
Parent-Teacher conferences in
all quarters with proof of
parent's/guardian's attendance

MOV

Report cards with parent's or guardian's signature
in all quarters supported by minutes of meeting

MOV

Communication with
parents/guardians using
various modalities

MOV

Anecdotal record showing
entries per quarter

MOV

Other documents showing
learners' needs,
progress and achievement
submitted to other
stakeholders

KRA

Plus Factor

Objective

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

MOV

Advisorship of
Co-curricular
activities

MOV

Certificate of
Recognition or
Participation

MOV

Book or Journal

Authorship/

Co-authorship/

Contributorship

MOV

Certificate of
Training

MOV

Certificate of
Speakership

MOV

Committee
involvement

MOV

Coordinatorship/
Chairpersonship

MOV

Coaching and
mentoring
learners in
competitions

MOV

Mentoring
pre-service/in-
service teachers