

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCRF) for Regular Teachers in the Proficient Stage

Name of Employee:	LIONEL L. OGRIMEN	Name of Rater:	MARIE ANGELI G. ASERIOS
Position:	Teacher II	Position:	Master Teacher I
Bureau/Center/Service/Division:	SULAT NATIONAL HIGH SCHOOL - Eastern Samar	Date of Review:	April 16, 2025
Rating Period:	SY 2024-2025		

TO BE FILLED OUT DURING PLANNING											TO BE FILLED OUT DURING EVALUATION					
MFOs	Domains	Objectives	Timeline	Weight per KRA	Performance Indicators						Actual Results	Rating				Score
					QET	Outstanding	Very Satisfactory	Satisfactory	Unsatisfactory	Poor		Q	E	T	Ave	
						5	4	3	2	1						
Basic Education Services	1. Content Knowledge and Pedagogy	1. Applied knowledge of content within and across curriculum teaching areas (PPST 1.1.2)	SY 2024-2025	7.14%	Quality	Demonstrated Level 7 in Objective 1 as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 6 in Objective 1 as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 5 in Objective 1 as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 4 in Objective 1 as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 3 in Objective 1 as shown in COT rating sheets / inter-observer agreement forms or No acceptable evidence was shown	Demonstrated Level 6 in Objective 1 as shown in COT rating sheets / inter-observer agreement forms	4	5		4.500	0.321
					Efficiency	Objective was met within the allotted time		Objective was met but instruction exceeded the allotted time		No acceptable evidence was shown	Objective was met within the allotted time					
		2. Used research-based knowledge and principles of teaching and learning to enhance	SY 2024-2025	7.14%	Quality	Used research-based knowledge and/or principles of teaching and learning in all the components of instruction in the lesson plan to improve student learning	Used research-based knowledge and/or principles of teaching and learning in two components of instruction in the lesson plan to improve student learning	Used research-based knowledge and/or principles of teaching and learning in one component of instruction in the lesson plan to improve student learning	Use of research-based knowledge and/or principle of teaching and learning is identified but was poorly used as basis for planning / designing the lesson	No acceptable evidence was shown	Used research-based knowledge and/or principles of teaching and learning in all the components of instruction in the lesson plan to improve student learning	5			5.000	0.357
					3. Ensured the positive use of ICT to facilitate the teaching and learning process (PPST 1.3.2)	SY 2024-2025	7.14%	Quality	Ensured that the ICT used redefine and transform learning experiences and are documented properly and consistently using any referencing style as shown in the submitted learning material	Ensured that the ICT used augment and enrich learning experiences and are documented properly and consistently using any referencing style as shown in the submitted learning material	Ensured that the ICT used modify processes and improve learning experiences and are documented properly and consistently using any referencing style as shown in the submitted learning material	Ensured that ICT are used but do not create a new learning experience and/or are documented but not consistent with one referencing style as shown in the submitted learning material	No acceptable evidence was shown	Ensured that the ICT used redefine and transform learning experiences and are documented properly and consistently using any referencing style as shown in the submitted learning material	5	5
		Efficiency	Objective was met within the allotted time					Objective was met but instruction exceeded the allotted time		No acceptable evidence was shown	Objective was met within the allotted time					
		4. Used a range of teaching strategies that enhance learner achievement in literacy and numeracy skills (PPST 1.4.2)	SY 2024-2025	7.14%	Quality	Demonstrated Level 7 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 6 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 5 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 4 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 3 in the objective as shown in COT rating sheets / inter-observer agreement forms or No acceptable evidence was shown	Demonstrated Level 7 in the objective as shown in COT rating sheets / inter-observer agreement forms	5	5		5.000	0.357
					Efficiency	Objective was met within the allotted time		Objective was met but instruction exceeded the allotted time		No acceptable evidence was shown	Objective was met within the allotted time					

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					QET	Outstanding	Very Satisfactory	Satisfactory	Unsatisfactory	Poor		Q	E	T	Ave	
						5	4	3	2	1						
	2. Learning Environment & Diversity of Learners	5. Used effective verbal and non-verbal classroom communication strategies to support learner understanding, participation.	SY 2024-2025	7.14%	Quality	Demonstrated Level 7 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 6 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 5 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 4 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 3 as shown in COT rating sheets/inter- observer agreement forms or No acceptable evidence was shown	Demonstrated Level 3 as shown in COT rating sheets/inter- observer agreement forms or No acceptable evidence was shown	1	5		3.000	0.214
		Efficiency	Objective was met within the allotted time		Objective was met but instruction exceeded the allotted time		No acceptable evidence was shown	Objective was met within the allotted time								
		Quality	Demonstrated Level 7 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 6 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 5 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 4 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 3 as shown in COT rating sheets/inter- observer agreement forms or No acceptable evidence was shown	Demonstrated Level 7 as shown in COT rating sheets/inter- observer agreement forms	5	5		5.000	0.357			
		Efficiency	Objective was met within the allotted time		Objective was met but instruction exceeded the allotted time		No acceptable evidence was shown	Objective was met within the allotted time								
		Quality	Demonstrated Level 7 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 6 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 5 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 4 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 3 as shown in COT rating sheets/inter- observer agreement forms or No acceptable evidence was shown	Demonstrated Level 3 as shown in COT rating sheets/inter- observer agreement forms or No acceptable evidence was shown	1	5		3.000	0.214			
		Efficiency	Objective was met within the allotted time		Objective was met but instruction exceeded the allotted time		No acceptable evidence was shown	Objective was met within the allotted time								
		Quality	Demonstrated Level 7 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 6 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 5 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 4 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 3 as shown in COT rating sheets/inter- observer agreement forms or No acceptable evidence was shown	Demonstrated Level 7 as shown in COT rating sheets/inter- observer agreement forms	5	5		5.000	0.357			
		Efficiency	Objective was met within the allotted time		Objective was met but instruction exceeded the allotted time		No acceptable evidence was shown	Objective was met within the allotted time								
	9. Planned and delivered teaching strategies that are responsive to the special educational needs of learners in difficult circumstances*.	SY 2024-2025	7.14%	Quality	Demonstrated Level 7 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 6 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 5 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 4 as shown in COT rating sheets/inter- observer agreement forms	Demonstrated Level 3 as shown in COT rating sheets/inter- observer agreement forms or No acceptable evidence was shown	Demonstrated Level 3 as shown in COT rating sheets/inter- observer agreement forms or No acceptable evidence was shown	1	5		3.000	0.214	
	Efficiency	Objective was met within the allotted time		Objective was met but instruction exceeded the allotted time		No acceptable evidence was shown	Objective was met within the allotted time									
3. Curriculum and Planning & Assessment and Reporting	10. Adapted and implemented learning programs that ensure relevance and responsiveness to	SY 2024-2025	7.14%	Quality	Evaluated the adapted / contextualized learning program as evidenced by MOV No. 1	Monitored progress of the adapted / contextualized learning program while being implemented as evidenced by MOV No. 2	Completed the implementation of the adapted / contextualized learning program as evidenced by MOV No. 3	Planned for the implementation of the adapted / contextualized existing learning program as evidenced by MOV No. 4	No acceptable evidence was shown	Evaluated the adapted / contextualized learning program as evidenced by MOV No. 1	5			5.000	0.357	

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						5	4	3	2	1						
	4. Community Linkages and Professional Engagement	11. Maintained learning environments that are responsive to community contexts (PPST 6.1.2)	SY 2024-2025	7.14%	Quality	Collaborated with the community stakeholder in the implementation / completion of a program, project, and/or activity that maintains a learning environment responsive to community contexts as evidenced by MOV No. 1	Planned with the community stakeholders a program, project, and/or activity that maintains a learning environment responsive to community contexts as evidenced by MOV No. 2	Conducted a consultative meeting with the community stakeholders on a program, project, and/or activity that maintains a learning environment responsive to community contexts as evidenced by MOV No. 3	Communicated with the community stakeholders about a program, project, and/or activity that maintains the learning environment responsive to community contexts as evidenced by MOV No. 4	No acceptable evidence was shown	Collaborated with the community stakeholder in the implementation / completion of a program, project, and/or activity that maintains a learning environment responsive to community contexts as evidenced by MOV No. 1	5			5.000	0.357
		12. Reviewed regularly personal teaching practice using existing laws and regulations that apply to the teaching profession and the responsibilities specified in the Code of Ethics for	SY 2024-2025	7.14%	Quality	Exhibited an improved practice through one's teaching as impact of regularly reviewing one's teaching practice/s using laws and regulations that apply to the profession and the responsibilities in the Code of Ethics for Professional Teachers as evidenced by MOV No. 1	Exhibited an improved practice through a teaching material as impact of regularly reviewing one's teaching practice/s using laws and regulations that apply to the profession and the responsibilities in the Code of Ethics for Professional Teachers as evidenced by MOV No. 2	Reviewed personal teaching practices using laws and regulations that apply to the profession and the responsibilities in the Code of Ethics for Professional Teachers in 4 quarters with reflection outputs as evidenced by MOV No. 3	Participated in the review of personal teaching practices using laws and regulations that apply to the profession and the responsibilities in the Code of Ethics for Professional Teachers in 4 quarters as evidenced by MOV No. 4	No acceptable evidence was shown	Exhibited an Improved practice through one's teaching as impact of regularly reviewing one's teaching practice/s using laws and regulations that apply to the profession and the responsibilities in the Code of Ethics for Professional Teachers as evidenced by MOV No. 1	5			5.000	0.357
		13. Complied with and implemented school policies and procedures consistently to foster harmonious relationships with learners, parents,	SY 2024-2025	7.14%	Quality	Sustained engagement with the learners, parents / guardians, and other stakeholders regarding school policies and procedures through school-community partnership/s as evidenced by MOV no. 1	Discussed with learners, parents / guardians, and other stakeholders the implemented school policies and procedures as evidenced by MOV no. 2	Communicated with learners, parents / guardians, and other stakeholders the implemented school policies and procedures as evidenced by MOV no. 3	implemented school policies and procedures without communicating and consulting the learners, parents / guardians, and other stakeholders	No acceptable evidence was shown	Sustained engagement with the learners, parents / guardians, and other stakeholders regarding school policies and procedures through school-community partnership/s as evidenced by MOV no. 1	5			5.000	0.357
	5. Personal Growth and Professional Development	14. Adopted practices that uphold the dignity of teaching as a profession by exhibiting qualities such as caring	SY 2024-2025	7.14%	Quality	Exhibited dignity of teaching as a profession by exhibiting qualities such as caring attitude, respect, and integrity with affirmation from different school stakeholders as evidenced by at least two MOV No. 1	Exhibited dignity of teaching as a profession by exhibiting qualities such as caring attitude, respect, and integrity with affirmation from any school stakeholder as evidenced by one MOV No. 1	Adopted practices that uphold the dignity of teaching as a profession by exhibiting qualities such as caring attitude, respect, and integrity as evidenced by at least two MOV No. 2	Adopted a practice that uphold the dignity of teaching as a profession by exhibiting qualities such as caring attitude, respect, and integrity as evidenced by one MOV No. 2	No acceptable evidence was shown	Exhibited dignity of teaching as a profession by exhibiting qualities such as caring attitude, respect, and integrity with affirmation from different school stakeholders as evidenced by at least two MOV No. 1	5			5.000	0.357
RATING FOR OVERALL ACCOMPLISHMENTS											Outstanding				4.533	

ADJECTIVAL RATING EQUIVALENCES	
RANGE	ADJECTIVAL RATING
4.500 – 5.000	Outstanding
3.500 – 4.499	Very Satisfactory
2.500 – 3.499	Satisfactory
1.500 – 2.499	Unsatisfactory
below 1.499	Poor

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					QET	Outstanding 5	Very Satisfactory 4	Satisfactory 3	Unsatisfactory 2		Poor 1	Q	E	T	
		 LIOMELL L. OGRIMEN Ratee					 MARIE ANGEL G. ASERIOS Rater				 SIXTO D. BALITA Approving Authority				

