

**INTERIM GUIDELINES ON THE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM PHILIPPINE PROFESSIONAL STANDARDS FOR SCHOOL HEADS (RPMS-PPSSH) SY 2023-2026**

**I. Rationale**

1. In the post new normal educational landscape, it is necessary for the education leaders to take the lead in maneuvering the schools and learning centers to address learning losses and gaps. As 21<sup>st</sup> century education leaders, they are expected to be transformative and strategic. The issuance of DepEd Regional Office V Learning Recovery Program with its mantra Recovering Academic Achievement by Improving Instruction through Sustainable Evidence-Based (RAISE) Learning Programs calls for vigilant and responsive School Leaders in the Region that carry over the vision of the Department. Alongside this is the Department of Education MATATAG agenda that upholds the mantra *Bansang Makabata, Batang Makabansa*, which articulates the priorities of Vice President and DepEd Secretary Sara Z. Duterte towards a responsive Basic Education through quality, access, equity, governance, resiliency, and well-being.

2. The Department of Education issued DepEd Order No. 2, s. 2015 prescribing Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) in the Department of Education. This issuance aims to provide comprehensive guidelines for the adoption of the Civil Service Commission's (CSC) Strategic Performance Management System (SPMS) issued by the Commission through the issuance of Memorandum Circular (MC) No. 06, s.2012.

3. Moreover, the Department of Education issued DepEd Order No. 24, s. 2020 otherwise known as the National Adoption and Implementation of the Philippine Professional Standards for School Heads (PPSSH) which defines professional standards that constitute quality school heads. PPSSH serves as a public statement of professional accountability of school heads. This compendium of standards sets out what school heads are expected to know, be able to do, and value as they progress in their profession.

4. Acknowledging the importance and need to concretize the linkage between the organizational thrusts and the performance management system, it is important to ensure organizational effectiveness and track individual improvement efficiency by cascading the institutional accountabilities to the various levels, units and individual personnel, as anchored on the establishment of rational and factual basis for performance targets and measures. Finally, it is necessary to link SPMS with other systems relating to human resources and to ensure adherence to the principle of performance-based tenure and incentives.

5. The call for compliance of accountability and quality performance among school leaders in the Region poses quite a big challenge if not guided and supported with clear and significant support. Aligning the Key Result Areas of School Heads to the set direction of DepEd ROV is an important consideration to be scrutinized and prioritized.

# Guidelines For Performance Based Professional School

**H Kauffman**



## **Guidelines For Performance Based Professional School:**

**Guidelines for Performance Based Professional School Counselor Evaluation** Missouri. Department of Elementary and Secondary Education,2000 *Guidelines for Local Performance-based Evaluation and State Certification of Professional School Personnel* Connecticut. Task Force on Performance, Evaluation and State Certification of School Personnel,1972

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1. The book is structured into several chapters, namely:
    - Chapter 1: Introduction to Guidelines For Performance Based Professional School
    - Chapter 2: Essential Elements of Guidelines For Performance Based Professional School
    - Chapter 3: Guidelines For Performance Based Professional School in Everyday Life
    - Chapter 4: Guidelines For Performance Based Professional School in Specific Contexts
    - Chapter 5: Conclusion
  2. In chapter 1, this book will provide an overview of Guidelines For Performance Based Professional School. The first chapter will explore what Guidelines For Performance Based Professional School is, why Guidelines For Performance Based Professional School is vital, and how to effectively learn about Guidelines For Performance Based Professional School.
  3. In chapter 2, this book will delve into the foundational concepts of Guidelines For Performance Based Professional School. The second chapter will elucidate the essential principles that need to be understood to grasp Guidelines For Performance Based Professional School in its entirety.
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  6. In chapter 5, this book will draw a conclusion about Guidelines For Performance Based Professional School. This chapter will summarize the key points that have been discussed throughout the book.
- The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. This book is highly recommended for anyone seeking to gain a comprehensive understanding of Guidelines For Performance Based Professional School.

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