

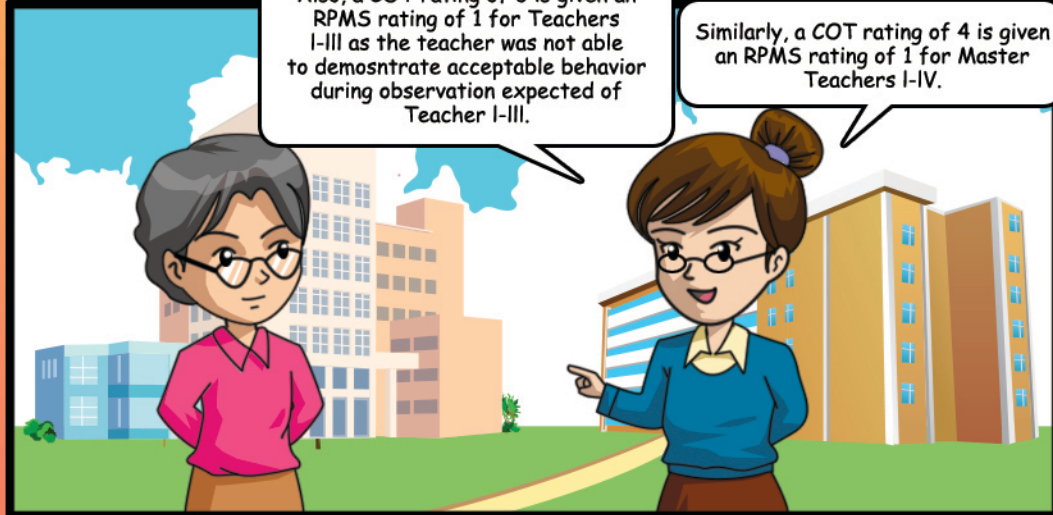
My observers have given me a COT rating of NO (Not Observed). What is my RPMS rating?

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.



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

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

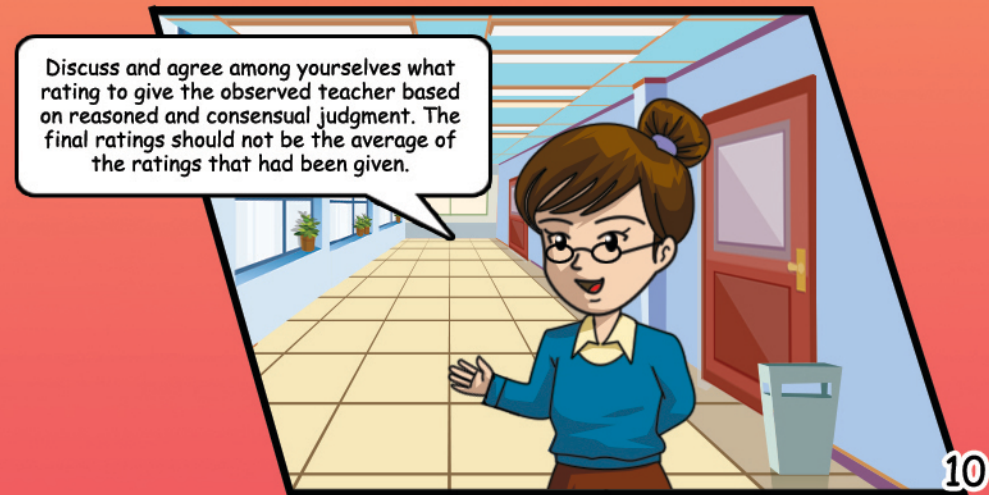
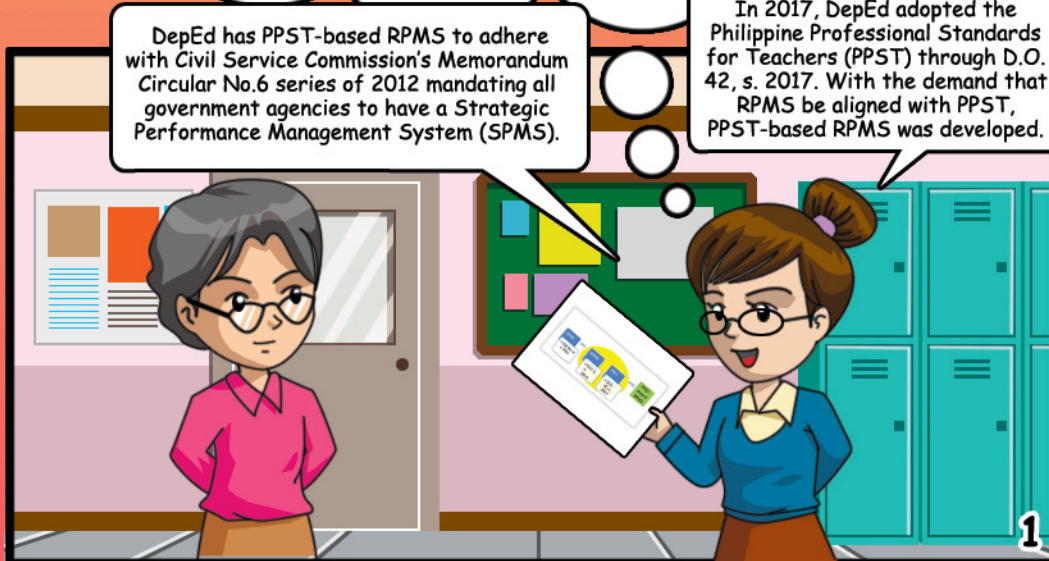
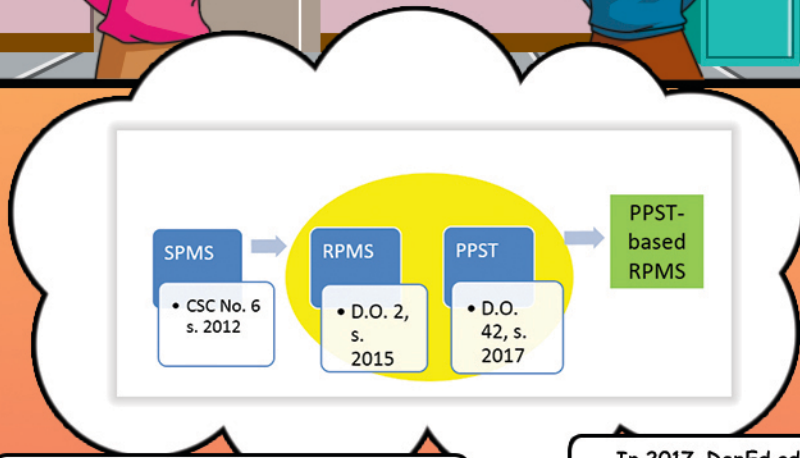
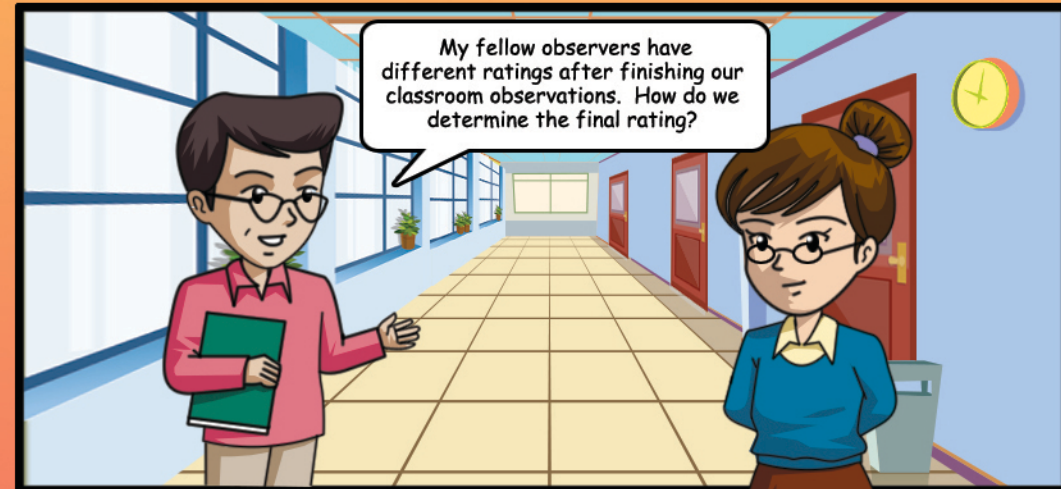
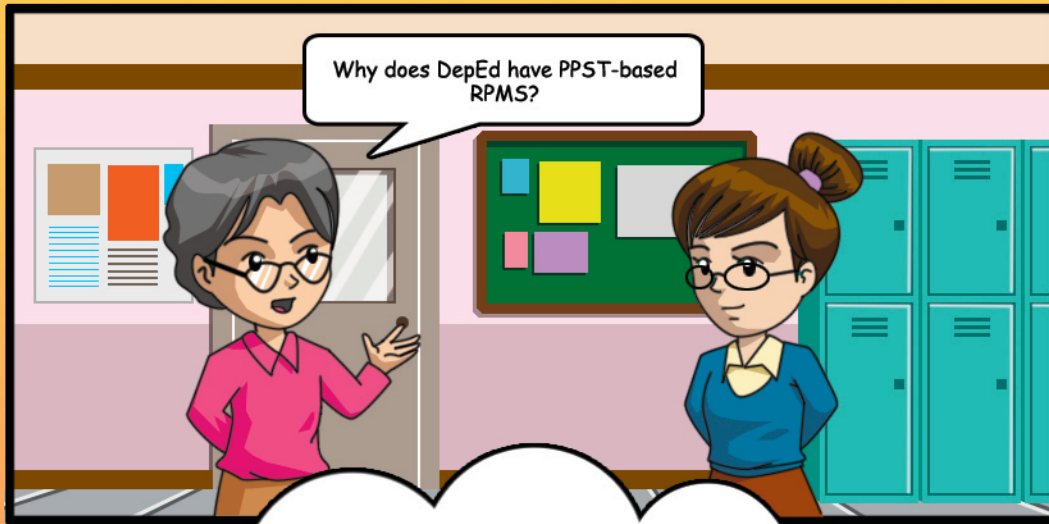
Here, we have answered the most frequently asked ones.



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



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 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	✓	✓	✓	✓

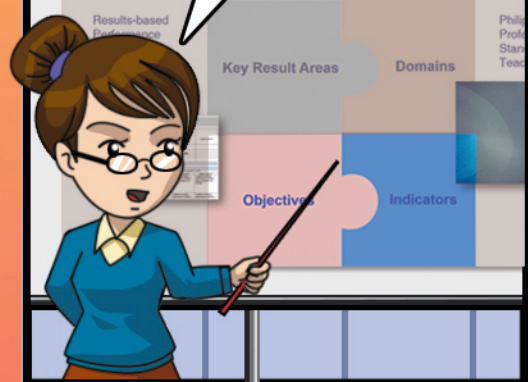
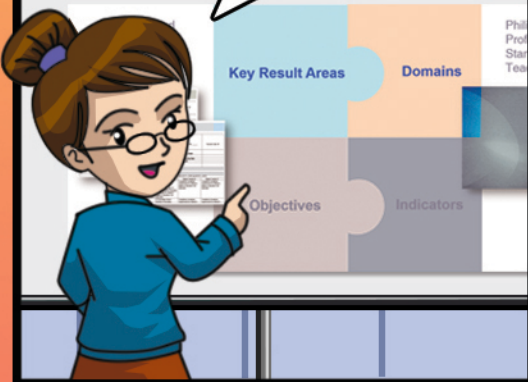
How can the RPMS help us in our profession?



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.

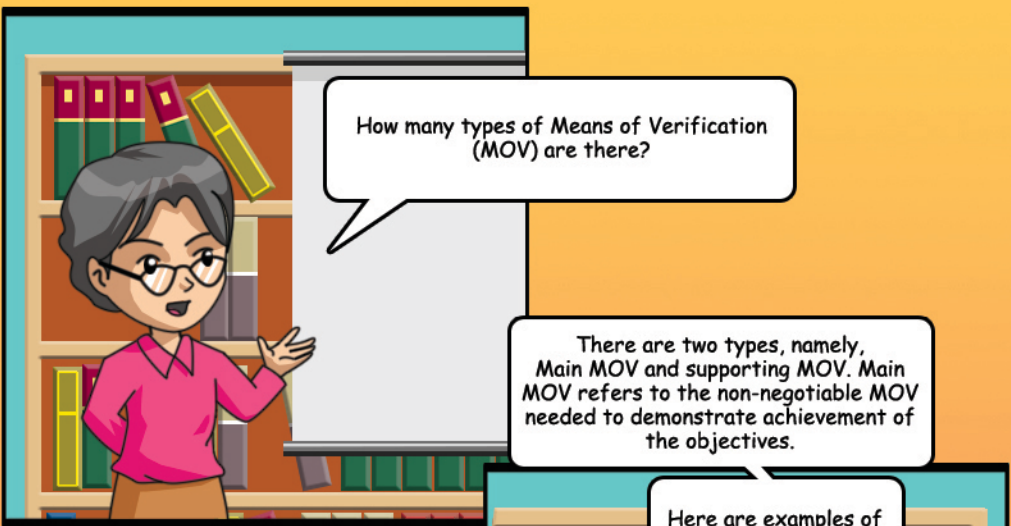
Furthermore, the objectives under each KRA were based on the indicators of high-quality teaching practices as stated in the PPST.



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

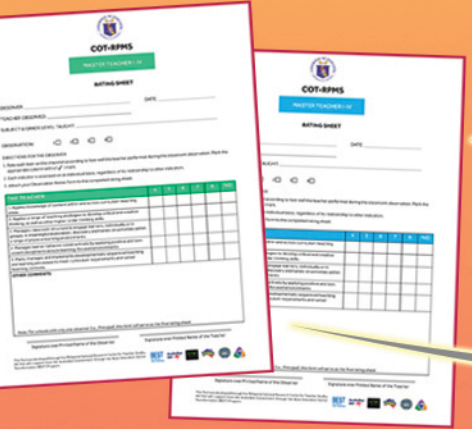


Correct! RPMS is just one of the many DepEd systems that has been aligned with PPST so far. Other HR systems will also be aligned eventually.

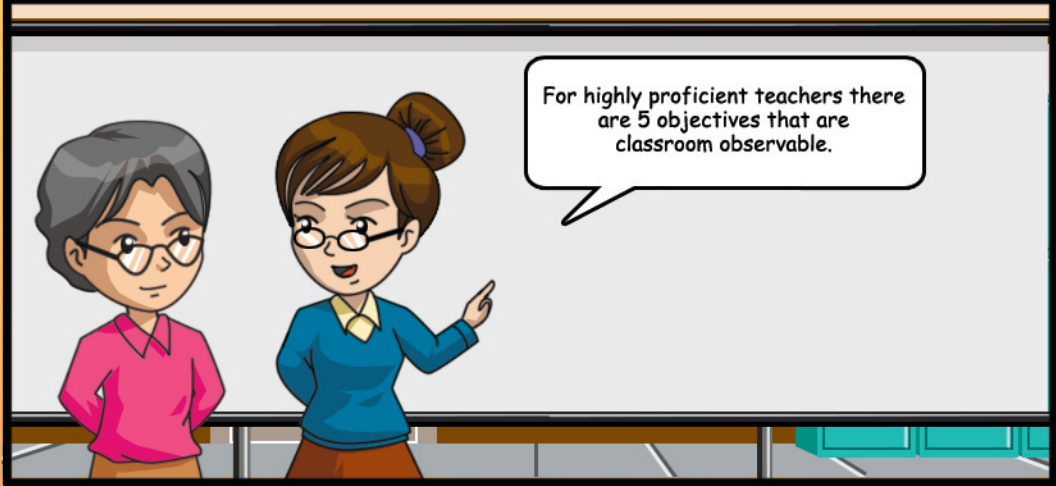


How many types of Means of Verification (MOV) are there?

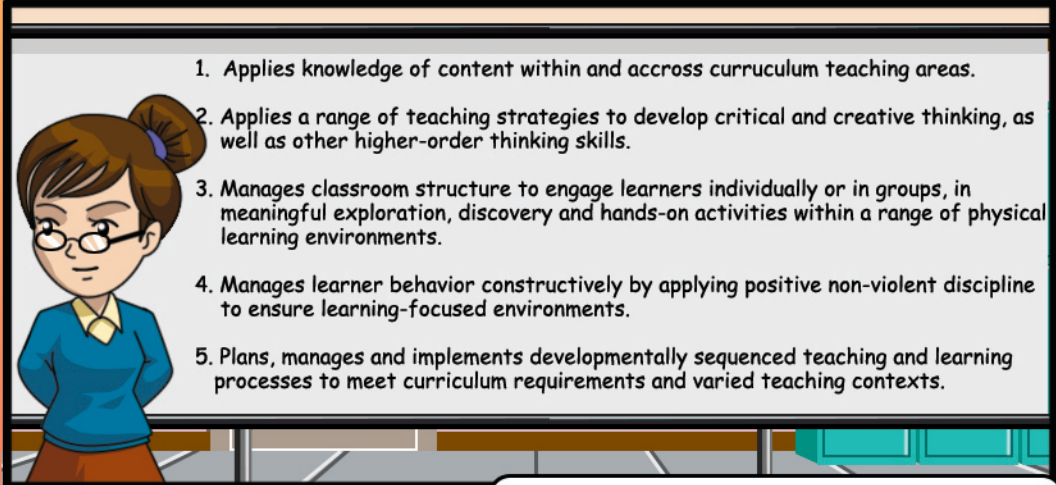
There are two types, namely, Main MOV and supporting MOV. Main MOV refers to the non-negotiable MOV needed to demonstrate achievement of the objectives.



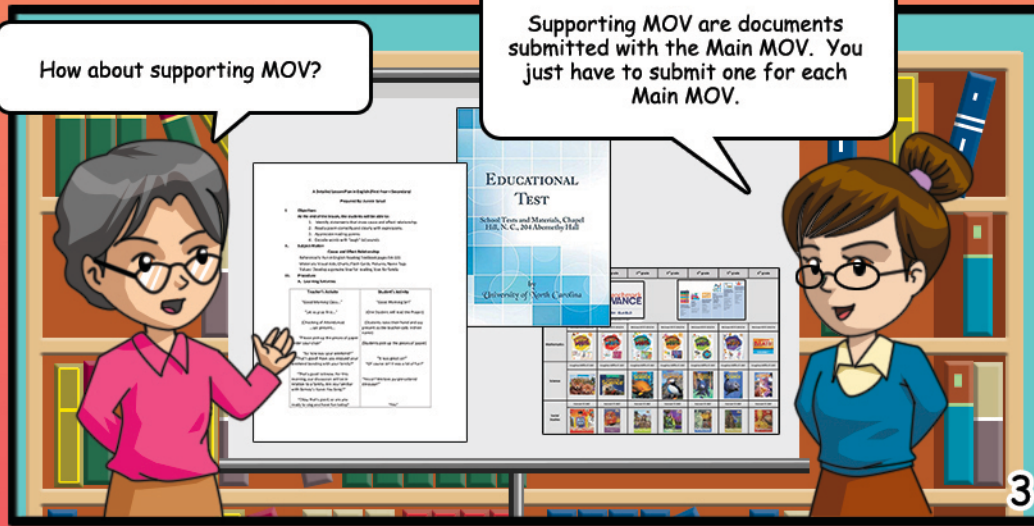
Here are examples of the main MOV.



For highly proficient teachers there are 5 objectives that are classroom observable.

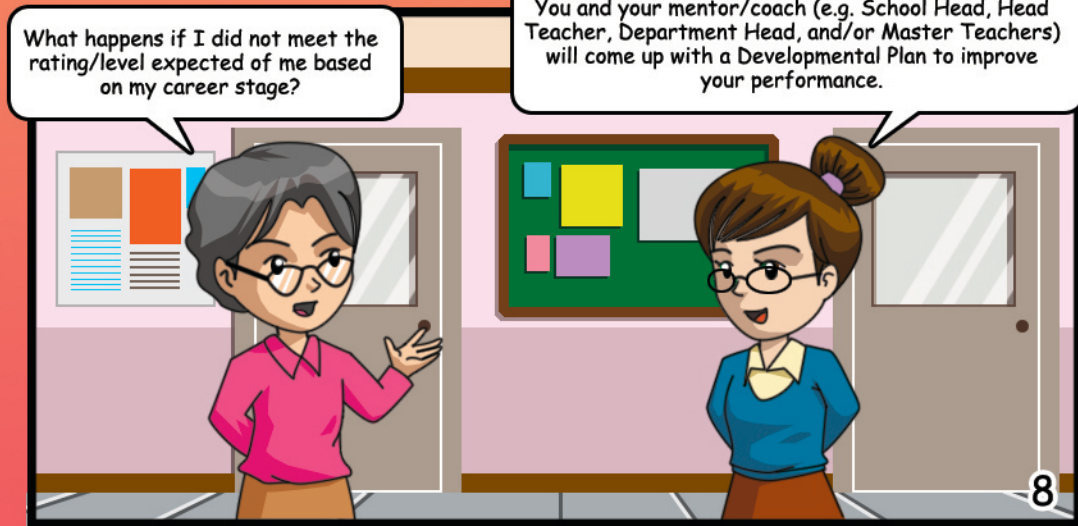
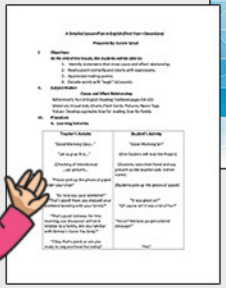


1. Applies knowledge of content within and across curriculum teaching areas.
2. Applies a range of teaching strategies to develop critical and creative thinking, as well as other higher-order thinking skills.
3. Manages classroom structure to engage learners individually or in groups, in meaningful exploration, discovery and hands-on activities within a range of physical learning environments.
4. Manages learner behavior constructively by applying positive non-violent discipline to ensure learning-focused environments.
5. Plans, manages and implements developmentally sequenced teaching and learning processes to meet curriculum requirements and varied teaching contexts.



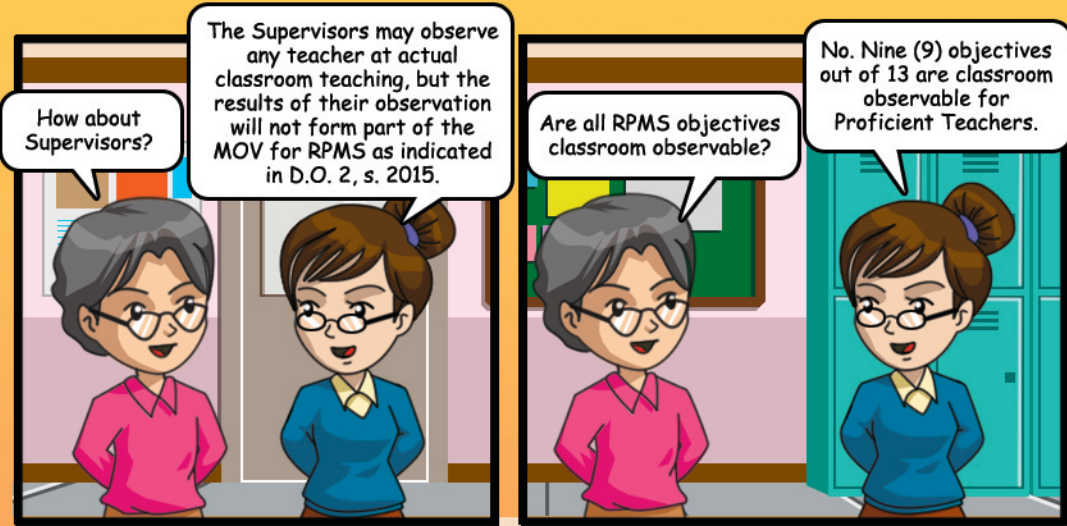
How about supporting MOV?

Supporting MOV are documents submitted with the Main MOV. You just have to submit one for each Main MOV.



What happens if I did not meet the rating/level expected of me based on my career stage?

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.

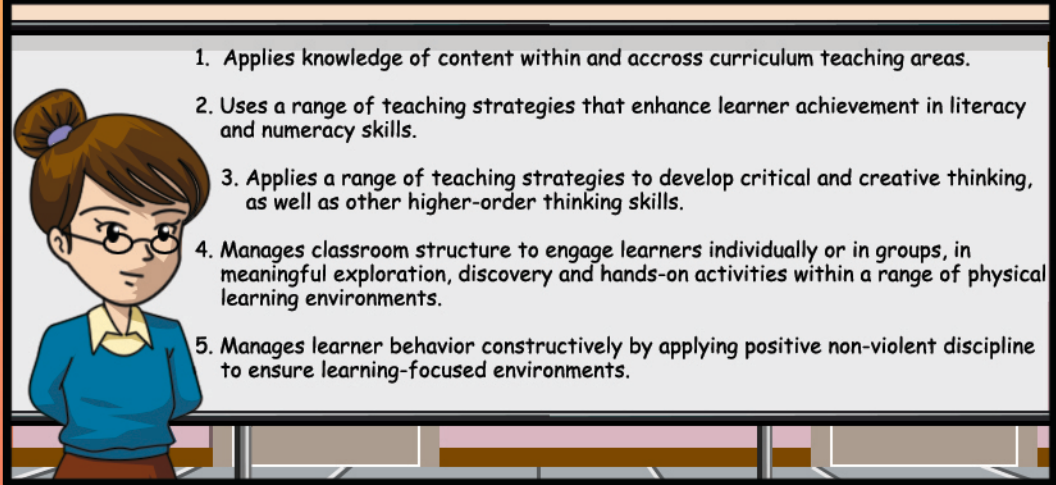


The Supervisors may observe any teacher at actual classroom teaching, but the results of their observation will not form part of the MOV for RPMS as indicated in D.O. 2, s. 2015.

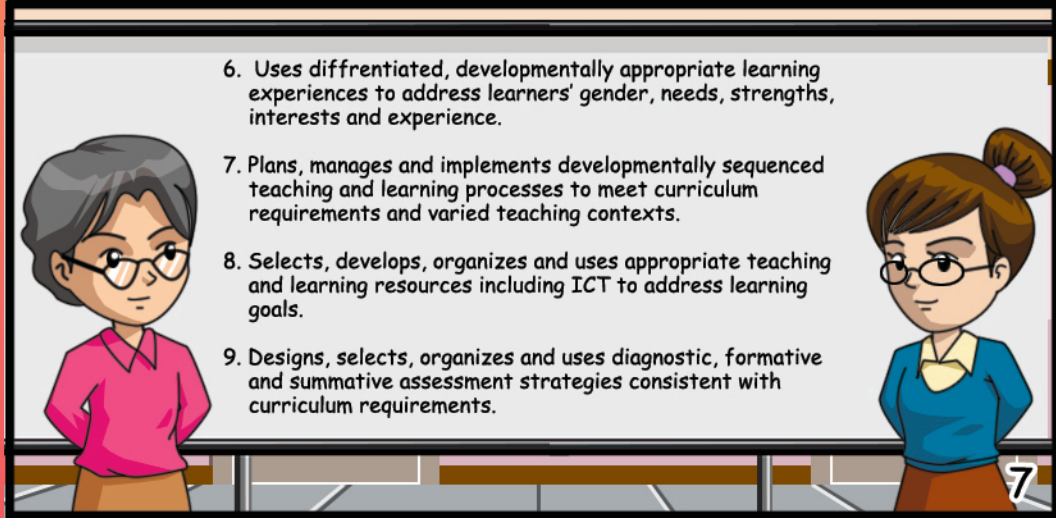
How about Supervisors?

Are all RPMS objectives classroom observable?

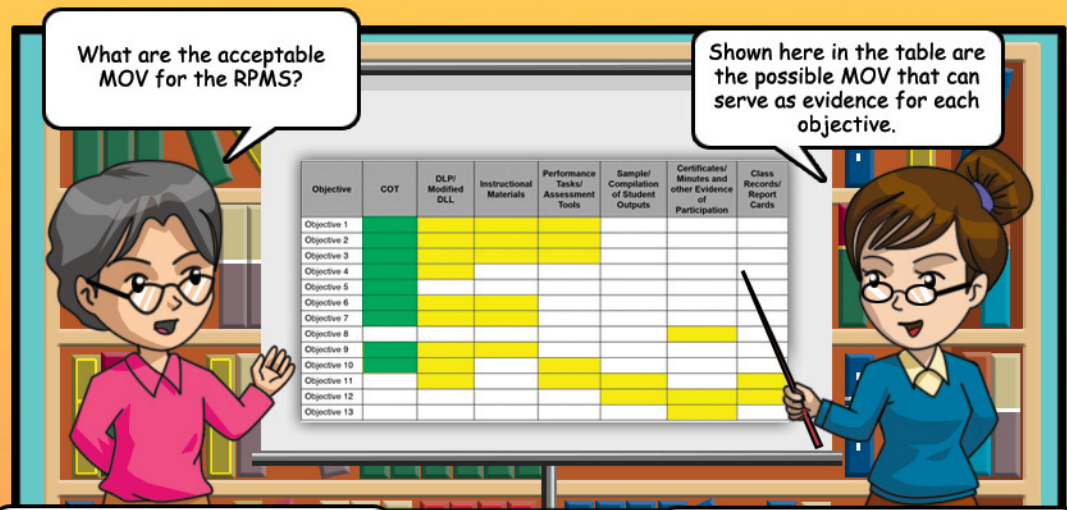
No. Nine (9) objectives out of 13 are classroom observable for Proficient Teachers.



1. Applies knowledge of content within and across curriculum teaching areas.
2. Uses a range of teaching strategies that enhance learner achievement in literacy and numeracy skills.
3. Applies a range of teaching strategies to develop critical and creative thinking, as well as other higher-order thinking skills.
4. Manages classroom structure to engage learners individually or in groups, in meaningful exploration, discovery and hands-on activities within a range of physical learning environments.
5. Manages learner behavior constructively by applying positive non-violent discipline to ensure learning-focused environments.



6. Uses differentiated, developmentally appropriate learning experiences to address learners' gender, needs, strengths, interests and experience.
7. Plans, manages and implements developmentally sequenced teaching and learning processes to meet curriculum requirements and varied teaching contexts.
8. Selects, develops, organizes and uses appropriate teaching and learning resources including ICT to address learning goals.
9. Designs, selects, organizes and uses diagnostic, formative and summative assessment strategies consistent with curriculum requirements.



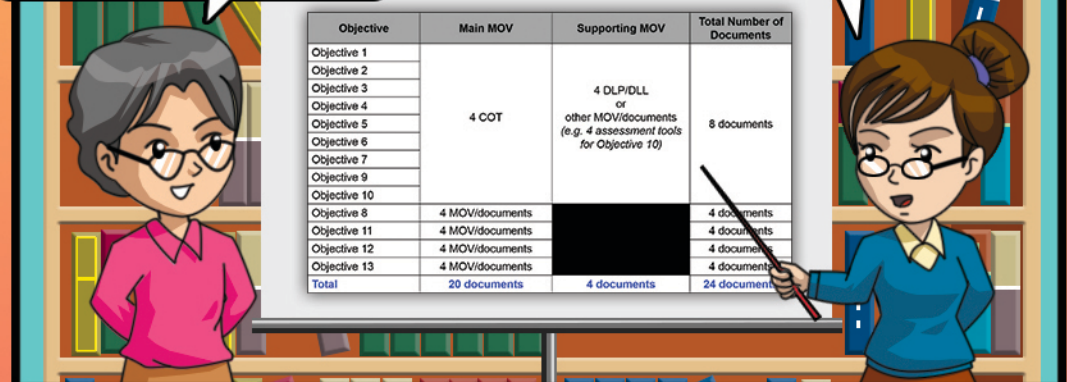
What are the acceptable MOV for the RPMS?

Shown here in the table are the possible MOV that can serve as evidence for each objective.

Objective	COT	DLP/ Modified DLL	Instructional Materials	Performance Tasks/ Assessment Tools	Sample/ Completion of Student Outputs	Certificates/ Minutes and other Evidence of Participation	Class Records/ Report Cards
Objective 1							
Objective 2							
Objective 3							
Objective 4							
Objective 5							
Objective 6							
Objective 7							
Objective 8							
Objective 9							
Objective 10							
Objective 11							
Objective 12							
Objective 13							

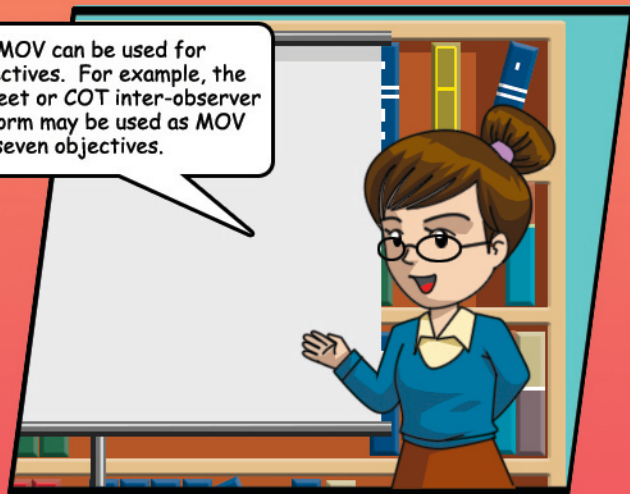
The number of required MOV seems to be overwhelming. How many do I need to submit in order to get an "outstanding" rating?

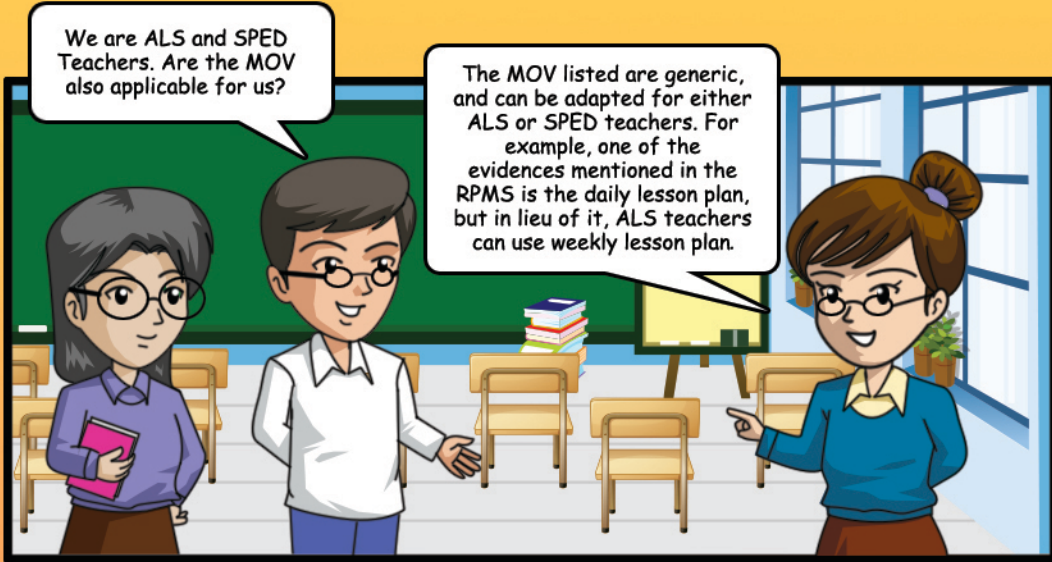
You could receive an "outstanding" rating with as few as 24 documents. Please check this table for reference.



Objective	Main MOV	Supporting MOV	Total Number of Documents
Objective 1			
Objective 2			
Objective 3			
Objective 4			
Objective 5	4 COT	4 DLP/DLL or other MOV/documents (e.g. 4 assessment tools for Objective 10)	8 documents
Objective 6			
Objective 7			
Objective 9			
Objective 10			
Objective 8	4 MOV/documents		4 documents
Objective 11	4 MOV/documents		4 documents
Objective 12	4 MOV/documents		4 documents
Objective 13	4 MOV/documents		4 documents
Total	20 documents	4 documents	24 documents

Also, an MOV can be used for multiple objectives. For example, the COT rating sheet or COT inter-observer agreement form may be used as MOV for seven objectives.





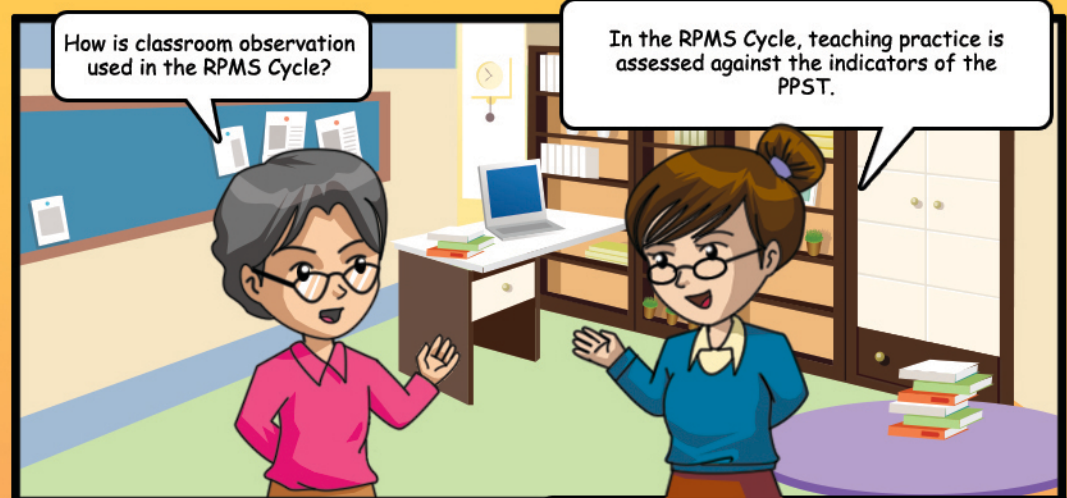
We are ALS and SPED Teachers. Are the MOV also applicable for us?

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.



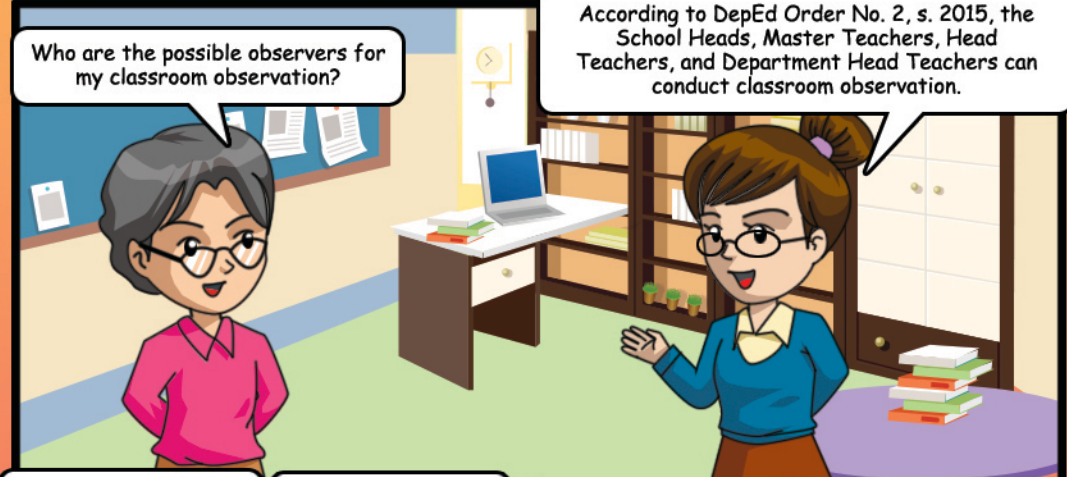
Can I discuss the result of my self-assessment with the principal or other school heads?

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.



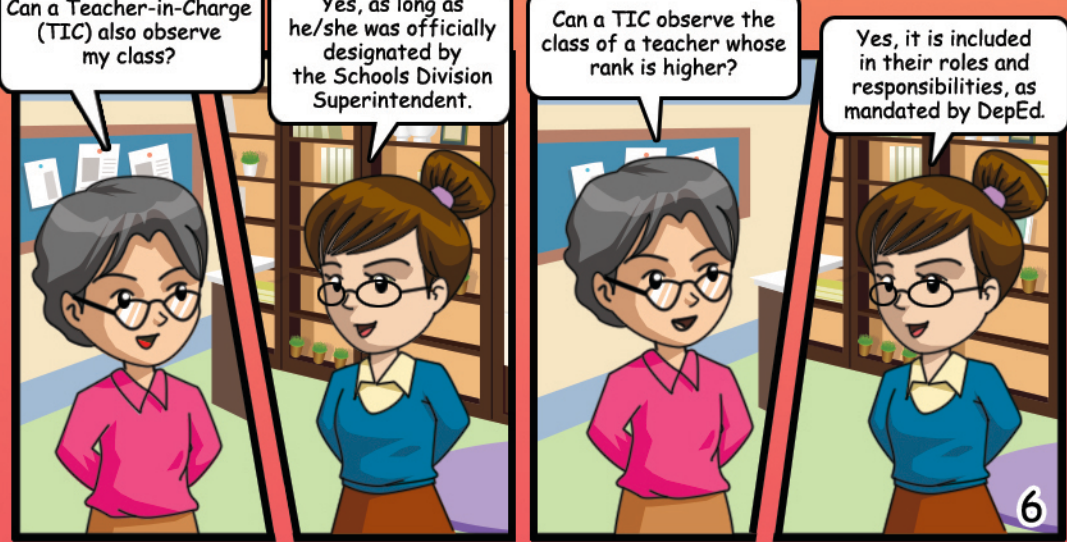
How is classroom observation used in the RPMS Cycle?

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.