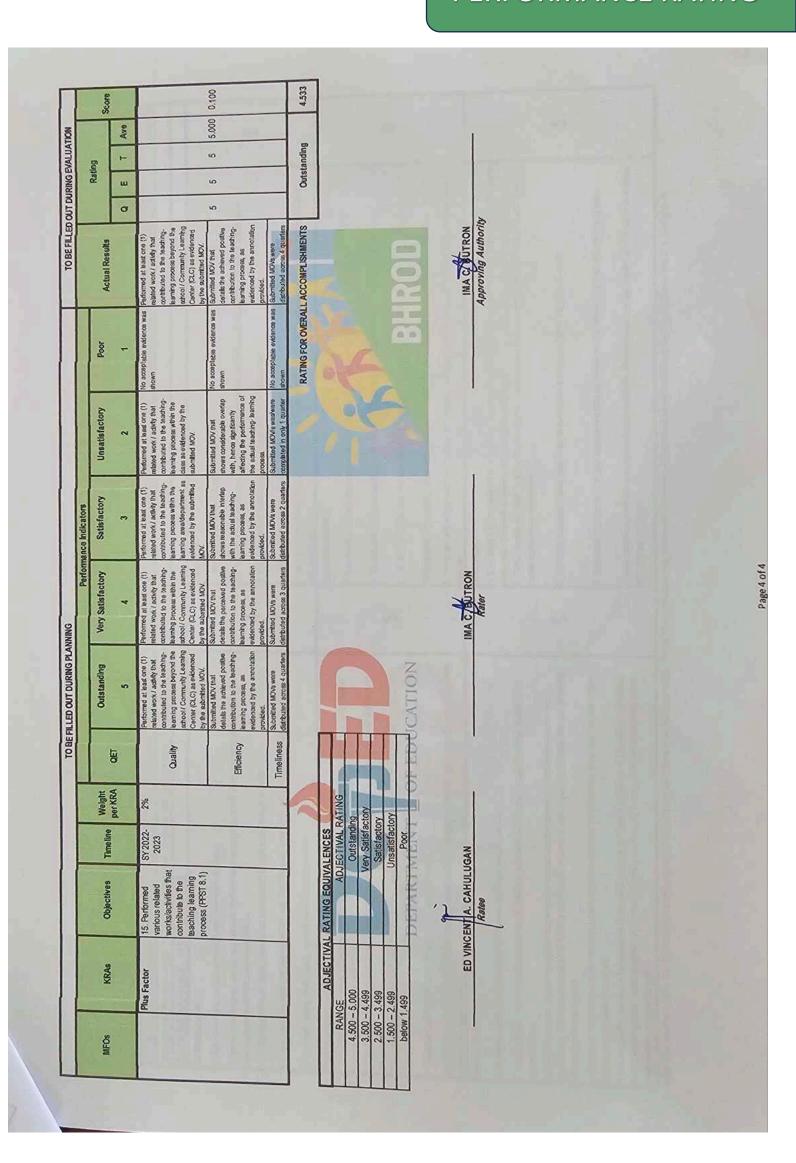
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IMA C. BUTRON	Principal I	July 27, 2023			TO BE FILLED OUT DURING EVALUATION		Actual Results		Connectated Level 7 in the objective as shown in COT rating sheets I hier-chaenour agreement forms	Objective was real within the abused time	Demonstrated Level 6 in the objective as shown in COT raining aheats? Mercobserver	agraction forms			100	7241	s Objective was met within the abitted time
Name of Rater:	Position:	Date of Review:					Poor		Demonstrated Level 3 in the objective its strown in COT rating sheets i histopsewer agreement forms on No scoolable evidence was shown	No scooplatis evidence was shown	Demonstrated Level 3 in the objective as shown in COT rating sheats / inter-observer	agreement forms of	No acceptable evidence was shown	Demonstrated Lovel 3 in the objective as shown in COT reting sheets. Inter-observer of agreement forms or his acceptable evidence was shown.			No acceptable evidence was shown
							Unsatisfactory	2	Demonstrated Level 4 in the Cobjective as shown in COT cating sheets! Inter-bander agreement forms		Demonstrated Level 4 in the objective as shown in COT ratios shears / interobserver	agreement forms		Demonstrated Level 4 in the objective as shown in COT rating sheets it hacobserved agreement forms		Demonstrated Level 4 in the objective as shown in COT rating sheets I late-observed agreement forms	
			1			Performance Indicators	Satisfactory	8	Demonstrated Level 5 in the objective as shown in COT rating sheets. I hist-chasher agreement forms	Objective was met but ristruction expended the alotted time	Demonstrated Level 5 in the objective as shown in COT	agreement forms	Objective was met but natruction exceeded the abouted time	Demonstrated Level 5 in the Objective as shown in COT rating sheets I hiter-Observer agreement forms	Objective was met but naturation exceeded the abotted time	Demonstrated Level 5 in the objective as shown in COT raing sheets interobserver agreement forms.	Objective was met but instruction exceeded the
					NING		Very Satisfactory	4	Demonstrated Level 6 in the objective as shown in COT raths; sheets, inter-observer agreement forms		Demonstrated Level 6 in the objective as shown in COT	agrement forms		Demonstrated Level 6 in the objective as aboven in COT rating sheets, inter-observer agreement forms		Demonstrated Level 6 in the objective as shown in COT rating sheets / inter-observer agreement forms	
		laded leading	LA HACIENDA NATIONAL HIGH SCHOOL - BOILDI		TO BE SHI FO OUT DIRENG PLANNING		Outstanding	ıc	Demonstrated Level 7 in the Objective as shown in COT or rating sheets i him-observer if agruentent forms.	Objective was rest within the sitotlad time		agreement forms	Objective was met within the albited line	Demonstrated Level 7 in the objective as shown in COT rating absets / futer-observed agreement forms	Objective was not within the alotted time	Demonstrated Level 7 in the objecture as shown in COT rating sheets / futer-observer agreement forms	Objective was met within the abotted time
ED VINCENT A. CAHULUGAN		1000	TIONAL HIGH		TORES			OET	Quality	Bicency		Ouality DE EDU	Efficiency	Quality	Efficiency	Quality	Fifthency
CENT A. C.			SIENDA NA	5-2023	1		Weight	per KRA	700%		7.00%			7,00%		7.00%	
FD VING	Taschor	1 04011	LA HAC	SY 2022-2023				Imeline	SY 2022- 2023	6	SY 2022- 2023			SY 2022- 2023		SY 2022- 2023	
Name of Employee	Name of Lithrojec.	LOSKOR	Bureau/Center/Service/Division:	Rating Period:		-		Objectives	1. Applied knowledge of content within and across curriculum teaching areas	(#811.12)	2. Used a range of leaching strategies	thatenhance learner PAR achievementin	iteracy and numeracy skills (PPST 1.4.2)	3. Applied a range of teaching strategies to develop critical and creative finiting, as well as office thinking, as	order frinking skills (PPST 1.5.2)	4. Managed classroom structure to engage learners, individually or in groups, in	exploration,
			Bureau/Cent					KRAs	1. Content Knowledge and Pedagogy							2. Learning Environment & Diversity of Learners	
								MFOs	Basic Education Services								

Γ		Score		0,350		0.350		0320		0.350		0.350			0.350
MOLL			Ave	5,000		5.000		5.000		2,000		2.000			5.000
EVALUA		Rating	٠	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		diam'r h	45			10			74		
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DOUTE			a	N.		က	1	9	_	0		S	,		02
TO BE FILLED OUT DURING EVALUATION		Actual Results		Derondraked Level 7 in the objective as shown in COT raring sheets / Inter-objective, agreement forms	Objective was not within the abotted time	Demonstrated Level 7 in the objective as shown in COT raifing theets if hter-observer agreement forms	Objective was not within the abotted time	Demonstrated Level 7 in the objective as shown in COT railing theeter hier-observer agreement forms	Objective was not within the alotted time	Parmed for entithed leaching practice based on LAC essions / FODe (meetings / office collegial discussions attended, as shown in NOV3	Participated in colegial discussions that discuss toacher and learner feedback	Demonstrated Level 7 in the objective as shown in COT rating sheets / hter-observer agreement forms	Objective was net within the alotted time	Demonstrated Level 7 in the objective as shown in COT rating sheets! Inter-observer agreement forms	
		Poor	1	Committalised Level 3 in the objective as shown in COT rating these if inter-observer forms of complete evidence was shown.	No acceptable evidence was shown	Demondrated Level 3 in the objective as shown in COT raifing sheets / inter-objective agreement forms of no complable evidence was shown.	No acceptable evidence was shown	Defronstrated Level 3 in the objective as shown in COT raing sheets i hisr-observer agreement forms or or No acceptable evidence was shown	No acceptable evidence was shown	No acceptable evidence was shown	No acceptable evidence was shown	Demonstrated Level 3 in the objective as shown in COT rating afreels / inter-observer agreement forms. or for cooplable evidence was shown	No acceptable evidence was shown	Demonstrated Level 3 in the objective as shown in COT rading wheels / inter-observer agreement forms	No acceptable evidence was
	The state of the s	Unsatisfactory	2	Dercondrated Level 4 in the objective as shown in COT rating sheets / hist-objective agreement forms		Demonstrated Level 4 in the objective as shown in COT rating sheets i hist-observer agreement forms		Demonstrated Level 4 in the objective are shown in COT raths; sheets in the observer agreement forms		Attended LAC sessions / FCDe / meathogs / other cobgail decusions that decuse bacher/barner feedback to enrich restruction, as shown in NOV 1	Partopated in a colegial decussion that decusses teacher and learner feedback, in only 1 quarter	Demonstrated Level 4 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-channer agreement forms	
	Performance Indicators	Satisfactory	3	Demonstrated Lavel 5 in the objective as shown in COT rating sheets in this objective agreement forms	Objective was met but instruction exceeded the abited time	Demonstrated Level 5 in the objective as shown in COT raing sheets inter-observer agreement forms	Objective was met but natruction exceeded the afotted time	Demonstrated Lewel 5 in the objective as shown in COT rating sheets / inter-observer agreement forms	Objective was met but historicion exceeded the alotted time	Shared practices, to achier and Attentional LAC sessions foot of FOD's I meetings / collegial discussions other collegial discussions other collegial discussions for discuss to achieve plan, lacellate, and entiting feedback to entite it leads frop practice, and entiting it is allower in MOVI MOVI MOVI MOVI MOVI MOVI MOVI MOVI	Participated in collegial discussions that discussions that discuss teacher and learner feedback across 2 quarters	Demonstrated Level 5 in the objective as shown in COT rating sheets I hiler-objective agreement forms.	Objective was met but instruction expended the alotted time	ad Level 5 in the shown in CO? at hiterobourner orms	
INNING	Perfon	Very Satisfactory	4	Demonstrated Level 6 in the Objective as shown in COT rathing sheets if histochanver agreement forms		Demonstrated Level 6 in the objective as shown in COT realing officeur inter-observer agreement forms		Demonstrated Level 6 in the objective as shown in COT rating sheets inter-observer agreement forms			Participated in collegial discussions that discuss to the factorial discussions that discuss agrees agrees 3 quarters	Demonstrated Level 6 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	
TO BE FILLED OUT DURING PLANNING		Outstanding	9	Demonstrated Lyvel 7 in the objective as shown in COT rating sheets. I https://doi.org/10.1001/2001/2001/2001/2001/2001/2001/2	Objective was met within the albited time	Demonstrated Level 7 in the Objective as shown in COT rating sheets I has observer agreement forms	Objective was met within the albitud time	Dercondinated Level 7 in the objective as shown in COT rating sheets / histocharver, agreement forms.	Objective was met within the allotted (me	Planned for enriched leaching prestice based on LMC residues f EQD of meetings / other collegial discussions attended, as shown in MOV 3	Participated in collegial discussions that discussions that discuss teacher and learner feedback, across 4 quarters	Demontizated Level 7 in the Objective as enown in COT rating thesis / bite-observer agreement forms	Objective was met within the albited time	Demonstrated Level 7 in the objective as shown in COT rating sheets / hiter-observer egreement forms	
TOBE		130		Quality	Efficiency	Quality	Efficiency	Quality	Efficiency	Quality	Timeliness	Quality	Efficiency	Quality	
		Weight per KRA		2		£	0	2	31	%	7-1	2		%/	
		Timeline		SY 2023 2023		SY 2022- 2023			MEN	2023 2023		2023		SY 2022- 2023	
		Objectives		5. Managed learner behavior constructively by applying positive and non-violent discipline to ensure	learning-focused environments	6. Used differentiated, developmentally appropriate learning experiences to	address learners' gender, needs,		SE	2 K 2 C C C C C C C C C C C C C C C C C	Į.	0 % S	o in a	nized	formative and summative
		KRAs				JA,		3. Curriculum and Planning						Reporting	- W
		MFOs													

				112	OFFICE OF DOMING LEARNING	CAMMAG	The second second			TO BE FILLED OUT DURING EVALUATION	NO I	IG EVAL	AIR	
					The Party of the P	Perform	Performance Indicators							
MFOs KRAs	Objectives	Timeline	Weight	Į	Outstanding	Very Satisfactory	Satisfactory	Unsatisfactory	Poor	Actual Results		Rating		Score
					92	7	3	2	-		a	ь ш	Ave	
	assessment strategies			Bliciency	Objective was met within the abolised time		Objective was met but instruction expended the abitied time		No acceptable evidence was shown	Objective was met within the abitted time				
	11. Monitored and evaluated learner progress and achievement using learner attainment	SY 2022- 2023	£	Quality	Invoked barnet's in morbiding and esaluation of their own progress and achievement	Monitored and evaluated learner progress and adhivernent based on attahrment data from an hidwidual learner	Monloced and evaluated services and achievement based on the class attahment data	Montored and evaluated barner progress and achievement based on an existing grade level / department / bambig sirea report.	No acceptable evidence was shown	inched samets in profong and evaluation of the own progress and achievement	y)	Ψ.	5,000	0380
	data (PPST 5.2.2)			Timeliness	Submitted MOVis showis monitoring and evaluation done across 4 quarters	Submitted MOVis show's monitoring and evaluation done arross 3 quarters	Submitted MOVils show/s monitoring and evaluation done across 2 quarters	Submitted MOVis showis monkoring and evaluation done in only 1 quarter	No scoeplable evidence was shown	Submitted NOV/s showfs monitoring and evaluation done across 4 quarters				
- 10 M	12. Communicated promptly and clearly the learners' needs, progress and achievement b keystakeholders, including	2023	2	Orality	2	Communitated promptly and death utility various looks and districtions and subservent to key states houses and subservent to key states house not compared as shown in the MOV submitted.			No acceptable evidence was shown.	Commissed persply and chart with a state of the control of the con		, m	3.000	0 0,210
	andians	6		Timeliness		Showed prompt communication of leanent needs, progress and achievement across 3 quarters	Showed prompt communication of barners' needs, progress and achievement across 2 quariers	Showed prompt controlled to the progress and adherement in only 1 quarter	No acceptable evidence was shown	Showed pricings communication of barners' needs, progress and ach evernent across 2 quarters.		-		
S. Personal Growth 11: and Professional po Development pl Be	13. Applied a personal philosophy of backing that is learner-contered (PPST 7.1.2)	SY 2022.	2	OF EDU	Submitted MOV that details the constituted incompant of beamers in the leading's harming percess resulting from the application of a personal philosophy of leading that is beamer centered	Sub-ritad MOV that reflects inchement of learners in the leading-brosses resulting from the application of a personal philosophy of teaching that is learner- centered	Submitted MOV that shows the application of a pertennal phibotophy of leaching that is earner-centered	Submitted MOV that Indicates a personal philosophy of leaching that is not bemei-	No acceptable e-difente was dinem.	Submitted NOV that reflects historycant of featment in the vietority-barnet process resulting from the application of a personal philosophy of seading that is barner.	4		3 3.500	0 0.245
				Timeliness	Apled a personal phboophy of leading that is issues. Onlined across 4 quariess o	Applied a personal phiosophy of leading that is learner-comfered access 3 quarters	Appled a personal phiosophy of teaching that is leamer- centered across 2 quarters	Applied a personal philosophy of teaching that is learner centered in only 1 quarter	No acceptable evidence was shown.	Appled a personal philosophy of leaching that is barner-centered across 2 quarters				
P. B. S. B.	sssional rt goals	SY 2022- 2023	£	Quality		Decused progress on professional grass with the state during the state during the state factors of MOV3	Sol professional development goes based on e-SAT results as evidenced by MOV 2	Accomplehed the e-SAT at the beginning of the school year as evidenced by MOV 1	No scraptable evidence was shown	Set professional development goals based on e-SAT reauts as evidenced by MOV 2				
28	Sandards for			Efficiency 8	2	N/C		Submitted 1 acceptable MOV	No scoeplable evidence was shown	Submitted 1 acceptable MOV	6	2	2 2333	33 0.163
Teach 7.52)	Teachers (PPST			Timeliness "	Affour (4) automitted MONs 11 were accomplished within the M wreted RPMS Phase Prescribed RPMS Phase	MOVe were accomplished highly within the prescribed ROMS within the prescribed ROMS within the prescribed ROMS phases	Two (2) of the submitted MOVs were accomplehed within the prescribed RPIAS Phase	Only one (1) of the submitted MOVs was eccomplished within the prescribed RPMS Phase		Only one (1) of the submitted MOVe was accomplaned within the prescribed RPMS. Phase				-



Instructions: Please indicate the number of competency indicators that you demonstrated during the performance cycle.	ormance cycle.		
CORE BEHAVIORAL COMPETENCIES			
Sell-Management	Teamwork		
1. Sets personal goals and directions, needs and development.	1. Willingly does his/her share of responsibility.		
Undertakes personal actions and behavior that are clear and purposive and takes into account personal goals and values congruent to that of the organization.	2. Promotes collaboration and removes barrier to tearmork and goal accomplishment across the organization.	nent across the organization.	
3. Displays emotional maturity and entrusiasm for and is challenged by higher goals.	Applies negotiation principles in arriving at win-win agreements.		ဂ
4. Prioritizes work tasks and schedules (through Gantt chants, checklists, etc.) to achieve goals.	4. Drives consensus and heam ownership of decisions.		
5. Sets high quality, challenging, realistic goals for self and others.	 Works constructively and collaboratively with others and across organizations to accomplish organization goals and objectives. 	to accomplish organization goals .	
Professionalism and Ethics	Service Orientation		
 Demonstrates the values and behavior enstrained in the Nortins and Conduct and Ethical Standards for Public Officials and Employees (PA 6713). 	1. Can explain and articulate organizational directions, issues and problems.		
Practices ethical and professional behavior and conduct taking into account the impact of his/her actions and decisions.	2. Takes personal responsibility for dealing with and/or correcting customer service issues and concerns.	ce Issues and concerns.	
 Maintains a professional image, being fustworthy, regularity of attendance and punctuality, good grooming and communication. 	5 3. Initiates activities that promote advocacy for men and women empowement.		2
4. Makes personal sacrifices to meet the organization's needs.	4. Participates in updating office vision, mission, mandates and strategies based on DepEd strategies and directions.	on DepEd strategies and directions.	
Acts with a sense of urgency and responsibility to meet the organization's needs, improve system and help others improve their effectiveness.	Develops and adopts service improvement program through simplified procedures that will further enhance service delivery.	ires that will further enhance service	
Results Focus	Innovation	Tala Valle	
1. Achieves results with optimal use of time and resources most of the time.	1. Examines the root cause of problems and suggests effective solutions. Foster new ideas, processes and suggests hadroners to do things food and/or property and suggests	new ideas, processes and suggests	
 Avoids rework, mistakes and wastage through effective work methods by placing organizational needs before personal needs. 	 Demonstrates an ability to think "beyond the box". Continuously focuses on improving personal productivity to create higher value and results. 	proving personal productivity to	
3. Delivers emorfree outputs most of the time by conforming to standard operating procedures correctly and completeness consistently. Able to produce very satisfactory quality work in terms of usefulness/acceptability and completeness with no supervision required.	Promotes a creative climate and inspires co-workers to develop original ideas or solutions.	or solutions.	5
4. Expresses a desire to do better and may express frustration at waste or inefficiency. May focus on new or more precise ways of meeting goals set.	4. Translates creative thinking into tangible changes and solutions that improve the work unit and organization.	the work unit and organization.	
 Makes specific changes in the system or in own work methods to improve performance. Examples may include doing something better, faster, at a lower cost, more efficiently, or improving quality, customer satisfaction, morale, without setting any specific goal. 	5. Uses ingenious methods to accomplish responsibilities. Demonstrates resourcefulness and the ability to succeed with minimal resources.	cefulness and the ability to succeed	

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCRF) SUMMARY SHEET

Regular Teachers in the Proficient Stage

Name of Rater: IMA C. BUTRON Position: Principal I
Date of Review: July 27, 2023 Bureau/Center/Service/Division: LA HACIENDA NATIONAL HIGH SCHOOL - E Rating Period: SY 2022-2023 Name of Employee: ED VINCENT A. CAHULUGAN Position: Teacher III

VON	Moight nor VDA	Objectiv	Weight per		Numerical	Ratings		0.000	Adjectival
MAN	weigin per nice	Objectives	Objective	Ø	Ш	_	Ave	acore	Rating
KRA 1	21%	Objective 1	%4	5	5		5.000	0.350	Outstanding
		Objective 2	%2	4	5		4.500	0.315	Outstanding
		Objective 3	7%	5	2		5.000	0.350	Outstanding
KRA 2	21%	Objective 4	1%	5	5		2.000	0.350	Outstanding
		Objective 5	1%	5	2		5.000	0.350	Outstanding
The same of		Objective 6	2%	5	2		2.000	0.350	Outstanding
KRA 3	21%	Objective 7	1%	5	5		2.000	0.350	Outstanding
		Objective 8	1%	5		5	2.000	0.350	Outstanding
	T. V.	Objective 9	%2	5	2		2.000	0.350	Outstanding
KRA 4	21%	Objective 10	%2	5	5		5.000	0.350	Outstanding
TUVUS	(Objective 11	%2	5		5	5.000	0.350	Outstanding
DELAKI MEN I	5	Objective 12	%2	3		3	3.000	0.210	Satisfactory
KRA 5	14%	Objective 13	%2	4		3	3.500	0.245	Very Satisfactory
	5	Objective 14	%2	3	2	2	2.333	0.163	Unsatisfactory
Plus Factor	2%	Objective 15	2%	5	5	5	5.000	0.100	Outstanding
INAL PER	FINAL PERFORMANCE	Accomplishments of KBAs and Objectives	onte of KPA	ond Ohio	chivee	E	Final Rating		4.533
RES	RESULTS	ille lidi liopor	SIN IS SHIP	and Obje	COALLO	Adjocti	Adjectival Pating	Ċ	Ontetanding

ED VINCENT A. CAHULUGAN

Approving Authority IMA C. BUTRON

Page 1 of 1

NOTE:					
This sheet shall be acc Performance Monitoring and iii) Phase IV: Perform	This sheet shall be accomplished during: i) Phase I: Performance Monitoring and Coaching, based on the and iii) Phase IV: Performance Rewarding and Develop		Performance Planning and Commitment, based on the results of e-SAT; and ii) Phase II: agreements on the Performance Monitoring and Coaching Form and Mid-year Review Form; nent Planning, based on the actual results of IPCRF.	on the results o Soaching Form ar	if e-SAT; and ii) Phase nd Mid-year Review Forr
		Action	Action Plan		
Strengths	Development Needs	(Recommended Develo	(Recommended Developmental Intervention)	Timeline	Resources Needed
		Learning Objectives	Intervention		
A. Functional Competencies					
Applied knowledge of content within and across curriculum teaching areas (PPST 1.1.2)	Set professional development goals based on the Philippine Professional Standards for Teachers (PPST 7.5.2)	Setting professionsl development goals based on the Philippine Professional Standards for Teachers.	Setting the clear expectation of teachers along well-defined career stages and engage teachers to actively embrace a continuing effort in attaining profeciency.	All year round	Learning and Developmental Team, Local funds, Tools for PPST
Applied a range of teaching strategies to develop critical and creative thinking, as well as other higher-order thinking skills (PPST 1.5.2)	Communicated promptly and clearly the learners' needs, progress and achievement to key stakeholders, including parents/guardians (PPST 5.4.2)	Communicate promplty and clearly the learners' needs, progress and achievement to key stakeholders, including parents/guardians	Attend PTA Meetings and send proper communication to parents/guardians in various modalities	All year round	Learning and Developmental Team, Local funds, Tools for PPST
Managed classroom structure to engage learners, Individually or in groups, in meaningful exploration, discovery and handson activities within a range of physical learning environments (PPST 2.3.2) Managed learner behavior constructively by applying positive and non-violent discipline to ensure learningfocused environments (PPST 2.6.2) Used differentiated, developmentally appropriate learning experiences to address learners' gender, needs, strengths, interests and experiences (PPST 3.1.2)	Managed classroom structure to Applied a personal philosophy of engage learners, individually or in teaching that is learner-centered groups, in meaningful exploration, discovery and hands-on activities within a range of physical learning environments on structively by applying ositive and non-violent iscipline to ensure learning-ositive and non-violent iscipline to ensure learning-ositive and non-violent schomentally appropriate welopmentally appropriate arning experiences to address mers' gender, needs, angths, interests and eriences (PPST 3.1.2)	Apply personal philosophy of teaching that is leaner-centered TTON	Apply learner-centered strategies during classes	All year round	Learning and Developmental Team, Local funds, Tools for PPST

Strengths	Development Needs		Jevelopmental Intervention)	Timeline	Resources Needed
		Learning Objectives	Intervention		
Planned, managed and implemented developmentally sequenced teaching and learning processes to meet curriculum requirements and varied teaching contexts (PPST 4.1.2)	b0 b0				
Participated in collegial discussions that use teacher and learner feedback to enrich teaching practice (PPST 4.4.2)					
Selected, developed, organized and used appropriate teaching and learning resources, including ICT, to address learning goals (PPST 4.5.2)	2				
Designed, selected, organized and used diagnostic, formative and summative assessment strategies consistent with curriculum requirements (PPST 5.1.2)				No.	
Monitored and evaluated learner progress and achievement using learner attainment data (PPST 5.2.2)	ENT OF EDUCA	TION			HROD
B. Core Behavioral Competencies Professionalism and Ethics St	es Self-Management	To priortize tasks and schedules	Practice the use of Gantt	All year round	Local funds, school funds,
Results Focus	Professionalism and Ethics	to achieve goals To gain new skills and improve teaching methods	chart, checklist, etc. Participate in LAC sessions, seminars and other related trainings	All year round	Local funds, school funds, MOOE
Teamwork	Results Focus	To achieve result with optimal use of time and resources most of the time	Create timeline and probable sources for the implementation of goals	All year round	Local funds, school funds, MOOE
Service Orientation	Teamwork				
nnovation	Service Orientation				
	In a contract on	3			

